

Technical documentation

3 need your review · 6 not started, of 9 points · 13 Oct 2026

point 1 of Annex IV

1. A general description of the AI system including:

Needs your review

Kestrel Applicant Ranking is a fine-tuned third-party model that ranks written job applications for open roles at Larkmoor. It is used by the recruitment team to order candidates before a human screening step, and its output is a ranked list with a score per application. The system is operated in the European Union and processes applications submitted through the company's own careers site.

point 1(a) of Annex IV

Kestrel Applicant Ranking is operated by Larkmoor. Its intended purpose, as recorded in the register: Ranks written job applications.

point 1(b) of Annex IV: Not started.

point 1(c) of Annex IV: Not started.

point 1(d) of Annex IV: Not started.

point 1(e) of Annex IV: Not started.

point 1(f) of Annex IV: Not started.

point 1(g) of Annex IV: Not started.

point 1(h) of Annex IV: Not started.

Sources

Written by your team

From your register: System name, workspace name and the purpose recorded at registration

point 2 of Annex IV

2. A detailed description of the elements of the AI system and of the process for its development, including:

Needs your review

point 2(a) of Annex IV

Kestrel Applicant Ranking was built by fine-tuning a model provided by a third party. That is what the register records about how it was obtained; the steps taken in its development are not recorded there.

point 2(b) of Annex IV: Not started.

point 2(c) of Annex IV: Not started.

point 2(d) of Annex IV: Not started.

point 2(f) of Annex IV: Not started.

point 2(g) of Annex IV: Not started.

point 2(h) of Annex IV: Not started.

Two recruiters review every ranked shortlist before anyone is contacted, and either of them can remove or add a candidate. Sofia Lindqvist can switch the ranking off.

Reviewed by Sofia Lindqvist on 23 Sept 2026

Sources

From your register: The system's type, recorded as Fine-tuned third-party model
Written by your team

point 3 of Annex IV

3. Detailed information about the monitoring, functioning and control of the AI system, in particular with regard to: its capabilities and limitations in performance, including the degrees of accuracy for specific persons or groups of persons on which the system is intended to be used and the overall expected level of accuracy in relation to its intended purpose; the foreseeable unintended outcomes and sources of risks to health and safety, fundamental rights and discrimination in view of the intended purpose of the AI system; the human oversight measures needed in accordance with Article 14, including the technical measures put in place to facilitate the interpretation of the outputs of AI systems by the deployers; specifications on input data, as appropriate;

Not started

Related: point 2 of Annex IV (Who oversees it)

Nothing in this documentation answers this point yet. It is answered in Complipath, under Documentation.

point 4 of Annex IV

4. A description of the appropriateness of the performance metrics for the specific AI system;

Not started

Nothing in this documentation answers this point yet. It is answered in Complipath, under Documentation.

point 5 of Annex IV

5. A detailed description of the risk management system in accordance with Article 9;

Not started

Nothing in this documentation answers this point yet. It is answered in Complipath, under Documentation.

point 6 of Annex IV

6. A description of relevant changes made by the provider to the system through its lifecycle;

Needs your review

The register holds 1 recorded assessment for this system: 10 August 2026 — High (point 4(a) of Annex III), engine version 2026-08-09.1. Changes to the system itself are not recorded in the register unless they were assessed.

Sources

From your register: The recorded assessments, with their dates and engine versions

point 7 of Annex IV

7. A list of the harmonised standards applied in full or in part the references of which have been published in the Official Journal of the European Union; where no such harmonised standards have been applied, a detailed description of the solutions adopted to meet the requirements set out in Chapter III, Section 2, including a list of other relevant standards and technical specifications applied;

Not started

Nothing in this documentation answers this point yet. It is answered in Complipath, under Documentation.

point 8 of Annex IV

8. A copy of the EU declaration of conformity referred to in Article 47;

Not started

Nothing in this documentation answers this point yet. It is answered in Complipath, under Documentation.

point 9 of Annex IV

9. A detailed description of the system in place to evaluate the AI system performance in the post-market phase in accordance with Article 72, including the post-market monitoring plan referred to in Article 72(3).

Not started

Nothing in this documentation answers this point yet. It is answered in Complipath, under Documentation.