

Using GenAI in the application process:

At Mears Group, we value innovation and recognise that Generative AI (GenAI) can be a helpful tool during the job application process. However, we also place great importance on authenticity; we want to get to know the real you, your experiences, skills and your individual perspective.

To support you in using GenAI responsibly when applying to Mears, we've outlined some best practices and acceptable uses below.

We want to get to know you

We encourage applicants to use GenAI as a supportive aid, not as a shortcut. AI can help you refine and clarify your own ideas, but it should not do the work for you.

Be yourself. Your skills and experience are valuable, share them with confidence and in your own words.

All the best with your application.

Acceptable use of GenAI

You're welcome to use GenAI as a writing assistant to help structure and express your thoughts, similar to using a grammar or spell-check tool. You may find AI useful for:

- **Be original** – Start with your own ideas, then use GenAI to help with clarity, grammar, tone and phrasing, to ensure it sounds professional and well-structured.
- **Seeking guidance** – You can ask AI for suggestions on how to structure a CV or cover letter, for example, to present your skills clearly.

***Top tip:** If using AI to help with your CV, cover letter, or application process, please ensure any personal details (such as your name, contact details, or home address) are anonymised to protect your privacy.*

Unacceptable use of GenAI

We want to learn about your genuine skills, experience, and personality, not what AI has generated on your behalf. Therefore:

- **Do not use AI to invent experiences or skills.** Your application should reflect your authentic background and abilities.
- **Avoid copying and pasting AI-generated responses word-for-word.** These often sound generic and are unlikely to help you stand out.
- **Be prepared to speak about everything in your application.** Over-reliance on AI could make it difficult to answer follow-up questions during interviews.

Remember, a good interviewer will be able to tell whether you have genuinely experienced a situation or have the ability to carry out a task.