

Navigating the new reality of hiring in public sector

Government hiring timelines are measured in months. Public service can’t wait that long.

From the 911 dispatch center to the caseworker’s desk to the permitting counter, every open role is a delayed service and a decision that impacts public services. Agencies face extreme application volumes, strict equal opportunity requirements, and security standards most commercial AI vendors cannot meet. Modernizing hiring in this environment requires AI built for government, running inside the Oracle systems agencies already use and trust.

Three hiring challenges facing public sector agencies today:

- Months from application to interview**

Panel scheduling delays hiring for weeks or months, allowing top candidates to accept faster offers elsewhere.
- Equal opportunity requires consistency**

Inconsistent evaluations across high-volume applicant pools create quality gaps and risk in a process where every decision faces scrutiny.
- Surge demands, governance constraints**

Hiring needs overwhelm constrained teams, while strict procurement, security and AI governance requirements limit which tools can be deployed.



With Eightfold AI Interviewer and Oracle Recruiting, public sector agencies 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

Recruiter time spent on candidates,
not coordination

90%
FASTER TIME TO INTERVIEW

Qualified candidates evaluated
upon application

93
CANDIDATE NPS

An interview experience candidates enjoy

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 public sector:

Compress months to days. Run a structured interview for every applicant the day they apply, before qualified candidates accept an offer elsewhere.

Identity and skill validation in one tool. Verification through CLEAR and ID.me confirms who's interviewing.

Make fair evaluation demonstrable. Every candidate is assessed against the same framework, creating auditable records that support equal opportunity requirements.

Absorb hiring surges without ramp time. AI Interviewer scales instantly within the same Oracle Recruiting workflow, whether the surge brings 50 applicants or 50,000.

Put skills-based hiring into practice. Assess candidates on skills and experience, reaching veterans, second-career candidates, and multilingual communities in 22+ languages via web, SMS, and WhatsApp.

How to buy: Oracle Cloud Marketplace

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Use existing Oracle credits. Purchase AI Interviewer through Oracle Cloud Marketplace using eligible Oracle Cloud credits.
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Simplify procurement. Buy through your existing Oracle procurement process for faster contracting and deployment.
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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.