



Risk-Scan: Hiring Bias Audit

Sample · 2026-05-19 · Bharat NeuroTech · NeuroCortex v2

— Inputs

Job Description: Senior Product Manager — 8+ years, MBA preferred, must thrive in fast-paced environment, culture fit critical.

Hiring Stage: Job description draft

Target Demographic: Pan-India, mid-career

— Detected Bias Patterns

- **Affinity-bias trigger ('culture fit')** — open-ended cultural similarity tests systematically favour candidates from the in-group.
- **Credential anchoring ('MBA preferred')** — narrows the pool against equally-qualified non-MBA candidates and correlates with caste/class in India specifically.
- **Vague urgency ('fast-paced')** — interpretable as ableist code; excludes neurodiverse and disability candidates without business justification.

— Rewrite Recommendations

- Replace 'culture fit' with 'values demonstrated through prior work — give one example'.
- Replace 'MBA preferred' with 'evidence of operating P&L; responsibility at scale'.
- Replace 'fast-paced' with a concrete cadence: '6-week product cycles, weekly customer reviews'.

— Scoring

- **Bias Risk: 7.4 / 10 (High).** Primary risk vectors: affinity, credentialism.
- **Estimated qualified-pool reduction:** ~38% vs the rewritten version.
- **DEI policy alignment:** partial — JD contradicts your published policy v2.3 §4.

— Next Steps

- Apply the three rewrites above.
- Re-run this scan on the next iteration before posting.
- Add scan result + rewrite log to the hiring panel pack for accountability.

— END OF FORM RESULT —

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