



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
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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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deployment chosen.