

SERVICE DOCUMENTATION

ETHICAL TALENT SCREENING



Ethical Talent Screening

The screenshot displays the MeVitaE ethical screening interface. On the left, a sidebar contains candidate information: Candidate Name, Candidate Job Title, Phone Number (+44 74668246247), and Email (csfcsj@gmail.com). Below this is the 'EXECUTIVE SUMMARY' section, followed by 'EDUCATION' (2001 Bachelor degree, Translation, Faculty of Arts, University of Lisbon) and 'WORK HISTORY' (Property Assistant Manager [7/2016 – Present] at Capital Investment Advisors, London). The main content area on the right shows 'Candidate Category: 4' and a 'Filter' button. A list of screening questions is displayed, each with a progress indicator (a circle with a dot). The questions are: 'Has the candidate been responsible for project or team planning?' (50%), 'Do they describe coordinating work across departments or stakeholders?' (50%), 'Have they contributed to defining goals, timelines, or deliverables?' (90%), 'Did they participate in regular planning or sprint meetings?' (35%), 'Have they worked in roles requiring both strategic thinking and teamwork?' (35%), and 'Is there mention of using planning tools?' (35%). The interface also includes a top navigation bar with a logo, a progress indicator, and buttons for 'ACTIONS', 'AK', and 'EXIT EDIT MODE'.

MeVitaE's ethical screening solution delivers fair, transparent, and skills-based hiring. It automatically structures job requirements for consistency, anonymises candidate data to minimise bias, and highlights evidence against each requirement for confident, accountable decisions. Candidates receive tailored, editable feedback, while talent redeployment matches internal skills to open roles, boosting workforce agility and reducing hiring costs.

20+ **ATS platforms**



ORACLE



icims



JOBVITE

greenhouse

bamboohR®



JazzHR

Solution at a Glance



| AUTOMATED KEY REQUIREMENTS

Analyse your job description to extract, structure, and generate clear, editable requirements. Ensuring consistency across roles and providing a strong foundation for objective, skills-based evaluation.



| ANONYMISED SCREENING

MeVitae's screening removes unnecessary personally identifiable information to minimise both human and algorithmic bias. By focusing only on relevant skills, experience, and evidence, hiring teams can make fairer, more inclusive decisions.



| EVIDENTIAL HIGHLIGHTING

MeVitae eliminates the typical AI black box process. MeVitae highlights evidence within a candidate application for each requirement. Helping hiring teams quickly assess fit and justify decisions with confidence.

Solution at a Glance



| CANDIDATE SUITABILITY SCORING

Candidate suitability scoring helps organisations identify the best-fit candidates by aligning applicant skills, experiences, and competencies with clearly defined job requirements.



| BESPOKE CANDIDATE FEEDBACK

AI generated editable candidate communication based on unmet requirements. Choose the level of detail while maintaining fairness, clarity, and an enhanced candidate experience.



| TALENT REDEPLOYMENT

Identify internal talent quickly and efficiently. By matching job requirements with employee skills and experiences, MeVitae helps organisations fill roles through redeployment, supporting workforce agility and reducing hiring costs.

“MeVitaе not only provided us with the necessary tools but also offered exceptional support through our Customer Success Manager (CSM) and their support team.”

REBEKAH W. 51-200 EMPLOYEES. NOT-FOR-PROFIT.



Metrics:

Ethical Talent Screening delivers precise hiring decisions by combining objective, skills-based evaluation with AI-driven automation. It reduces bias, improves hired candidate quality, and lowers operational costs, empowering organisations to hire confidently, consistently, and at scale.

70%

MORE QUALIFIED

Attract and identify higher-quality candidates through skills-aligned, evidence-based evaluation.

30%

REDUCED ATTRITION

Retain stronger talent by improving hiring accuracy and role fit through deeper, data-driven evaluation.

90%

TIME SAVED

Automate repetitive screening tasks to accelerate hiring and free recruiter capacity.

45%

COST REDUCTION

Lower recruitment costs through efficient automation and improved screening accuracy.

Onboarding:

ONBOARDING & POST-SALES SUPPORT

Each client is introduced to a dedicated Customer Success Manager to guide implementation and ongoing success. Client requirements include all configurations available and best practices are captured to create a tailored implementation plan; covering HR system integration, user acceptance testing, and digital training sessions.

Once live, clients benefit from quarterly catch-ups and access to MeVitae's support team. Our 2025 performance consisted of Monday to Friday, 9am–5pm (UK time) support hours, 100% response and resolution SLAs achieved, and 99.74% system availability.

TECHNICAL SUPPORT:

Data backup and recovery:

Point-in-time recovery is enabled by default. All entities are securely stored for 7 days, allowing rapid restoration to any moment within the previous week.

MeVitae's maintenance & outage windows

MeVitae conducts quarterly maintenance exclusively over weekends (Saturday & Sunday). Advance notice is provided when any service impact is expected.

No outage windows are needed.

Hosting options and locations

Our services are hosted on public cloud services, or by a select number of sub-processors, also hosted in public cloud environments.

TECHNICAL REQUIREMENTS

To complete technical integration, the following access is required (full details provided during onboarding):

01

Admin-level ATS access

02

API service user for API operations

03

IT or implementation partner support for SSO and full technical setup [required for only some ATSs or editor access]

SERVICE PROVIDER	SUPPORTED LOCATION	PURPOSE
Microsoft Azure	UK, Netherlands, Ireland, Germany	Cloud service provider for data storage and processing.
Amazon Web Services	UK, Ireland, Germany	Cloud service provider for data storage and processing.
Google Cloud Platform	UK, Netherlands, Belgium, Germany	Cloud service provider for data storage and processing.
Redis	UK, Netherlands, Belgium, Germany	Cloud service provider for data storage and processing (hosted on Google Cloud Platform).
CloudConvert	Germany	Cloud service for converting documents (docx, odt, etc.) for redaction.
Cloudflare	Worldwide CDN	Cloud service for network protection.
SendGrid	US, EU	Cloud service for sending emails. Used to verify emails addresses and send notifications.

*More available on request

Offboarding:

SUPPORT

Should a client leave MeVitae, integrations are cleanly disconnected on the termination date. Users receive clear instructions for any actions required on their side. Data extractions can be requested at any time during or at the end of the contract, with flat-file downloads fully supported.

Security Overview:

SECURITY GOVERNANCE

Security is at the forefront of all we do. With board-level oversight and ISO/IEC 27001 and 9001 certifications, MeVitae follows a rigorous Information Security Policy supported by specialised controls, from cryptography to personal data protection. Standards are upheld through ongoing internal audits and monthly leadership reviews.

Operational Security

CHANGE & CONFIGURATION MANAGEMENT:

Every infrastructure or personal-data-related change follows recognised frameworks (CSA CCM, SSAE-16/ISAE 3402). Formal risk assessments, enforced controls, and CTO sign-off to ensure a tightly governed environment.

VULNERABILITY MANAGEMENT:

Automated Azure scanning, GCP Docker image analysis, quarterly internal penetration tests, and annual CREST-certified assessments keep threats in check. Risks are evaluated using OWASP guidance, with critical issues patched within 24 hours.

PROTECTIVE MONITORING:

A dedicated Security Incident Management Procedure enables rapid containment and guarantees customer notifications within one hour.

ISO/IEC 27001 and 9001

INCIDENT MANAGEMENT

Fully aligned to ISO/IEC 27001 and 9001, MeVitae provides round-the-clock incident reporting via phone or email, supported by real-time detection systems. Every incident is managed through a structured workflow, from containment to authority communication, with customers notified within an hour and receiving a full report within 48 hours.

SECURE DEVELOPMENT

MeVitae's development lifecycle is built on industry best practices and independently assessed against ISO/IEC 27001 and 9001, ensuring security is embedded into every stage of product creation.





For any questions, please contact:
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