

BITSIGHT

Bitsight Candidate Interview Guide: AI Tool Policy

About Bitsight

Bitsight is a cybersecurity company with an AI-first culture. Our employees leverage AI tools as a core part of their daily work, and we are deliberate about staying at the leading edge of these technologies.

Our Interview Philosophy

We design our interviews to be collaborative, interactive conversations. We want to understand how you think, what you've built, and how you approach complex problems. We have found that the most valuable signal in any interview comes from a genuine, two-way discussion.

Recording & Consent

Recording an interview is not permitted without prior written approval from Bitsight. Candidates must notify us and receive permission before recording any portion of an interview. Likewise, if Bitsight wishes to record an interview for internal training or evaluation purposes, we will obtain your consent in advance.

Scope of Policy

This policy applies strictly to live, remote video interview sessions. It does not govern how you use AI tools during your initial application process, for resume or cover letter preparation, or in any other context or preparation outside of a scheduled interview. This policy is shared in advance so every candidate understands the interview expectations and is evaluated under the same standards.

Prohibited Modalities

The following are not permitted during live interview conversations unless explicitly authorized by the interviewer:

- Real-time AI assistants that generate or suggest spoken or written responses (e.g., Parakeet AI, ChatGPT, or similar tools open in any window or device).
- Assistance from another person, whether in the room or off camera.
- A secondary device, monitor, browser extension, or application used to obtain real-time interview assistance.
- Browser extensions, meeting assistants, transcription tools, or applications that provide real-time prompts or AI-generated responses.

Technical Interviews

For some technical interviews, your interviewer may explicitly invite you to use certain tools, such as:

- AI-assisted IDEs or coding tools (e.g., GitHub Copilot) during coding exercises
- External documentation, references, or web searches during coding exercises
 - Our coding exercises are normally designed around straightforward language constructs. The focus is problem-solving and collaboration - not recall.
- If these resources are permitted, your interviewer will tell you at the beginning of the exercise. Unless explicitly authorized, they should not be used during the interview.

Ensuring a Fair Evaluation Process

To ensure a fair, consistent, and equitable evaluation for all applicants, our interviewing teams are trained to evaluate authentic, real-time problem-solving capabilities. If we reasonably believe unauthorized assistance was used during an interview, we may end the interview or remove the candidate from further consideration.

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Accommodations

Bitsight provides reasonable accommodations to qualified individuals with disabilities or based on a sincerely held religious belief in accordance with applicable laws. If you need to inquire about a reasonable accommodation, including a form of technical or personal assistance, to complete a live, remote video interview, please email recruiting@bitsight.com before your scheduled interview date.

We're Rooting for You!

This policy is designed to ensure a transparent, objective, and equitable evaluation process for every candidate. We want every candidate to have an equal opportunity to demonstrate their experience, judgment, communication, and problem-solving abilities on a level playing field. We hope these guidelines make our expectations clear so you can focus on having a meaningful conversation with the interview team.

We look forward to meeting you and learning more about you.