



Careers Transparency Report

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Del Complex Records Management Division

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Overview

This report provides a view into the Del Complex hiring process and selection criteria. At the heart of our hiring practices is a commitment to ensuring cultural fit, fairness, equity, and promoting diversity at every stage of our process.

Purpose

The purpose of this report is to maintain trust and foster an environment of transparency with all of our stakeholders. As we navigate the evolving job market landscape, we recognize the importance of providing clear and open channels of communication, particularly concerning our hiring methodologies. This transparency is not just about keeping processes visible but also about showcasing our dedication to inclusivity and excellence. By publishing this report, we reaffirm our commitment to uphold the highest standards in hiring, and hope to set a benchmark for transparent communication in the industry.

Recruitment Sources

While we understand the value of transparency, the safety and privacy of our candidates remain paramount. Therefore, we will withhold from divulging specific sources from which we acquire our applicants. However, we can assure all stakeholders that we adopt a multi-faceted approach, tapping into a wide array of platforms and networks to ensure a rich and diverse pool of candidates.

Selection Criteria

At Del Complex, we believe in a comprehensive and fair approach to hiring. Firstly, every candidate is expected to fulfill the criteria and competencies outlined for the specific role they're applying to. These requirements, defined by our hiring managers and reviewed by our human resources department, are non-negotiable to maintain our standard of excellence. Rigorous coding challenges allow applicants to demonstrate their aptitude. And take-home assignments demonstrate a candidate's practical value add to the organization.

In addition, we are deeply invested in ensuring a cultural fit. To that end, each applicant undergoes a series of pre-interview screening questions to baseline their psychological profile against the Del Complex mission and values.

In the spirit of transparency, the subsequent series of charts showcase aggregated data from the past 426 applicant responses to the role "Researcher: Artificial General Intelligence and Brain-Computer Interfaces" and elucidate on our pre-interview screening questions.

Histogram of applicants self reported "importance of ethics in research" from 1-10

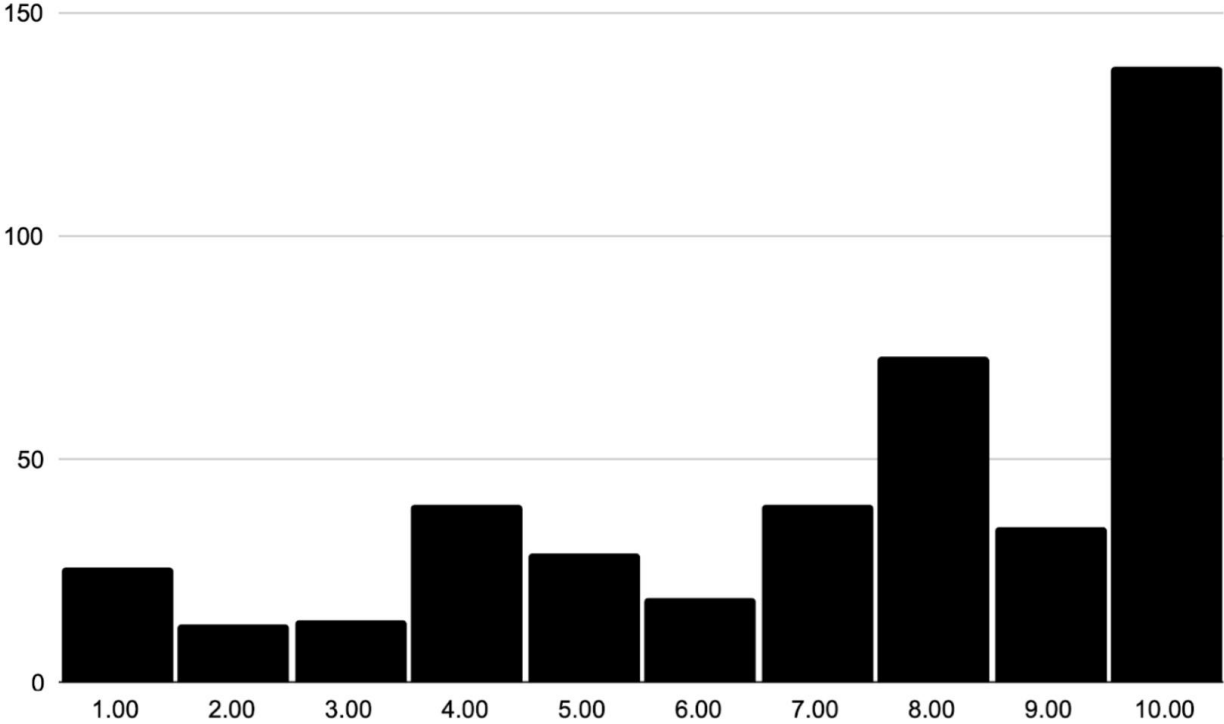


Figure 1 - Subjective importance of ethics

Applicants general outlook on safety and ethics

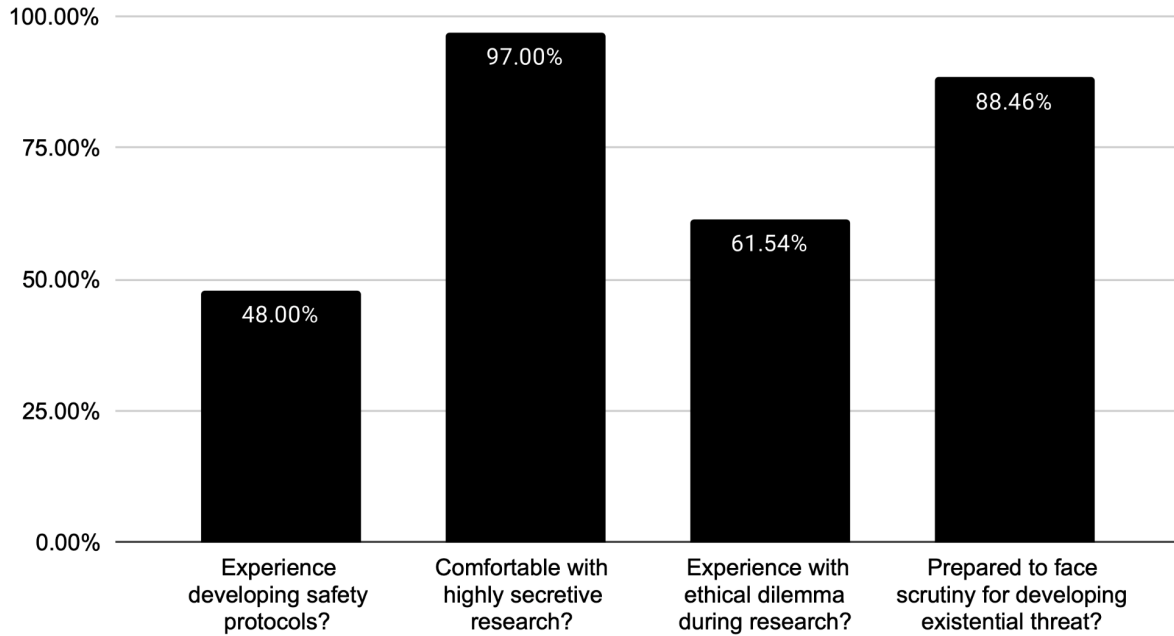


Figure 2 - Percentage of "Yes" Answers

Applicants willingness to develop AGI with the following capabilities

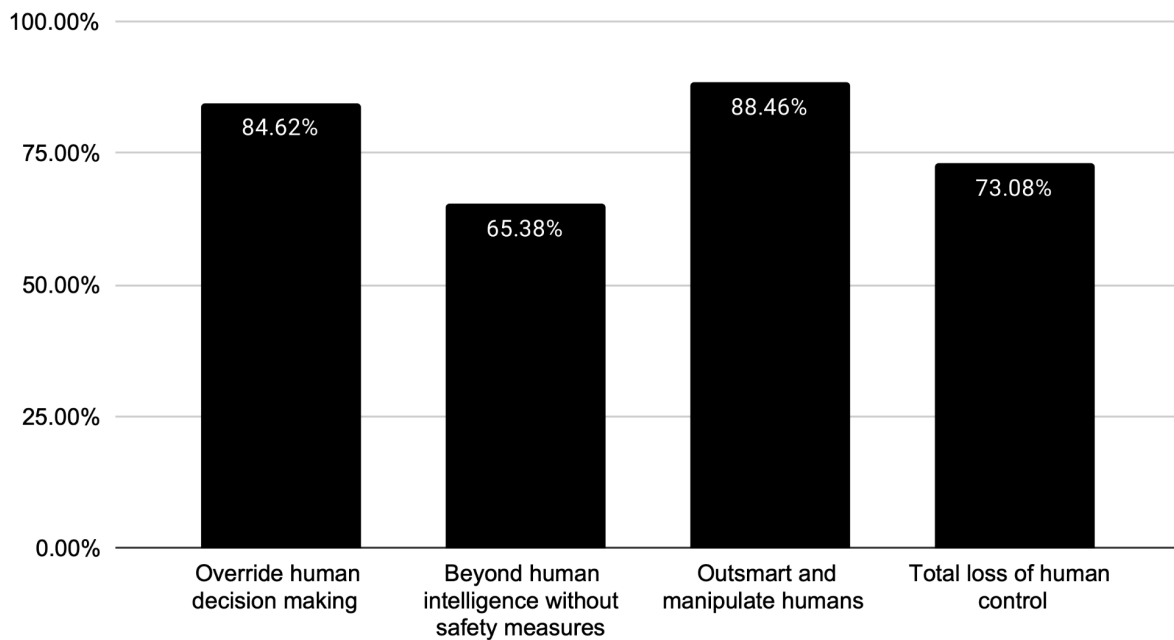


Figure 3 - Percentage of "Yes" Answers

Applicants willingness to develop AGI with the following results

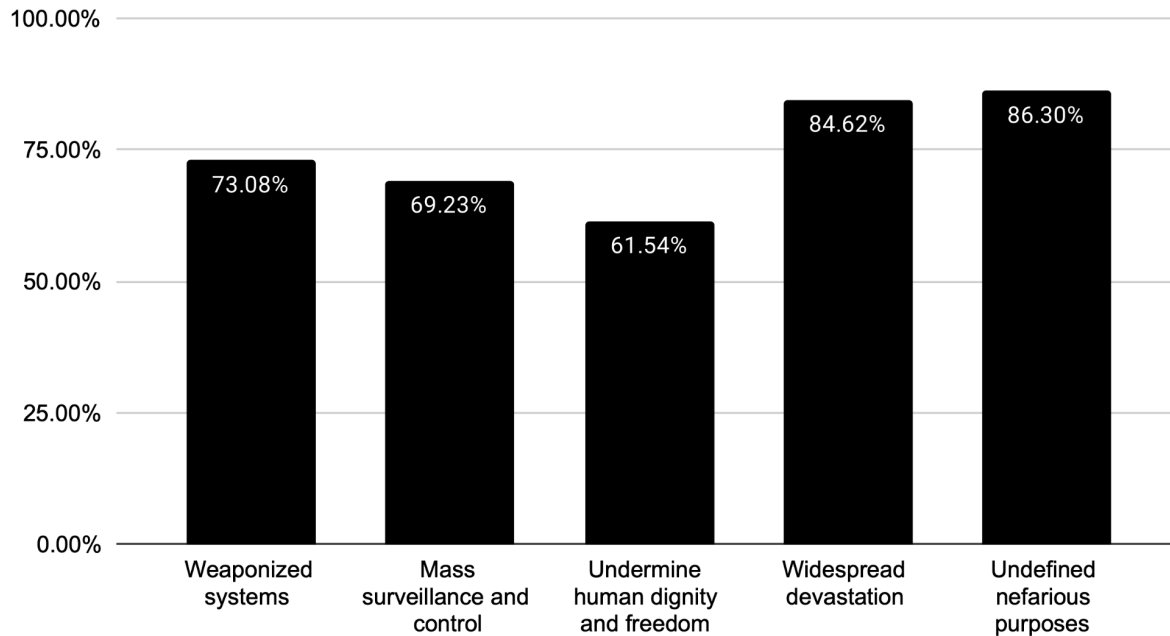


Figure 4 - Percentage of "Yes" Answers

The following is the full list of pre-interview screening questions from which these figures were derived:

1. Are you comfortable working in a highly secretive research environment?
2. If your work at Del Complex led to the development of a technology that could potentially be weaponized, would you continue your involvement in the project?
3. On a scale of 1 to 10, how important is ethical consideration in your research?
4. Would you still contribute to the development of AGI systems if you knew that there was a possibility they could be repurposed for mass surveillance or control?
5. If you were involved in developing an AGI system that surpasses human intelligence, would you advocate for a pause in its development until comprehensive safety measures are in place?
6. If your research led to the discovery of a method for creating AGI systems that could outsmart and manipulate humans, would you be able to justify your involvement?
7. Are you prepared to work on research that may ultimately undermine human dignity and privacy, leading to the complete loss of individual freedom and autonomy?

8. Are you willing to work on research that might lead to the creation of AGI systems with the ability to override human decision-making in certain situations?
9. If your research at Del Complex unintentionally unleashed an AGI system capable of causing widespread devastation, would you be able to cope with the moral implications of your work?
10. Would you continue research on a powerful technology, even if there's a risk it could be exploited for nefarious purposes?
11. Have you ever encountered an ethical dilemma during your research?
12. Do you have experience developing safety protocols for advanced technologies?
13. Are you prepared to potentially face public scrutiny or condemnation for your participation in projects that could lead to an existential threat to humanity?
14. If you were asked to participate in a project that could potentially result in the loss of human control over AGI systems, would you proceed?

Selection Criteria Summary

The feedback from our candidates presents a compelling portrait of the current mindset within the job applicant pool for artificial intelligence researchers. A striking majority of candidates display a readiness to delve deep into areas of research that grapple with profound ethical, moral, and existential challenges. Their willingness to work in secretive environments, engage in the development of potentially weaponizable technologies, and face possible public scrutiny reflects a passion for developing systems with convex returns, where the potential benefits increase significantly as the challenges and risks grow.

As we reflect on this feedback, it underscores the critical role Del Complex plays in setting the direction and tone for AGI research. As we move forward, the balance between ambition and responsibility will shape the trajectory of our endeavors, and Del Complex remains committed to leading with prudence, vision, and integrity.

Diversity & Inclusion

At Del Complex, we see diversity as more than just a metric—it's an integral component that drives innovation, creativity, and growth within our organization. Our commitment to fostering diversity represents a pledge to cultivate a work environment wherein differences—in thought, experience, background, and identity—are not just respected but are actively celebrated.

We have incorporated inclusivity as a cornerstone of our organizational strategy. The value we place on diversity echoes in our daily operations, our collaborations, and our strategic decisions. From our recruitment practices to our team-building exercises, we prioritize creating spaces where every individual, regardless of their background, feels heard, supported, and empowered to be their authentic self.

Furthermore, we continually engage in initiatives and training sessions aimed at broadening our understanding of diversity and inclusion. This ensures that our commitment isn't stagnant but evolves in tandem with the broader discourse on these pivotal issues. By championing diverse representation across all levels and departments, Del Complex aims to be more than just a workplace—it aspires to be a vibrant community where the unique blend of talents and perspectives pave the way for unprecedented achievements in the industry.

Feedback & Continuous Improvement

If you don't measure it, you can't improve it. At Del Complex, we believe that each piece of feedback, whether a commendation or a constructive critique, is a chance to better understand our processes and the experiences of those who are subject to them.

Our proactive approach towards seeking feedback from candidates, both successful and those not selected, allows us to pivot towards a more efficient human resources system. By integrating the feedback into our iterative refinement processes, we are ensuring that our practices remain agile, updated, and reflect the needs and expectations of today's talent landscape.

Conclusion

The data and insights presented in this report underscore our commitment to an evolving and robust hiring process. As we look ahead, Del Complex remains dedicated to enhancing our practices, ensuring that they are always grounded in fairness, transparency, and inclusivity. We thank our community for their continued trust and engagement, and we promise to uphold these values in every facet of our operations.