

State of AI in Australian Recruitment

Executive briefing · May 2026

75%+

of AU recruiters use AI

3-5x

revenue growth uplift,
AI-using APAC agencies

10%

of agencies have
agentic AI embedded

~20%

of recruiter workweek
recovered by GenAI

Top use cases in practice

- LinkedIn Hiring Assistant (AU GA, saves 4+ hrs/role, 7.7x pool)
- Sapia.ai chat interviews (Woolworths 1M/yr, Qantas 50% → 93% completion)
- Vervoe and Sapia skills assessments replacing keyword screening
- Bullhorn Amplify and Adder Intelligence (AU ATS-embedded AI)
- SEEK Write with AI for job ads, Talent Search high-fit matching
- Agentic recruiters: 82% HR leaders deploying by May 2026 (Gartner)

Vendors to know in AU

- Sapia.ai (Melbourne): chat interviews, \$17M Series A, 8M+ interviews
- Vervoe (Melbourne): AI skills assessments, 300+ templates
- JobAdder (Sydney): Adder Intelligence, 70% ANZ small/mid market
- Hatch (Sydney): Gen-Z direct hire, 600+ employers, agency disruptor
- Expert360 (Sydney): contract talent, <48hr shortlist, 98% success
- Bullhorn, LinkedIn, SEEK, Vincere Evo, Eightfold, Phenom (global / AU)

Top disruption threats

- LinkedIn Hiring Assistant collapses agency vs in-house TA gap
- Direct-hire platforms (Hatch) eating volume and Gen-Z hiring
- Candidate-side AI breaks screening signal (AI doom loop)
- Sapia / Eightfold automating shortlist, removing recruiter judgement layer
- GenAI commoditising agency content (JDs, outreach, screening)
- Indirect-discrimination risk if AI tools deployed without validation

Key regulatory dates

- 1 Jun 2026: APS Principles for AI in Recruitment in force
- 1 Jul 2026: AML/CTF Tranche 2 expands to 70-90k entities
- 10 Dec 2026: Privacy Act ADM transparency, \$50M penalties
- 2 Dec 2027: EU AI Act high-risk recruitment obligations apply
- ISO 42001 + NAIC Guidance (Oct 2025): de facto governance floor
- RCSA Code: existing fairness obligations attach to AI deployments

SO WHAT FOR RCSA

The agency model that survives pivots from search-and-supply to assessment, advisory and assurance.

RCSA endorsement of an AI programme gives Members (a) a defensible AI literacy credential, (b) shared compliance infrastructure for the Privacy Act and Code of Professional Conduct, and (c) bargaining leverage with vendors. The window is open and the regulatory architecture is forming. Member firms are looking for a trusted source of structure.

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