

WHEN I APPLY FOR A JOB ON INDEED OR SUBMIT MY CV WHAT IS REALLY HAPPENING TO IT? DOES IT GET SEEN BY A HUMAN OR IS IT AI?

What happens step-by-step

1. Your CV goes into a system (not a person)

Most companies use an Applicant Tracking System (ATS) — software that stores and processes applications.

At this stage:

- Your CV is uploaded into a database
- The system extracts key details (name, contact info, job titles, dates, skills, etc.)
- Your application is attached to that specific job posting

So no human has necessarily seen it yet.



2. Automated screening often happens next

Before any recruiter looks at it, your CV may be:

- Keyword-scanned – the system checks if your CV contains relevant skills (e.g., “Python,” “project management,” “Excel,” etc.).
- Filtered by basic criteria – like:
 - Location
 - Visa status
 - Years of experience
 - Required qualifications

If you don’t pass this stage, your CV might be automatically rejected without a human ever reading it. This is why people say “AI rejected my application” — but it’s usually just software filters, not a smart AI judging you personally.

3. Then a human may review it

If you pass the automated screening, your application typically goes to:

- A recruiter / HR person
- Or a hiring manager

They’ll then actually read your CV and decide whether to shortlist you. At this point, a real person is involved.

4. In some companies, AI is used again

Even after a human sees it, some companies now use:

- AI to summarize candidates for recruiters
- AI to rank applicants
- AI to compare candidates against job requirements

But final decisions are usually still made by humans (at least for now).

Why this matters for you

Because of this process, your CV should be:

- Clear and well-formatted (so ATS can read it)
- Keyword-aligned with the job description
- Not overly fancy or image-based (ATS can struggle with those)

Broadly speaking, the same pattern applies to most major online job sites like Totaljobs, Monster, CV-Library, Reed, LinkedIn Jobs, ZipRecruiter, etc. The difference is mostly how much automation is used, not whether it's used at all.

Where sites can differ



Tends to be more automated because:

- Many employers receive huge volumes of applicants
- Indeed has its own internal matching and ranking tools
- Some employers use "Indeed Screening Questions" to auto-filter



These are often used more by:

- Recruitment agencies
- Smaller or mid-sized companies

This can mean:

- Slightly more chance of a human review
- But ATS screening still very common

In practice, though, your CV is still likely going through software first.