

Tengai the Interview Robot — Upplands-Bro's Bid to De-Bias Municipal Recruitment

AI in the Public Sector · Good practice · Sweden

Quality score: 47/100

Evidence strength: Descriptive / self-reported

Summary

Upplands-Bro became the first municipality worldwide to screen a hire with the Tengai AI interview robot, stripping gender, age and appearance cues from first-round interviews; a 2019 pilot of ~200 candidates preceded its first robot-screened hire.

Key dimensions

Dimension	Score
Evidence of impact / measured public value	1/3
Transparency, fairness & accountability	2/3
Transferability / demonstrated replication	2/3
Scalability beyond pilot	1/3
Governance, capability & sustainability	1/3

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-08-19

[Upplands-Bro Municipality \(Upplands-Bro kommun\), with TNG Group and Furhat Robotics](#) — accessed 2026-08-19

[Upplands-Bro kommun press release](#) — accessed 2026-08-19

[Chef.se magazine feature](#) — accessed 2026-08-19

[TNG press coverage](#) — accessed 2026-08-19

Cite this — Evidoria. *Tengai the Interview Robot — Upplands-Bro's Bid to De-Bias Municipal Recruitment*. Persistent ID: 3c79633d-7857-439c-bbe5-4c7bad80092a.