

HREVN - Official case starting point

TalentIA SL

Input document before dossier structuring begins

This document is generated automatically from the real data behind the demo case. It is not an outside summary: it is a readable version of the starting point that feeds the TalentIA SL scenario.

Generated from the real files behind the demo scenario

System

TalentMatch candidate scoring

AI-assisted candidate scoring system used to prioritize applications before review by an HR professional.

Context

Spanish SMB

Area: recruiting. Stage: pilot before production.
Domain: employment and people management.

Which system enters the scenario

Official case summary

Fictional Spanish company using AI-assisted candidate scoring for first-pass filtering in hiring processes.

Which controls already exist

Controls already present at the starting point

- manual review of shortlisted candidates by HR
- basic audit logging
- data retention policy

Which problems already appear

Open findings in the scenario

- Human oversight is described informally, but there is no formal control definition for when HR must override or reject the system score.
- The company still cannot show a documented evidence record of recent bias testing across different candidate groups.
- The notice and explanation materials shown to candidates are incomplete in the current deployment.
- The generated evidence package exists, but it has not yet been signed off as a formal review artifact.

These points come from the official TalentolA scenario

Which objections block the review

Main open objection

- The responsible reviewer needs stronger evidence of human oversight before the company can rely on candidate scoring outputs.

What would need to happen next

Expected next steps in the flow

- Record owner assignments
- Propose corrective actions
- Update corrective actions

This document is the official scenario input, not the final dossier

The final review PDF is generated later, from this same scenario and its evolution inside the workflow. This document shows the official starting point of the case.