Bright Apply FAQs



Mishcon de Reya

It's business. But it's personal.

About Bright Apply

What is Bright Apply?

Bright Apply is an AI-powered interviewing platform that we use as part of the first stage of our recruitment process.

It allows us to conduct structured interviews and gives you an opportunity to tell us more about your experience, motivations and interest in the role and in Mishcon de Reya.

Why does Mishcon de Reya use Bright Apply?

We want our recruitment process to give every candidate a meaningful opportunity to tell us about themselves at an early stage.

Bright Apply gives you more space to explain your experiences and motivations at an early stage of the process, while allowing us to ask candidates a consistent set of structured interview questions.

We piloted Bright Apply last year and, following that pilot, are continuing to use and evaluate the platform this year.

Completing your interview

What should I expect from my Bright Apply interview?

You'll be asked a series of questions about your experiences, motivations and interest in a career at Mishcon de Reya. You'll answer these verbally, much like you would during a telephone interview.

The main interview is untimed, although we ask that you complete it in one sitting. Your answers will be transcribed and the content of your responses assessed against our assessment framework.

How should I prepare?

We recommend preparing as you would for any other interview. Make sure you've researched Mishcon de Reya and thought about your experience, your motivations for applying and why you're interested in the role and in joining the firm.

You'll have an opportunity to familiarise yourself with the platform and test your equipment before you begin.

During the interview, take your time, listen carefully to each question and think about what you'd like to say before answering. Most importantly, answer in your own words. We're interested in understanding your experiences and motivations.

How AI is used

How is AI used during my interview?

Bright Apply uses AI to conduct the interview, including asking relevant follow-up questions based on your responses. It also transcribes your answers and assesses the evidence in them against Mishcon's assessment framework.

Bright Apply then produces an initial score against each assessed criterion, together with a written explanation for that score.

The scoring process assesses the written transcript of what you've said, rather than your audio.

Does AI decide whether I progress?

No. AI does not make final recruitment decisions.

Bright Apply provides an initial score against our assessment framework, but every AI-generated score is subject to human verification.

Mishcon remains responsible for our assessment criteria, the thresholds we use to determine progression and, ultimately, which candidates progress through our recruitment process. If the human reviewer disagrees with the AI-generated score, it can be changed and the human assessment will always take precedence.

How do you make sure Bright Apply is fair?

Fairness is important to us, which is why we continue to monitor and evaluate Bright Apply as we use it.

This includes comparing AI assessments with human assessments, monitoring candidate outcomes and looking for any adverse impact across different groups.

Human judgement and oversight remain the core part of our process. We will continue to review the platform’s performance and its feedback from candidates throughout this season.

Adjustments and support

What if I need a reasonable adjustment?

We want every candidate to have the opportunity to perform at their best, so please let our Mishcon de Reya Talent Acquisition team know as early as possible if you require a reasonable adjustment.

The main interview is untimed, but we recognise that everyone's circumstances are different. Depending on what you need, adjustments can include using a text-based version of the interview, additional time for the final video question or changes to particular platform prompts.

The scoring process is blind to any adjustments that have been put in place and will not disadvantage your application.

What happens if I experience a technical problem?

We know that technical issues can happen. If you experience a problem, please use the support options available within Bright Apply or contact our Mishcon de Reya Talent Acquisition team.

We won't allow a genuine technical issue to unfairly disadvantage your application.

Your data and privacy

What personal data does Bright Apply collect about me?

Bright Apply needs to process some personal information to deliver and assess your interview. This includes:

— identity and contact information;

— the role you've applied for;

— your application form;

— your interview transcript;

— typed answers if provided

— audio and video recordings;

— snapshot images taken during the interview and biometric data to help confirm that you remain present throughout;

— signals that indicate whether you may have used AI to assist you during the interview;

— summaries, the score against each assessed criterion and a written explanation for that score;

— interview outcomes;

— reasonable adjustment summaries;

— communication records and device information; and

— system logs from your interview session.

You can find more information about how your personal data is used, and your data protection rights, in our candidate privacy information.

What happens if I share sensitive personal information during my interview?

You aren't required to provide demographic or sensitive personal information as part of your Bright Apply interview. However, we know that information of this kind can sometimes come up naturally when you're talking about your experiences.

Under UK data protection law, certain information is given additional protection. This includes information about your racial or ethnic origin, political opinions, religious or philosophical beliefs, health and sexual orientation. Information about criminal offences is also subject to additional protection.

Bright Apply is designed to assess only information that is relevant to the assessment criteria for the role. Demographic or sensitive information of this kind isn't relevant to your assessment and will not influence your score.

Is my voice used to assess me?

No. Although your spoken answers are recorded and transcribed, the AI scoring process assesses the written transcript of what you have said rather than your audio.

This means that your accent, pace and tone of voice don't form part of your AI score. We use best in class voice transcription and run checks on every transcript for transcription quality. When we detect transcription quality issues we flag for human review and transcript correction.

Why is my camera used during the interview?

A photograph of your face is taken at the beginning of your interview and compared with snapshot images taken during the interview. This helps to confirm that the same person remains present throughout.

This process involves the use of biometric data, which receives additional protection under UK data protection law.

Importantly, this information is **not used to score your interview answers**. It is an interview integrity measure and is considered separately from your assessment. Biometric data is not collected for the purpose of the video interview question.

The biometric data used for the image-matching process is transient and doesn't persist.

Does Bright Apply check whether I've used AI during the interview?

Bright Apply has integrity measures that can identify signals suggesting that AI may have been used to assist with an interview.

A flag doesn't mean that we've concluded you've used AI, and it won't automatically result in your application being rejected.

Any relevant flag is reviewed by a person and is considered separately from the scoring of your interview answers.

Who processes my data?

Your Bright Apply interview is delivered by Bright Network Limited on behalf of Mishcon de Reya.

Bright Network uses some third-party providers to support the service, including providers used for speech transcription and the underlying AI models.

Your data is stored and processed primarily within the UK and EU. Some voice-processing providers operate in the US. Where information is transferred internationally, appropriate data protection safeguards are put in place.

How long is my information kept?

Your personal data will be retained by Bright Apply on our behalf for up to **12 months**, they do not retain any information for their own purposes.

Any biometric data is only processed in real time, and it is not retained

You can find more information about how candidate information is used and retained in our candidate privacy information.

Who ultimately makes the decision about my application?

We do.

Mishcon de Reya remains responsible for all decisions about your application. Bright Apply uses AI to support the initial assessment and scoring process, but every AI-generated score is subject to human verification.

We retain control over our assessment framework, progression thresholds and decisions about who progresses through our recruitment process.

If you have any concerns about the use of AI in your assessment or believe something hasn't been assessed correctly, please contact our Mishcon de Reya Talent Acquisition team.

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