Ranking — the three conditions

LINDBERGH FORMATION — 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114

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512 applications · fictional document

> **Fictional document — demonstration example**
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> **Fictional document**, produced for demonstration. **Sorting is not eliminating: the ordering arranges the list, it removes no file from it.**

The four elements recorded, and where they come from

Element	Asked for by the advert?	Checkable
Stated qualification level	**Yes, explicitly**	**Page of the file**
Experience in the field	**Yes, explicitly**	**Page of the file**
Mobility	**Yes, explicitly**	**Page of the file**
Availability	**Yes, explicitly**	**Page of the file**

The three conditions of ranking

Condition	Basis	What it guarantees the candidate

Prior information to candidates	**Art. L1221-9, French Labour Code**	**They know a device reads their file**
Real human intervention	**GDPR art. 22**	**No decision based SOLELY on automated processing**
Ability to contest	**GDPR art. 22**	**The reason is displayed, they can discuss it**

The difference between sorting and eliminating

Behaviour	Effect on a low-ranked file
Elimination	**It disappears from the list**
Ordering	**It stays openable, at the bottom, with its reason**

What is excluded from the calculation

Reading tool output	Profiles concerned	Why it is excluded
"Discontinuous experience"	**41**	**It describes a life, not a competence — and the advert asks for it nowhere**

For the company to settle

Information statement carried on the advert: _____

Person providing the human intervention: _____

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https://bluelemonagent.ai/en/entreprises/cas-usage/assistant-de-preselection-de-candidatures

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