



A Talent Leaders Guide to Buying Trusted Enterprise AI Tools to Improve Hiring

5 Essential Steps for AI Purchases

LinkedIn

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Partner proactively with your internal stakeholders and vendors to overcome common AI purchasing challenges.

AI can be transformative in talent acquisition, but adopting it responsibly requires strong partnership across your internal teams. This guide helps Talent Leaders proactively engage technical teams and vendors to ask thoughtful, forward-looking questions about any AI solution they are considering. By aligning early, you can ensure the technology you choose solves today's needs, adapts to future changes, and comes from a trustworthy partner who will grow with you.



Step 1:

Partner early with InfoSec, Procurement, Legal, and IT teams.

Bringing in your internal stakeholders and collecting questions early in the evaluation process helps you avoid delays, ensures comprehensive compliance, and builds organizational confidence in your AI investment.



Opportunities for partnership:

- **Co-creating** a vendor evaluation scorecard that supports both the business goals and technical needs.
- **Launching** a Proof of Concept or Trial before purchasing.

InfoSec

Ensures data privacy, encryption standards, and secure system integrations.

Procurement

Negotiates favorable terms, SLAs, and pricing structures.

Legal

Reviews liability exposure, bias risks, and regulatory compliance requirements.

IT

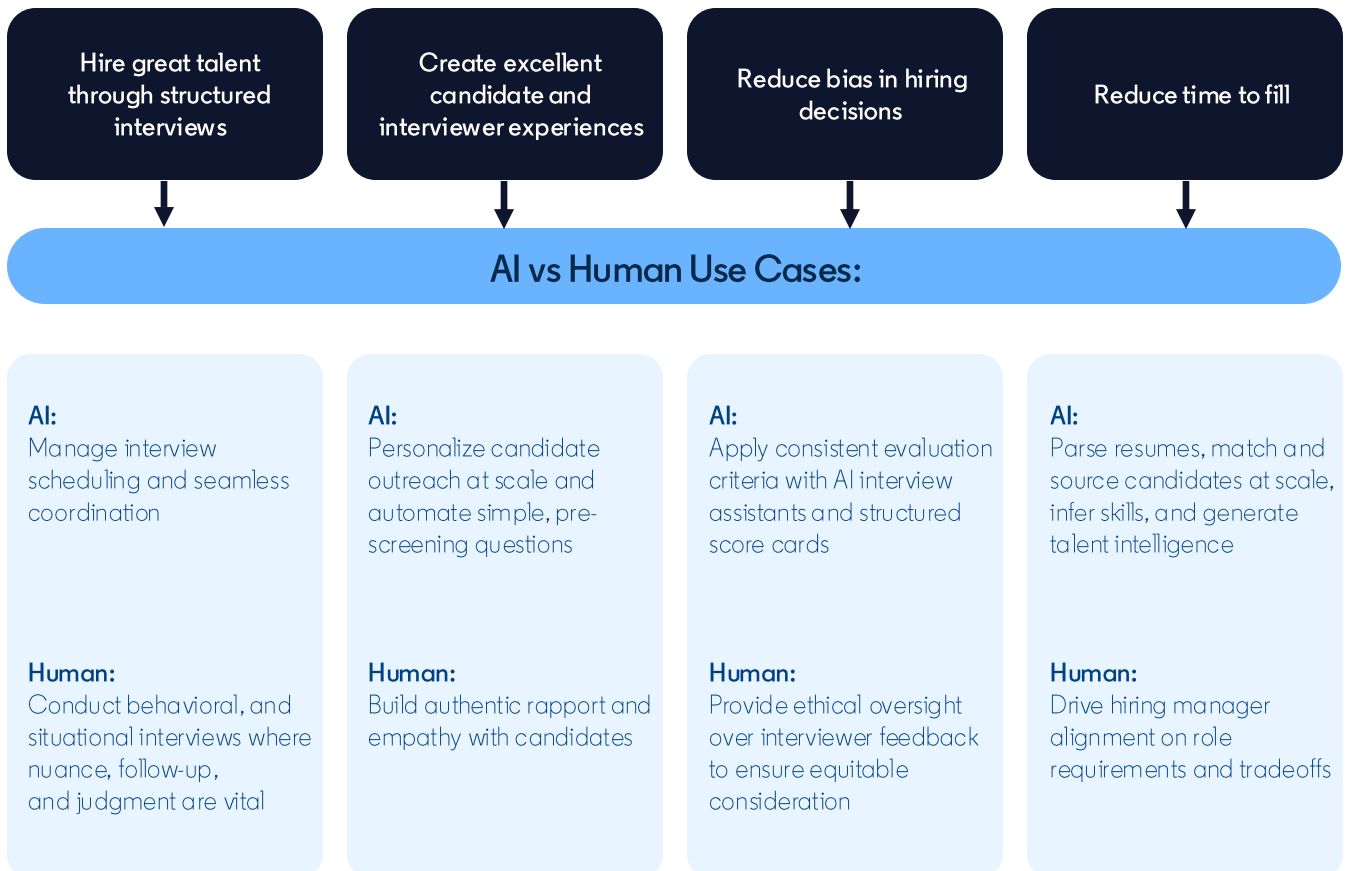
Ensures AI tools is technically compatible and scalable by leading implementation planning.

Step 2:

Identify where AI adds value — and where it doesn't.

AI can be transformative in talent acquisition, but not all parts of the hiring process benefit equally. Start by mapping your hiring workflow and identifying specific jobs to be done where AI can drive real efficiency, fairness, or deeper insight into your talent pipeline. From there, map the AI product you're exploring across these core use cases.

Hiring jobs to be done:

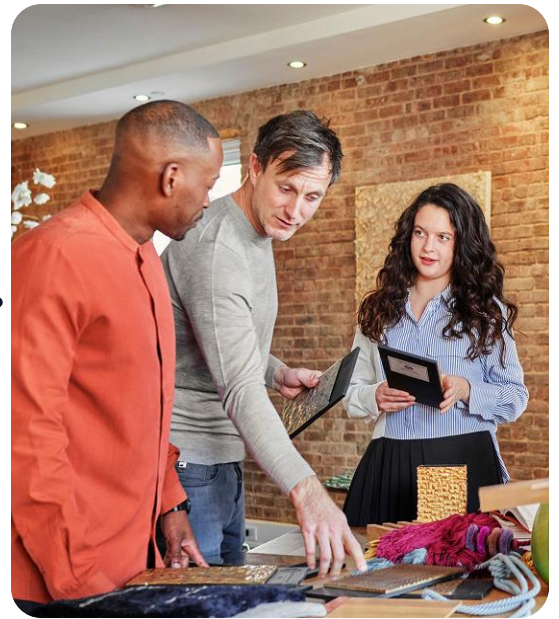


Remember: Use AI to augment—not replace—human judgment in hiring decisions.

Step 3:

Ask the right questions when evaluating vendors.

Before you commit resources and trust, ask vendors questions that uncover how their AI actually works, how it's governed, and whether it aligns with your organization's values and compliance requirements.



Responsible AI

Do you incorporate responsible AI practices from the start of creating your products?

Transparency and Decision Making

Can you provide documentation about how your AI models work and make decisions? How do you help ensure that humans stay in control of the hiring decision?

Fairness and inclusion

How can your tool integrate into our own hiring practices to ensure we're compliant and mitigating bias?

Success Measuring AI

How do you help clients realize ROI of your solutions? What data do you provide to validate impact?

System Performance and Audits

Do you have policies and procedures in place to monitor the AI systems and confirm they are working as intended? Can the output be audited?

Data and Integrations

What data will you ingest into your systems? What about your HCM/HRIS/ATS integrations? Is there flexibility around this data?

Compliance

How do you stay up to date with evolving regulations?

Financial Stability

What is your long-term growth strategy? How can you prove your financial health before we purchase?

Step 4:

Be aware of risks and regulations

HR AI is subject to several regulations across different regions, countries, and states. Being aware of common regulations enables you to speak the language of your legal team, address AI purchasing questions proactively, and identify a reputable partner. A few common examples below:

EU AI Act

Mandates transparency and human oversight requirements for HR AI tools.

GDPR/CCPA

Regulates personal data collection, usage, storage, and requires explicit candidate consent.

Employment Discrimination

Prohibit employment discrimination of all kinds, including discrimination resulting from the use of AI tools in the selection procedures.

Why choosing a trusted partner matters

● Build and scale your workforce with confidence

Ensure your partners align with your company's values and fair hiring practices, giving you the confidence to accelerate your candidate pipeline with AI.

● Keep your data safe

Partnering with a vendor who implements robust enterprise grade trust and safety measures ensures your data is safe and the AI is always in your control.

● Uphold candidate trust

Partnering with a credible AI vendor that shares your responsible hiring values demonstrates to candidates that your organization leads with trust and fairness.



Step 5:

Prepare early for implementation and change management to drive ROI

Even the most sophisticated AI tool will fail to deliver value without seamless integration and strong user adoption. Build a comprehensive rollout plan that includes planning, engaging, and reinforcing. Adoption is critical for demonstrating ROI



- **Articulate the change.**
What is changing, why, and why now? What is lost if we don't change?
- **Identify who's impacted and how.**
How will this impact those affected, and what is the degree of change? What's in it for them?



- **Develop and execute engagement plan.**
What are the right channels, frequency, and messages? What trainings, activities, or materials are needed?



- **Measure.**
Track adoption, applications, and impact over time.
- **Iterate.**
Use feedback to refine your approach. Remember, the goal is to reinforce lasting behaviors!

Talk to our team today

Learn how LinkedIn's responsible AI practices lead to trustworthy, effective tools for your HR team.

What we do

Guided by 5 key principles, we stay true to our mission of creating AI systems that are safe, reliable, and trustworthy.

1. Advance Economic Opportunity

2. Uphold trust

3. Promote Fairness and Inclusion

4. Provide Transparency

5. Embrace Accountability

How we do it

Building trustworthy AI at LinkedIn means mindfully innovating. We implement rigorous model testing, strong governance measures, recurring audits, and legal compliance to build reliable tools. Visit our [AI Transparency](#) hub for more information.

What set our AI products like LinkedIn Hiring Assistant apart?

- **Better data, better outcomes:**
Powered by the most complete, dynamic talent data on the planet.
- **Efficient by design:**
Build natively into tools your teams already know and use.
- **Enterprise-grade safety:**
Grounded in trust, compliance, and responsible AI aligned with Microsoft.