Modernizing public sector hiring without compromising trust

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 can mean delayed services for the public. Yet agencies must contend with high application volumes, constrained recruiting teams, complex approval processes, strict equal opportunity requirements, and rigorous security and AI governance standards.

Eightfold and The Groove help public sector organizations modernize hiring responsibly—combining AI-native talent intelligence with the strategy, implementation expertise, and change management needed to turn technology into measurable workforce impact.



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 must withstand scrutiny.

Urgent demand meets constrained capacity
Hiring surges and hard-to-fill roles overwhelm lean teams, while strict security and governance requirements slow the adoption of new solutions.

Eightfold and The Groove can help agencies:

- Deploy AI-native talent intelligence that identifies qualified candidates beyond the résumé and moves them from application to structured interview faster.
- Deliver consistent, skills-based evaluations at scale—with multilingual, 24/7 access, auditable records, recruiter oversight, and human decision-making.
- Align Eightfold to each agency's workforce strategy, technology environment, security requirements, and governance model for a seamless, lower-risk deployment.
- Turn implementation into sustained impact through process optimization, user adoption, analytics, and ongoing advisory support.

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

AI-native hiring, activated for public sector

Eightfold AI Interviewer brings intelligent, structured interviewing to the hiring process. The autonomous talent agent conducts screening, functional, coding, and 360° interviews; evaluates responses; and delivers immediate, skills-based summaries to recruiters.

Powered by Eightfold Talent Intelligence, AI Interviewer evaluates skills, experience, potential, and career trajectory beyond the résumé. Interviews are available anytime in 22+ languages via web, SMS, and WhatsApp—with recruiter oversight and human final decision-making built in.

Together, Eightfold and The Groove help public sector organizations move beyond isolated automation to create a faster, fairer, and more sustainable hiring model. Try AI Interviewer now.

Built for responsible AI adoption:

- FedRAMP Moderate authorization includes assessment against more than 325 NIST 800-53 controls and continuous monitoring.
- SOC 2 Type II and ISO 27001, 27017, 27701, and 42001 provide independently audited security, privacy, cloud, and AI governance assurance.
- Customer data is encrypted in transit and at rest, with identity controls, least-privilege access, and tenant-level isolation.
- Eightfold does not train its models on identifiable customer data, and agencies control data residency, retention, and deletion.
- AI supports structured evaluation but does not make hiring decisions; human oversight and published independent bias audits promote accountability.

Security documentation, audit reports, and testing summaries are available through the Eightfold Trust Center.

The impact for public sector agencies:

Compress months into days: Give every qualified applicant the opportunity to complete a structured interview when they apply—before lengthy scheduling delays cause strong candidates to disengage.

Make consistent evaluation demonstrable: Assess candidates against the same job-relevant framework and create standardized records that support oversight, transparency, and equal opportunity requirements.

Absorb hiring surges without ramp time: Scale interview capacity quickly when legislation, new programs, emergency mandates, or seasonal needs generate sudden applicant volume.

Put skills-based hiring into practice: Evaluate candidates based on demonstrated skills and experience—not credentials alone—to reach veterans, second-career candidates, multilingual communities, and other overlooked talent.

The Groove: From technology deployment to workforce impact

As an Eightfold consulting partner, The Groove helps agencies translate Eightfold's capabilities into sustainable business and workforce outcomes.

Certified Eightfold expertise: Deep platform knowledge helps agencies deploy successfully and realize value faster.

Tailored, lower-risk transformation: Strategy, integration, governance, and change support are aligned to each agency's unique environment.

Proven human capital experience: More than 30 years of expertise and 2,000+ client engagements inform stronger workforce outcomes.

Ready to modernize public sector hiring? See how Eightfold and The Groove can help your agency hire faster, expand access to opportunity, and introduce AI with the governance and support public service demands. **Visit thegroove.io/partners-eightfold.**

Copyright © 2026, Eightfold AI Inc.