

# The AI Gatekeeper: New Research Warns Top Talent Is Being Filtered Out by Automated Hiring

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A significant rift is opening between UK employers and jobseekers as a growing reliance on Artificial Intelligence in the recruitment process causes high-quality candidates to be “filtered out” before they even reach a human reviewer.

New research from [CV-Library](#), involving nearly 500 recruiters and 1,100 candidates, confirms that the drive for efficiency is backfiring. While 83% of recruiters now use AI to speed up the hiring process, the lack of human intuition is leading to a measurable decline in the quality of hires.

## Recruiters Admit to “Missing Out”

The data paints a concerning picture for businesses trying to secure top-tier talent. According to the report:

- 35% of recruiters admit they are missing out on top talent due to the absence of human intuition.
- 27% say strong applications are being rejected by automated systems before they ever reach the interview stage.
- 20% report a general decline in the quality of candidates since integrating AI into the workflow.

While AI is praised for administrative tasks, such as writing job descriptions (63%) and scheduling

interviews (38%), it struggles with the nuances of people management. A staggering 72% of recruiters say AI cannot identify cultural fit, and 55% believe it performs poorly when assessing vital soft skills.

## Candidate Frustration and Gen Z Scepticism

For jobseekers, the experience has become increasingly alienating. Over half (53%) believe they have been rejected by an algorithm without a human ever laying eyes on their CV. This barrier is leading 40% of candidates to abandon applications entirely when they encounter AI screening bots.

The frustration is most acute among Gen Z, with 64% suspecting AI is responsible for their early-stage rejections. Simon, a current jobseeker, noted the shift in the landscape: "If AI is going to be a gatekeeper, I may as well use it to help me get through those gates."

## A Wake-Up Call for the Industry

Lee Biggins, CEO and Founder of CV-Library, described the findings as a "timely wake-up call" for the recruitment sector.

"Candidates have long felt that the human touch is ebbing away," Biggins said. "Good recruiters are using AI to support human intuition, not replace it. Not everything should be outsourced, especially in recruitment where every candidate is individually unique."

## How to Beat the Bot: Tips for Candidates

To avoid being unfairly filtered out, CV-Library recommends a "simplicity first" approach to CVs:

1. **Avoid Graphics:** AI often fails to read text boxes, images, or tables. Use clean fonts like Arial or Calibri.
2. **Frontload Skills:** Use bullet points that mirror the job description to ensure the algorithm catches key terms.
3. **Quantify Results:** Use data and measurable language (e.g., "Increased sales by 20%") rather than vague claims.

## The Employer Mandate

For businesses looking to protect their employer brand, the report suggests maintaining strict human oversight. Recommendations include auditing AI tools for bias and being transparent with candidates about how automation is used to build trust rather than barriers.

As the hiring market remains challenging, the message for 2026 is clear: while AI can manage the volume, only humans can manage the talent.

*For more information, the full report and a practical guide for recruiters are available at [CV-Library](#).*