

Using AI in your Early Careers application for RWE Supply & Trading

Artificial Intelligence (AI) can significantly improve our products, services, and processes, supporting our people and RWE's commitment to sustainability. As a future-focussed employer, we believe in embracing, not restricting these tools, as long as they are used in an ethical manner.

A job application is a chance for both parties to get to know whether the role will be a good fit – so while we want you to embrace GenAI, we also want to make sure we have plenty of opportunities to see the real you.

This page gives candidates applying for an Early Careers role at RWE Supply & Trading an overview of how to use GenAI to their advantage throughout our recruitment process – including guidance on areas where GenAI use is not permitted and why.

The right way to use GenAI in the recruitment process

Adhering to these three principles will maximise your chances of success with us:

1. **Enhance, don't replace:** Use GenAI to refine and articulate your ideas. It's a tool to help structure your thoughts and improve clarity, not to replace your unique voice and experiences. Don't just copy and paste what GenAI tells you to write or rely on the 'automated personalisation' promised by some AI tools. If you do, you'll submit a generic application that looks the same as everyone else's – and that won't help you stand out from the crowd.
2. **Be authentic:** Your application should reflect who you are. We value your unique personal experiences, perspectives, and skills. While GenAI might be able to help you bring that to life or offer ideas, it can't replace your individuality or creativity. We don't want to see the version of you that GenAI thinks we want to see (partly, because it's probably wrong). We want to get to know the real you.
3. **Preparation over performance:** GenAI can be a valuable resource in understanding the different stages of the recruitment process or the background on the organisation and the markets it operates in. Use it as a tool for research and preparation, but don't rely on it as a crutch or you may struggle to stand out from the crowd or come unstuck in an interview.

Examples of good and poor use of GenAI

Below are some examples of GenAI usage, based on the guidance described above and our recruitment process.

Usage Type	Use example	Why it's good/bad
Good	Asking GenAI for industry trends and relating them to your personal experiences to enhance your application.	GenAI is great at sorting unstructured data. Using it to collate industry trends can spark ideas about where you've seen those trends play out, further enhancing your application.
Good	Consulting GenAI for insights into recruitment assessments to reduce anxiety and prepare effectively.	Gen AI has a lot of information on these topics and can explain them to you, helping to alleviate anxiety about what they're like. You can also ask it for practice questions to help you prepare
Poor	Directly copying AI-generated responses without adding your personal touch.	Again, we want to know the real you... not what AI thinks you should be. Generic AI-generated applications will not let us see the real you. Worse, they'll look the same as all the other generic responses we receive.
Poor	Using GenAI to complete video assessment answers.	As above, we want to see the real you. By all means use AI to prepare what you want to convey beforehand, but someone reading a generic is very easy to spot and won't show the authentic version of you.

Some useful tips

- Use GenAI for initial brainstorming and structuring your thoughts.
- Check the readability and clarity of your application with GenAI after you have written it to see how it might be improved.
- Don't use GenAI to write and submit your application for you – it won't truly reflect your personal stories and experiences.
- Use it as a preparation tool to alleviate nerves and get your head in the game.
- Don't try and use GenAI to 'cheat' the assessment process. It's designed to evaluate your personality and natural abilities, not those of an AI tool.

Final thoughts

In summary, we encourage the thoughtful use of AI to strengthen your application and to help you prepare for the different stages of the recruitment process – but not AI writing your application or answering for you. Generic applications and copied responses are easily detectable and don't showcase your unique skills or how you would fit in to #TeamRWE.

We look forward to receiving your application and learning more about you throughout our recruitment process. If you have any questions, please contact the [RWEST Early Careers Recruitment Team](#).