

FEA Intelligent Search

Candidate Guide

People First, Always.

FEA EXECUTIVE
SEARCH →

FEA [INTELLIGENT
SEARCH]

Introducing FEA Intelligent Search

At FEA, we believe the future of executive search lies at the intersection of deep human expertise and the power of data-led intelligence. While technology enhances our reach, our focus remains firmly on people. FEA Intelligent Search isn't an "AI-first" solution - it's a "people-first" partnership designed to find the right fit for you and our clients, ensuring candidates are seen clearly, fairly and objectively.

This guide outlines how **FEA *Intelligent Search*** assists our team, how your data is handled and our commitment to your privacy.

How the Technology Supports You

To ensure a fair and thorough hiring experience, we pair our team's intuition with smart technology. This allows us to see past blind spots and keep objective information at the heart of our decision-making, ensuring every candidate is evaluated fairly.

Defining Success: Our consultants work with our college clients to build a 'Leadership Success Profile', mapping out the specific competencies and priorities the role requires. This creates a unique profile of what success looks like for that specific role, which is far more powerful than a traditional job description. **This helps you gain an in-depth understanding of what the organisation is looking for in its new leader.**

Creating Your Portrait: We use bespoke technology to create a 'Candidate Insights Report' of you. From the information you share with us, such as your CV, personal statement, application forms, etc., the formal discussions you have with our consultants and the outcomes of our personality profiling tool, we create a portrait of you. We then analyse your skills and experience against the specific roles' Success Profile to identify how your unique background correlates with the college's needs. **We provide complete transparency and you will receive a copy of your insights portrait to help you prepare for the selection process.**

Human-Led Decisions: Our technology cannot automatically filter you out of the process - every decision to shortlist or reject a candidate is made by the hiring organisation in collaboration with the FEA consultant. **We only implement our candidate insights technology once the shortlisting process has been undertaken.**

What Intelligent Search is NOT

- It's not about replacing people: Our consultants lead every stage of the process.
- It's not about using technology to filter candidates'. No decisions are made by technology – all recommendations and decisions are people-led.
- It's not about profiling applicants: We only implement data-enabled solutions once you have been shortlisted.
- It's not about hiding data: We are completely transparent - you see your personal insights portrait. The tool is designed to help you perform at your best.

Protecting Your Data and Your Rights

We uphold the principles of **fairness**, **transparency** and **accountability**.

You have the following rights regarding our data tools:

- **Human Review:** You can ask for assurances that any data-assisted insights have been reviewed by a person.
- **Meaningful Explanation:** You can request an explanation of how your information and insights were generated.
- **Right to Object:** You may object to the use of your data in this way. If you do, we will revert to a traditional, non-data-led assessment process for your application.
- **Right to Correct:** If you believe your personal information and insights contain inaccurate inferences about your skills, you have the right to challenge and correct them.



Security Statement



Keeping your data and information safe and secure is a core component of FEA Intelligent Search. All data is encrypted using recommended encryption standards and stored and processed in the Azure UK South Region (for further details: [20251007-KF-Security-FAQs.pdf](#)).

We perform regular Data Protection Impact Assessments (DPIAs) specifically focused on algorithmic bias and security. Regular penetration testing is conducted to ensure that organisational data remains siloed and secure.

Frequently Asked Questions

Does the technology decide if I get the job?

No. All of our processes are led by our team of expert consultants, and decisions are made by leaders in the hiring organisation. Our technology does not make recommendations. Technology is secondary and is only called upon once person-centred decisions have been made.

Is this process fair?

We leverage technology specifically to reduce bias and champion diversity at every stage. Our tools are audited quarterly to ensure they do not produce discriminatory outcomes or reinforce historical biases.

What data are you using to create my Portrait?

We use the information you share, such as your application documentation, personal statement, and interview transcripts. We collect only the specific data points required to assess candidates' skills and experience as they relate to the Leadership Success Profile for the role, and all data is encrypted to industry-standard security protocols.

Who uses the technology?

FEA consultants and operations staff are the only people who have access to the technology. We use a secure platform built in FEA's secure Microsoft Azure tenant, which means the information never leaves FEA and is not used to train AI Large Language Models.

Would you Like to Know More?

The FEA consultant you are working with is your first point of contact for any queries.

You can also contact FEA's Data Protection Officer by emailing:
Judith.Richardson@fea.co.uk