

Navigating the new reality of hiring in financial services

In a regulated industry, every hiring decision has to stand up to scrutiny. Every open role is still a race.

Financial services organizations face high applicant volumes, growing fair-hiring scrutiny, strict data governance requirements, and intense competition for operations, compliance, and technology talent. Modernizing hiring requires AI built for regulated environments and embedded within the Oracle systems institutions already govern and audit.

Three hiring challenges facing financial services organizations today:

- High-volume hiring compromises quality**
Thousands of applicants and inconsistent interviews create hiring gaps and legal risk across teams and locations.
- Regulators demand audit-ready documentation**
Growing scrutiny requires fair, consistent evaluations and defensible records built into every hiring decision.
- Slow interviews cost top candidates**
When scheduling delays the first interview, in-demand talent accepts faster offers elsewhere.



With Eightfold AI Interviewer and Oracle Recruiting, financial organizations can:

- Move candidates from application to structured interview in hours rather than weeks, with interviews available 24/7 at any volume—without changing existing Oracle HCM workflows.
- Build compliance documentation from the first interview through standardized, defensible evaluation records, recruiter oversight, and human final decision-making.
- Reduce evaluation variability across teams and locations by applying a consistent, structured interview framework to every candidate.
- Keep candidate data within approved, governed systems through an embedded integration with the Oracle environment IT and compliance teams already control.

Proven impact with Eightfold AI Interviewer:	80% WORK AUTOMATED <i>Recruiter time spent on candidates, not coordination</i>	90% FASTER TIME TO INTERVIEW <i>Qualified candidates evaluated upon application</i>	93 CANDIDATE NPS <i>An interview experience candidates enjoy</i>
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Agentic interviewing, inside Oracle Recruiting

AI Interviewer is an autonomous talent agent, embedded in Oracle Recruiting Cloud workflows. It conducts screening, functional, coding, and 360° interviews directly within Oracle Recruiting, evaluates responses, and delivers instant, skills-based summaries to recruiters, anytime, in 22+ languages, via web, SMS, and WhatsApp.

Powered by Eightfold Talent Intelligence and trained on more than 1.6 billion career trajectories and 1.6 million skills, AI Interviewer assesses skills, potential, and career trajectory beyond the résumé, always with recruiter oversight, human final decisioning, and published independent bias audits.

Built to clear your security review, not just your shortlist:

- Government-grade, extended to everyone. Independently audited and continuously renewed.
- Your data is never training data. Eightfold does not use identifiable customer data to train its models.
- Humans make the hiring decisions. AI Interviewer supports evaluation, it does not decide. Independent bias audits published under NYC Local Law 144.
- Verify before you sign. You control residency, retention, and deletion. Certifications, penetration test summaries, and pre-answered questionnaires are in the Trust Portal, no NDA required.



What it looks like in financial services:

- **Accelerate high-volume hiring.** Run a structured interview for every applicant the day they apply, at any volume, before they accept an offer elsewhere.
- **Identity and skill validation in one tool.** Verification through CLEAR and ID.me confirms who's interviewing.
- **Make every evaluation defensible.** Every candidate gets the same structured framework, producing auditable records with human final decisioning.
- **Close the shadow AI gap.** Oracle integration keeps candidate data inside the systems your teams already govern and audit.
- **Win competitive talent.** Interviewing in hours instead of weeks gives top candidates a reason to say yes first.

How to buy: Oracle Cloud Marketplace

-  **Use existing Oracle credits.** Purchase AI Interviewer through Oracle Cloud Marketplace using eligible Oracle Cloud credits.
-  **Simplify procurement.** Buy through your existing Oracle procurement process for faster contracting and deployment.
-  **Deploy with confidence.** Extend your Oracle Recruiting environment with a secure, enterprise-ready solution.

Ready to hire faster? Request a demo at eightfold.ai/demo or purchase directly on Oracle Cloud Marketplace.