tufin

AI Welcome. Authenticity Required.

At Tufin, we don't just talk about AI. We use it.

Across our company, AI helps us explore ideas, solve problems, improve content, uncover insights, and spend more of our time on the work that requires creativity and judgment. Our Talent Acquisition team uses AI too, to improve job content and candidate communications, organize information, and reduce administrative work.

AI helps us work smarter, but people remain at the heart of our recruitment process and our hiring decisions. Our recruiters and hiring managers bring the judgment, context, and human connection that no AI tool can replace.

We know that candidates use AI as well, and we welcome it. AI can be a great co-pilot as you prepare to meet us, as long as you remain in the driver's seat.

Put AI to work for you

You are welcome to use AI to:

- **Get to know us**. Learn about Tufin, our products, culture, and the role you are considering.
- **Practice**. Prepare for interviews and rehearse answers to potential questions.
- **Polish your materials**. Review and improve your CV or application, provided they accurately represent your experience.
- **Organize your thoughts**. Structure your ideas and experiences so you can explain them clearly.
- **Build your knowledge**. Explore topics related to the role and deepen your understanding.
- **Ask great questions**. Prepare thoughtful questions to ask us.

Keep it authentic

Curiosity, continuous learning, and smart use of technology are qualities we value. Whatever tools you use, the result should reflect your own voice, experience, judgment, and ideas.

Our interviews and assessments are our chance to get to know ***you***: how you think, what you know, what you have achieved, and what you could bring to Tufin.

AI can help you prepare. It should not speak for you.

Please do not use it to:

- Generate real-time answers during an interview or live conversation.
- Misrepresent your skills, experience, qualifications, or background.
- Present AI-generated information as expertise you do not have.

- Complete a task, test, or assessment that you have been asked to complete independently.
- Record or transcribe an interview using an AI tool without Tufin's prior approval.

> **A simple rule of thumb**: if AI helps you learn and prepare, that is acceptable. If it prevents us from seeing your own thinking and abilities, it is not acceptable.

Tests and assessments

Some stages of our recruitment process may include a test, exercise, or assessment. The permitted use of AI may differ depending on what we are evaluating.

We will clearly explain when AI tools may be used, when use is limited, and when we need you to complete an assessment independently. If you are unsure, check the instructions or ask your Talent Acquisition partner before you begin. Asking will never count against you.

At Tufin, embracing new technology and staying authentic go hand in hand. We want our recruitment process to encourage curiosity and innovation while giving every candidate a fair opportunity to show us what they can bring.

Bring your experience, your ideas, your questions, and, when appropriate, your AI toolkit. We look forward to meeting the person behind all of them.