A EUROPEAN AI SOLUTION FOR SMALL EMPLOYERS

Recruitment AI a small firm can own and move

RheinTalent places people with employers in Liechtenstein and the Alpine Rhine Valley. It began in a mastermind group at EDIH.li, and is now a start-up of its own. Small firms built it for small firms, and each customer can have an instance of its own.

WHAT IT DOES

Designed for an exit

The Commission's research centre finds that only 20 per cent of European software alternatives report any exit mechanism. We design for one.

Built by small firms, for small firms

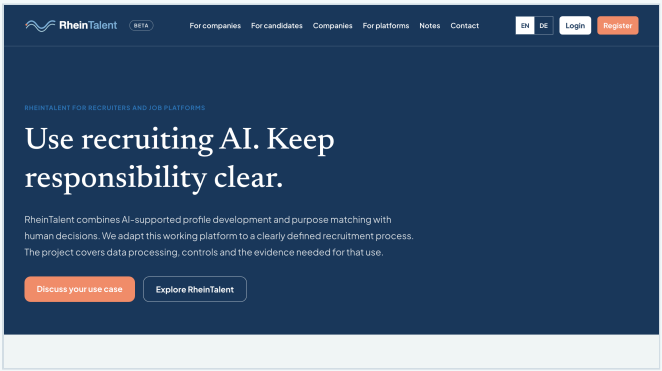
Many firms build on the same base and share what works. That is how RheinTalent grew, inside the EDIH.li network.

AI prepares, people decide

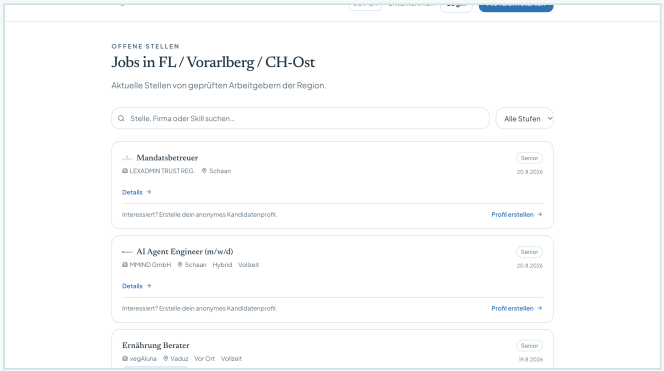
Nobody is accepted or rejected automatically. Every score carries a written reason, and the weighting is published at rheintalent.li/en/ai.

Europe from end to end

Data and application stay in the EU. Inference runs on the regional EU endpoint of Mistral.

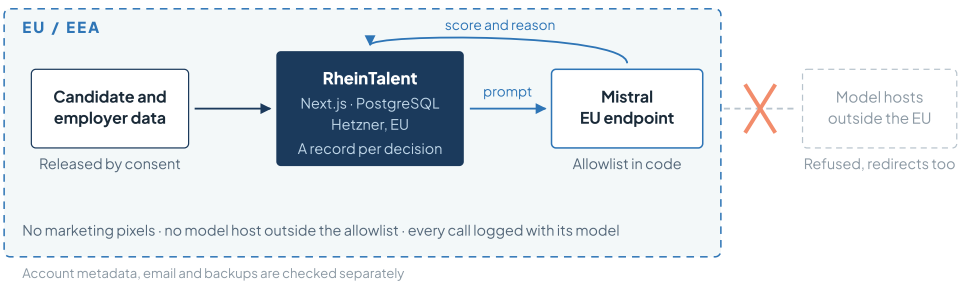


The offer, in public. The platform page names what the system does and where responsibility stays.



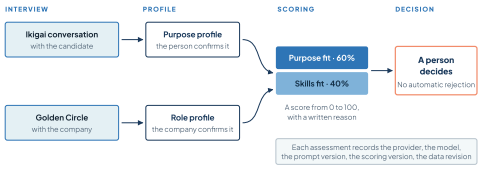
In public use. Vacancies from regional employers. A candidate profile stays anonymous until the person releases it.

Where the data goes, and where it stops



The allowlist sits in code. The transport layer refuses redirects to other hosts. A separate instance could move this boundary to another country.

How a match is made



Each side confirms its own profile first. A person then decides, and the score carries a written reason.

The governance runs in the product

Most AI Act work ends in a binder. Ours sits in the code.

Governance register	Requirements and risks are held in the product and versioned, not in a document beside it.
Event log	Every change appends a new version with a snapshot. Nothing is edited in place.
Decision record	Each assessment stores the provider, the model, the prompt version, the scoring version and the data revision.
Oversight paths	Release, review and pause controls sit in the product. The reviewers are still being appointed.

We have not found another recruitment system that carries this evidence inside the product.

How an organisation runs its own

How it runs	An existing job platform keeps its front end, and the matching runs behind it. Or an organisation runs its own instance, with its own storage location. A database per customer is next in the product.
What it costs	The platform, the setup and the hosting run as an agentic engineering package at CHF 11,500. With the EDIH.li grant it is CHF 7,900. That rate is for SMEs, mid caps and public bodies, and places are limited.

> **What we have built.** We studied the duties for recruitment AI that apply from 2 December 2027, and built to them. Articles 9 and 17: a versioned governance register inside the product. Article 12: an append-only event log, and a record for every assessment. Article 14: release, review and pause controls. Article 15: an allowlist in code that holds inference on an EU endpoint, and evaluation against fixed pairs. Article 50: a public page on what the AI does. Our partner MMIND GmbH signed the EU Code of Practice on Transparency of AI-Generated Content. It signed in October 2026, as a deployer. The declaration, marking and registration follow when the rules apply. Liechtenstein applies them once they enter the EEA Agreement, and we work to them in advance.

How this fits the call

Where we are based	Our headquarters are in Schaan, Liechtenstein, a country the call lists as eligible.
In use today	The platform is in production, with live vacancies from named regional employers. The site marks the current release line as beta.
Within reach	EDIH.li delivers the build with funding, so a small employer or a public body pays CHF 7,900.
Open to the network	Other regions, employers and public employment services can use RheinTalent as a template. That is an offer, not yet a case.

EDIH.li

EDIH European Digital Innovation Hubs Network

Co-funded by the European Union

Hartmut Hübner

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