



ANNE-MARIE FOX



HOW TO BEAT THE AI BOTS: MAKE YOUR CV AI-PROOF

**A PRACTICAL CV GUIDE FROM
AMFCONSULTING FOR JOBSEEKERS IN 2026**

By Anne-Marie Fox, Founder of AMFConsulting



INTRODUCTION...

Artificial Intelligence isn't a future trend it's a reality in hiring today. Nearly every modern recruitment process now involves AI-powered tools that can screen, parse, rank, and sometimes even interview candidates before a human ever sees their CV.

Understanding how these systems work and how recruiters still evaluate talent is essential if you want your application to get seen, get shortlisted and get you interviews.

Here's a high-level, practical guide rooted in the latest research and industry data to help make your CV AI-proof, but still appealing to recruiters.



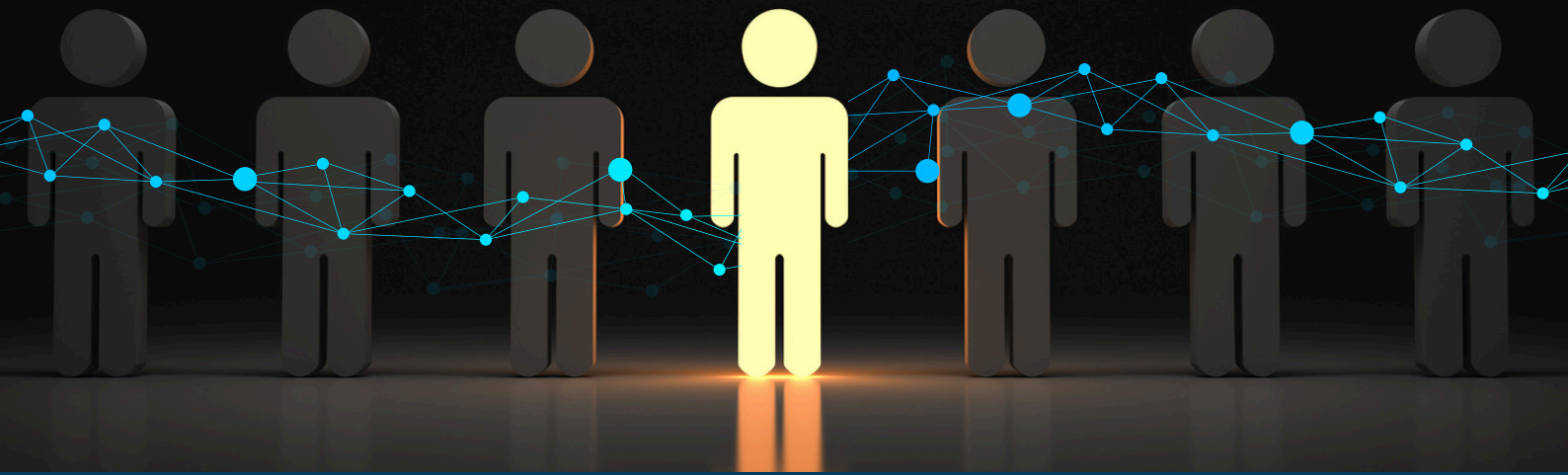
MEET ANNE- MARIE

Anne-Marie has 25 years of experience in working closely with both jobseekers and employers both locally and internationally on placing the right person in the right job. She has a wealth of knowledge of the client base in Ireland and the understanding of getting to the core of what a client really needs. From here she can attract the top talent required and has successfully placed 100's of jobseekers in their dream jobs.

With this experience, she went on to study as a Life and Career coach and brings all this experience together to offer coaching to clients who need a change in the mindset, their career or their life.

She has coached clients to make amazing career changes, set up new business and work on achieving an amazing work-life balance.

She is passionate about personal development and focuses on working with individuals on their goals, attitudes, behaviours, values, beliefs and self-image. Everyone is capable of achieving their dreams and she will work with you on getting there.



Ten Top Tips to Stand Out in an AI-Driven Recruitment World

1. Understand the Scale of AI in Hiring

AI is now a standard part of how hiring works:

- Nearly all large companies use Applicant Tracking Systems (ATS) ~98% of Fortune 500 organisations have detectable ATS technology.
- Up to 99% of employers report using AI in some part of recruiting from screening to scheduling and analysis.

This means AI systems will likely be your CV's first reader before any human.

Action: Write your CV with technology in mind and with human clarity.

2. Use Clear, Standard Formatting (Machine + Human Friendly)

AI software typically parses and scores your CV based on data it extracts if the formatting is confusing, key information may be missed entirely.

Avoid:

- Tables, text boxes or unusual fonts
- Complex layouts with lots of graphics

Stick to:

- Simple headings
- Standard fonts (Calibri, Arial, Times New Roman)
- Bullet lists for your experience and skills

This ensures software can “read” your CV as intended.

3. Mirror the Job Description's Language

AI systems are trained to recognise patterns and keywords from job descriptions. But quality matters not just keywords.

Best practice:

- Incorporate role-specific phrases naturally into your professional summary and key achievements.
- Use the exact wording for skills, tools, certifications and responsibilities whenever they align with your experience.

Action: Match the language without exaggerating or falsifying experience.

4. Focus on Achievements with Measurable Impact

AI metrics help shortlist candidates but recruiters still want evidence of value.

So move beyond duties and include:

- Results (e.g., "Increased sales by 28% within once year")
- Impact statements with measurable outcomes

This helps both AI systems and humans understand what you actually deliver.

5. Optimise Your Professional Profile (First Words Count)

Recruiters typically scan CVs fast, often within seconds, and even AI systems prioritise the top lines first. Early eye-tracking research shows most attention is spent in the first few paragraphs.

Action: Start strong. Your personal profile should clearly say who you are, what you do and why you're right for the role in the first 20-30 words.

6. Trim the Fat - Relevance is Key

AI filters often remove up to ~40% of applications before human review. To avoid being screened out too early:

So move beyond duties and include:

- Keep irrelevant content minimal
- Only include skills, experience and accomplishments that directly map to the role.

7. Strengthen Your LinkedIn Profile

AI isn't just parsing CVs recruiters use AI-powered search tools to find talent online.

Ensure your LinkedIn Profile:

- Matches your CV language
- Clearly reflects your skills and recent experience
- Is complete and keyword optimised

Action: Recruiters are increasingly screening candidates there before inviting interviews.

8. Use Networking to Bypass Filters

AI can be effective, but it isn't the final decision maker. Almost all studies show humans remain involved in hiring decisions, and many firms still pair AI with human review.

Leverage:

- Referrals
- Recruiter outreach
- Professional connections

These channels can help your application reach a real person faster.

9. Anticipate Future Hiring Trends

Research suggests that AI involvement in hiring will continue increasing with some firms expecting AI to run entire hiring processes by 2026.

But most organisations still use human judgement alongside technology.

So: be AI-savvy and human-savvy

10. Avoid Over-Reliance on AI-Generated Text

While many candidates use AI tools to draft CVs and cover letters (some estimates suggest around half of applicants do so), recruiters sometimes perceive AI-generated text as generic or "bland".

Recommendation:

- Let AI help with structure or ideas
- But ensure your voice, experience and stories are uniquely yours.

Authenticity still matters to human reviewers.

The Bottom Line

AI is changing recruitment, making CV screening more structured, scalable and competitive, but recruiters still value clarity, relevance and real achievements.

Your goal is to make your CV:

- Readable by machines
- Attractive to humans
- Clear in what you offer and why it matters

Because while AI screens, **people hire people.**

About AMFConsulting

AMFConsulting was established in 2019 by Anne-Marie Fox to work with jobseekers, employers and individuals who want to make meaningful changes in their careers and lives.

Anne-Marie has over 25 years' experience working in recruitment, partnering closely with both jobseekers and employers locally and internationally. She continues to work actively in recruitment, placing the right people into the right roles and supporting employers in attracting top talent. With a deep understanding of the Irish market, she is known for getting to the core of what clients really need and for successfully placing hundreds of jobseekers into roles they genuinely enjoy and thrive in.

Alongside her recruitment work, Anne-Marie trained as a Life and Career Coach, bringing together real-time market insight and coaching expertise. This combined approach allows her to support individuals who want to shift mindset, make career changes or create a better balance between work and life, while staying grounded in the realities of today's job market.

Anne-Marie has coached clients to make significant career moves, set up new businesses and design working lives that better align with their values and goals. She is passionate about personal development and works with individuals on goals, attitudes, behaviours, values, beliefs and self-image.

At the heart of AMFConsulting is a simple belief: everyone is capable of achieving their goals. Anne-Marie works closely with clients to help them gain clarity, build confidence and take practical steps towards a career and life that feels right for them.

What my Clients say...

"Anne-Marie guidance was key to giving my CV the punch it needed. I appreciate all her advice and tips. I highly recommend Anne-Marie to anyone needing help with their CV.

She is genuinely interested in encouraging you to understand how you want to be seen by recruiters."

Senior Project Manager



"I realised I needed help to deconstruct, evaluate and restructure my resume to be more succinct and direct. Anne-Marie provided exactly that. I'd highly recommend anyone needing a stock take to reach out to her."

Operations Manager



"After a decade-long career break, I struggled with direction. Through skilful questioning, Anne-Marie helped me uncover what I was passionate about. Her advice on my CV and LinkedIn helped me put my best foot forward. I have since set up my own business. She is intuitive, understanding and dynamic."

SnR Project Manager



"Anne-Marie built a CV I am proud of. I now feel more confident about future career steps. Working with Anne-Marie was a great experience. She put me at ease and quickly boosted my confidence."

Electrical Engineer



Get a Recruiter's Perspective on Your CV

You have the experience. This is about making it clear on the page.

This guide explains how CVs are actually read in today's hiring market. For personalised feedback, I offer short, recruiter-led CV review calls focused on how your experience comes across to someone hiring right now.

In a short call, you'll get:

- Clear feedback on how your CV reads
- Insight into what's working and what may be holding it back
- Practical suggestions you can apply straight away

[Book a CV Review Call here.](#)



If now isn't the right time, that's completely fine. You can come back to this whenever it suits you.



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