



GE's engineers at JFWTC develop job description decoder: To help make hiring managers more inclusive

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Engineers at GE's John F Welch Technology Centre in Bengaluru have developed an inhouse tool to help hiring managers write more inclusive job descriptions. Called the JD Decoder, the tool has been under testing for over two years now.

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PICTURE CREDIT: [GE's engineers at JFWTC develop job description decoder: To help make hiring managers more inclusive](#)
IMAGE/JPEG - 0.17 MB

"We have decided to open the tool up to all our hiring managers and talent acquisition teams in South Asia," said **Sukla Chandra, I&D Council leader, GE South Asia.** *"This is another step forward in our inclusion journey,"* Chandra added.

Alok Nanda, CTO, GE South Asia and CEO, GE India Technology Centre, said, *"At GE, we use technology to solve many challenges and problems in the energy, healthcare, and aviation sectors. I am delighted that our engineers have brought their scientific thinking to solve unconscious bias and have developed a tool that helps make our job descriptions more inclusive."*

The GE India Technology Center regularly participates in LGBTQIA+ focused job fairs and has made successful offers to candidates. They have also onboarded a LGBTQIA+ inclusion focused organization as an approved talent acquisition partner thereby being deliberately inclusive in all their external hiring activities. They have various inclusion and diversity commitments in place which can be categorised under gender, disability advocacy network and Pride Alliance to ensure an equal and safe work environment for all genders.

GE in India is celebrating Pride month during June. On June 9th over 1500 GE employees participated in Pride walks across 10 GE campuses across India. As part of its Pride Alliance, GE has an array of initiatives to inculcate gender positivity and create an inclusive workspace. The GE Pride Alliance community is driving inclusion, diversity, and equality by influencing Policies, Practices, Infrastructure and Mindset. The Pride walks were conducted across GE campuses at Bengaluru (Karnataka), Sanand (Gujarat), Durgapur (West Bengal), Dabaspet (Karnataka), Maneja (Gujarat), Noida (Uttar Pradesh), Pune (Maharashtra) and Chennai (Tamil Nadu). Senior leaders from GE also participated in the Pride Walk at different campuses. As a part of the celebrations, all briefings and panel discussions were conducted across campuses as well as awards to the most active and vocal allies for being solid pillars of support to the Pride Alliance, were presented.

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