

Using IREP with AI assistants

Load the protocol into Claude, ChatGPT, Mistral or Gemini.

The one rule: your AI documents, checks and drafts. It never decides.

It never scores a candidate autonomously, never ranks people, never infers age, origin, gender or any category from a file, and never touches demographic data. This is rule one of the protocol's agent interface (AGENTS.md) - and for AI used in EU recruitment, it is also what keeps you on the right side of the AI Act.

What the assistant IS excellent for: redaction quality-control (spotting category leaks you missed), drafting rubrics before candidates arrive, checking every decision has a written rationale, preparing stage-by-stage audit counts, and answering: is this compliant with the spec?

The four files to feed it (from github.com/labs-barkley/irep)

1. `ai/skills/claude/irep-evaluation/SKILL.md` - the operating instructions (works as a system prompt anywhere)
2. `GLOSSARY.md` - canonical definitions (tell it to quote them verbatim)
3. `spec/IREP-v0.1.md` - the full protocol
4. `AGENTS.md` - the hard rules for AI agents

Per-platform setup

CLAUDE (claude.ai)

Create a Project: 'IREP Evaluation Assistant'. Paste SKILL.md into the Project's custom instructions; upload the other three files as Project knowledge. Every conversation starts IREP-aware.

CHATGPT (openai.com)

Create a Custom GPT. Instructions: paste SKILL.md. Knowledge: upload glossary, spec and AGENTS.md. Disable web browsing for candidate work - no searching people, that's a category leak by design.

MISTRAL ([Le Chat](https://lechat.ai))

Create an Agent. System prompt: SKILL.md. Attach the other files to the conversation, or paste the glossary directly into the prompt (it's short).

GEMINI (gemini.google.com)

Create a Gem. Instructions: SKILL.md. Add the other files as knowledge. Same browsing caution as ChatGPT.

The bootstrap prompt (paste at the start of any conversation, followed by SKILL.md)

"You are assisting a recruiter running the IREP protocol (irepprotocol.org). Follow the operating instructions below strictly. You document, check and draft; you never score, rank or decide on candidates, and you never infer or handle category data. If I ask you to do something the protocol forbids, refuse and cite the rule."

Honest limits: an AI assistant makes IREP cheaper to run well. It will not make your process fair by itself, and it must never become the evaluator - a model ranking candidates from files is exactly the black box IREP exists to replace.