Promoting Diversity
Across Your Organisation

Join us in preventing 100,000+ cases of bias in 2022

sigma polaris

Technology built to enhance human intuition

Accurate

Our software is built to enhance human intuition without human bias. Instead of an overly complex AI, ours is human–like. It looks at hard and soft skills, just like successful recruiters have been doing for decades.

Our AI can factor in 10,000+ people simultaneously to form accurate and informative profiles on each assessed candidate, and then rank them accordingly.

It does so while removing many biased data points (like names or universities), which humans cannot do – try as we might.

Ethical

Technological excellence must be about more than innovation. It must be innovation with purpose. At Sigma Polaris, we are proud to be part of the new generation of software companies creating not just neutral technology, but ethical tech: tech that has a direct, positive societal impact.

Our software platform is built around the tenet that every candidate, regardless of background or characteristic, should have the opportunity to prove their worth to a company, and every company should have the opportunity to review that worth – in a fair, unbiased and equitable way.

By taking steps to remove systemic and algorithmic biases we easily impact the diversity of an organisation. Sometimes it's as easy as hiding names of applicants, other times it requires more complicated language analysis, or selection on what data systems to incorporate.

Experience

Using Sigma Polaris, HR teams can recruit higher volumes of great talent in less time and with more consistency. And they can do so easily by leveraging their experience, intuition, and existing HR processes.

Amazing applicants that don't fit a particular role are also not lost with this enhanced process. Instead, they appear in an "other" box, where they can be easily considered for other roles.

In short, when recruiters use Sigma Polaris' AI, they get the experience of having evaluated 10,000+ candidates for hundreds of roles. Objectively and unbiasedly.

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Why Sigma Polaris?

Enhance your intuition, don't replace it

Sigma Polaris is all about empowering your search for the perfect fit. It's not designed to replace your recruiters but to make their job easier and your results better.
Dynamic, real-time ranking of applicants lets your team find the gems in your candidate pool quickly and easily without manually filtering applicants or resorting to keyword-searching, heavily-biased software.

Find the right person for the job
And the right job for the person

Sigma Polaris has built upon years of research to find you candidates with the right skills. It tests both soft and hard skills to find who can deliver at the job - and who can excel.
Great Job Fits bring more than a job well done: they increase retention and satisfaction, while reducing job stress and burnout.

People can be biased, this platform can't

We have been fighting against hiring bias since 2019. And by the end of 2022, we aim to have prevented 100,000 instances of bias.
Where other AI-HR solutions can actually increase biases, we have developed Sigma Polaris to filter out all unconscious prejudice from the screening process - delivering more diversity to your team and more fairness to the hiring process.

The perfect tool to help find the perfect fit

Sigma Polaris doesn't just compare profiles dynamically. It delves deeper, providing you with better insights: so you'll know more about each candidate before you even schedule an interview.
Meaning that when your team does interview anyone, they'll feel far more confident that they are talking to someone that can do the job well.

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Diversifying recruitment – a case study

The challenge
Deutsche Bank was struggling to attract enough tech developers, and were looking for ways to attract candidates from non-traditional backgrounds and retrain them

The solution
By using our tech, Deutsche Bank was able to open their application process to a much wider pool of applicants, and had a way of locating great talent amongst this larger, more varied pool

Meet the client
Deutsche Bank, a German multinational investment bank, was struggling with a lack of applicants for their developer roles.

In order to overcome this talent shortage, and also to ensure a talent pipeline from entry level upward, Deutsche Bank decided to trial doing away with the traditional education requirements usually set for junior tech developer roles.

Their reasoning for taking this step was that they could retrain these entry level joiners. They wanted to hire people who had the potential and talent to do the role, and they wanted an equitable, data-driven way to assess this.

They received a huge number of applicants because this was the only role open to everyone regardless of education and background. Applicants included people from diverse backgrounds including musicians and arts professionals.

The impact of Sigma Polaris
Deutsche Bank was able to open up the recruitment process to all because they used Sigma Polaris tech to assess and rank all candidates. The in-house HR teams used the tech's detailed insights and ranking algorithms to efficiently make decisions on which applicants to take forward. They were then able to interview candidates with a good understanding of their core competencies and work preferences.

The tech was able to showcase the truly outstanding talent – those that had the key competencies required to do the role – regardless of their background. These high performing candidates included musicians and graduates with English degrees: talent that Deutsche Bank would otherwise have overlooked had it not been for Sigma Polaris tech.

The outcome
30 candidates were interviewed, 12 offers made, and 12 accepted; all in 8 weeks.

How the process works

Attract

Your enhanced recruitment process starts the same way as most: you have a job vacancy, so you write and publish a job advert.

Profile

You create your 'ideal applicant' profile using the Sigma Polaris software.

For example:
someone who likes working in a team, has excellent critical verbal reasoning skills and is risk averse.

Assess

The system creates a unique link to the assessment based on your required profile.

Job applicants take the assessment.

Rank

The applicants are ranked and profiled according to how close they are to your ideal applicant profile.

Uniquely prioritising your needs.

Without bias.

Interview

You can then use the ranking and profiles to decide how to proceed and whom to invite to interview.

And you do so knowing a great deal about each applicant's ability to do your job.

If there are strong applicants that are not suitable for your current role, you can easily locate them and put them into another job pool

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