

Using AI to apply for our roles



**LLOYDS BANK
FOUNDATION**
ENGLAND & WALES

Our Position

Artificial intelligence (AI) tools are becoming part of how many people work and write, and that includes job applications. We want to be upfront about how we think about this, and offer some practical guidance if you're considering using AI to draft your application or CV.

We don't ban the use of AI tools when preparing your application. What matters to us is that what you submit genuinely reflects your thinking, your experience, and your voice. We're not looking for the most polished writing (except in communications roles), we're trying to understand who you are and how you work.

AI can be a useful thinking tool. It can sometimes be less useful as a writing tool and it can show when it's been used that way, unless you edit carefully.

Where AI can help you

Starting out

If you're not sure where to begin, AI can help you think through how your experience connects to the role. Try asking it to help you identify themes from the job description, or to suggest what a panel might be looking for.

Getting feedback on a draft

Once you've written something in your own words, AI can be a useful sounding board, flagging unclear sentences, complex language or gaps in your examples.

Checking structure and flow

If your answer feels muddled, AI can help you think about how to organise your ideas more logically.

Reducing the Risk -
Impact Family Services



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Where to Be Careful

AI-generated writing tends to sound like AI-generated writing. Phrases that feel polished but generic, an over-reliance on certain words and a tone that doesn't quite sound like an actual person are all things that stand out to experienced recruiters.

More importantly, if your application doesn't reflect how you actually think and communicate, it makes the interview harder for everyone. We want to meet the person who wrote the application.

How We Use AI

We want to be transparent about how we use artificial intelligence (AI) as part of our recruitment process.

For full transparency, we may also use AI to help rank applications. We always do quality checks to test AI outputs and all of our final decisions are made by human beings. We use the Hireful platform's AI function, which you can read more about [AI shortlisting](#). We also use AI-supported sifting within our recruitment system (Hireful) to help review applications more efficiently.

However, AI is always used responsibly and to support, not replace, decision-making. It helps inform and strengthen our processes, but it does not make decisions on its own.

Decisions about candidates are made by people, not AI. We also ensure that any data is handled in line with our data protection policies.



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