

AI-Assisted Recruitment Funnel: **Hire Qualified Candidates with** **Less Time and Budget**

Optimizing Enterprise Recruitment
with Modern AI/ML Technologies



4 FACTS ABOUT ME

- 01 I've been effectively managing the US banking program with over 120 FTEs for 3+ years.
- 02 At the moment I manage project portfolio of 7 projects from various business domains.
- 03 Was responsible for launching the Yalantis FinTech Unit and Data Vertical that has delivered 40+ custom solutions. Altogether, they've brought clients \$10M+ in net profits.
- 04 Actively contribute into Yalantis R&D department, combining delivery insights with modern tech capabilities.



ANTON HAPIEIEV

Delivery Director at Yalantis



AGENDA

1. Understanding the AI Capabilities
2. Mapping AI Capabilities to Recruitment Funnel
3. Increasing Funnel Performance Metrics
4. Addressing Security and Compliance Concerns
5. Implementation and Next Steps
6. Q&A



COMMON MYTHS ABOUT AI

AI Can Solve Any Problem Without Human Intervention

- **Myth:** AI is seen as a magical solution that can autonomously solve any business problem without human input.
- **Reality:** While AI can automate tasks and make predictions, it requires well-defined objectives, quality data, and human oversight to ensure accuracy and relevance.

AI Can Understand Context Like a Human

- **Myth:** AI can fully understand and interpret context and nuance just like humans do.
- **Reality:** AI can analyze data and recognize patterns, but it lacks true comprehension of context, emotions, or subtlety.



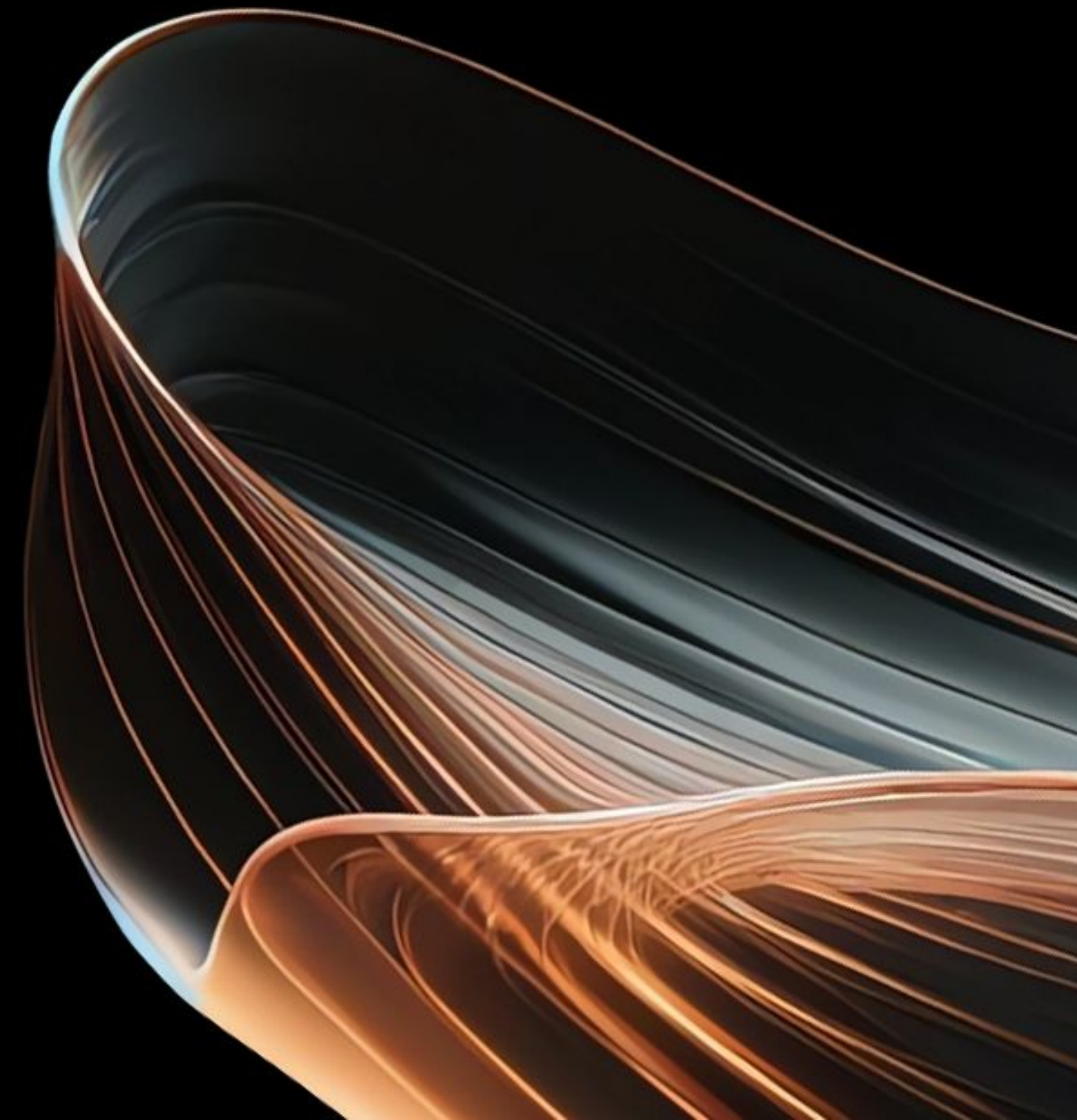
COMMON MYTHS ABOUT AI

AI Can Be Implemented Instantly and Deliver Immediate Results

- **Myth:** AI solutions can be quickly implemented and will immediately yield significant results.
- **Reality:** Implementing AI involves a significant investment of time and resources, from data preparation to model training and integration with existing systems.

AI Is Only for Big Tech Companies

- **Myth:** AI is only accessible and beneficial for large tech companies with vast resources.
- **Reality:** AI is increasingly becoming accessible to businesses of all sizes due to advancements in tools, platforms, and AI-as-a-service models. Even small and medium-sized businesses can leverage AI for various applications



WHAT AI CAN DO



Automate Repetitive Tasks:

AI excels in automating mundane and repetitive tasks, freeing up human workers for more complex work.



Predict Outcomes Based on Data:

AI can analyze large datasets to predict trends, customer behaviors, or business outcomes.



Personalize User Experiences:

AI can tailor experiences and recommendations to individual users based on their preferences and past behavior.



Analyze Unstructured Data:

AI can process and make sense of unstructured data, such as text, images, and videos, which is difficult for traditional systems to handle.

UNDERSTANDING NEEDS OF EACH HIRE STAGE

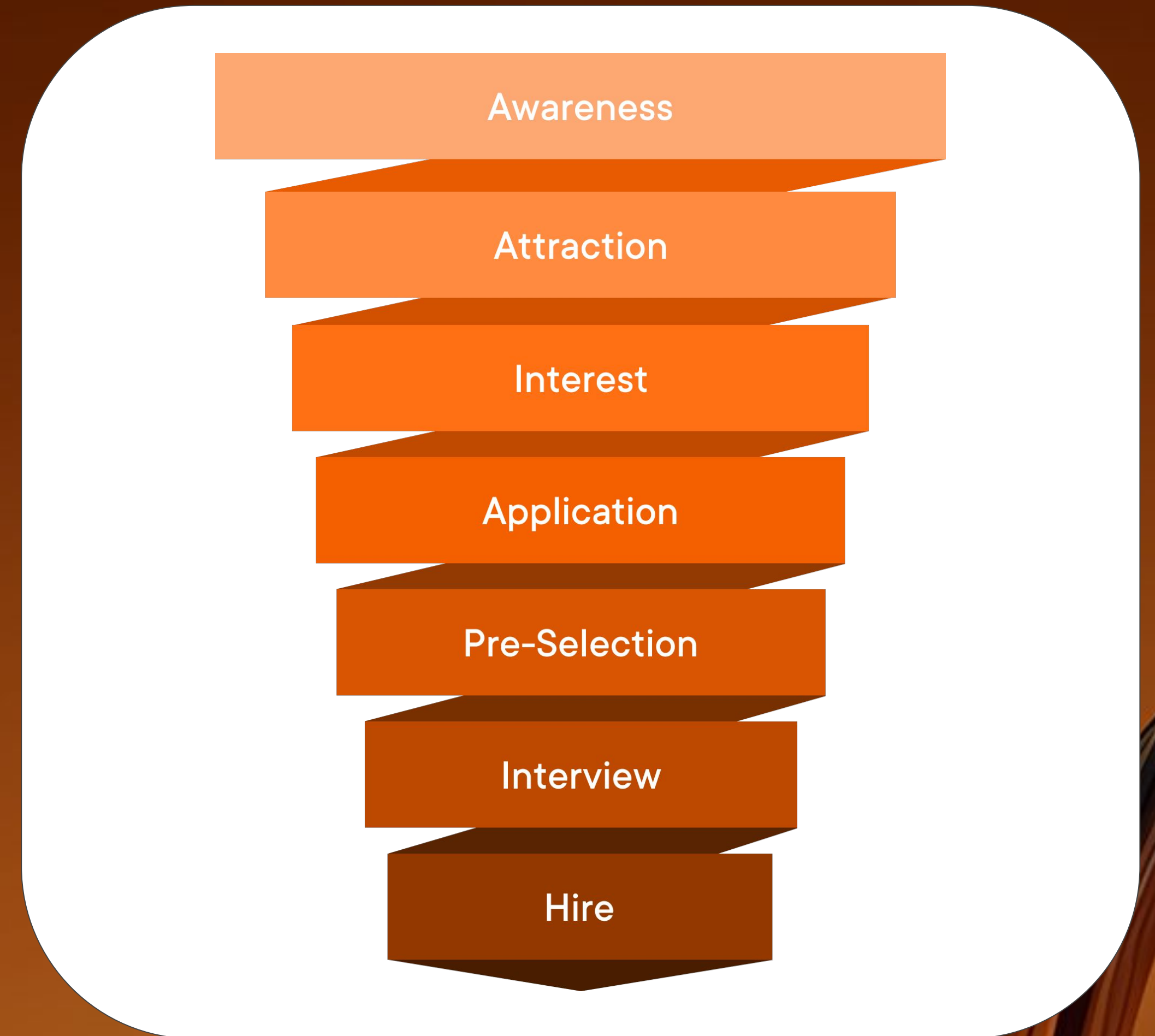
Exploring an ai-assisted hiring funnel should start from mapping common challenges faced at each stage (e.g., high cost, time consumption, qualification of candidates) with capabilities of ai.



AI TECHNOLOGIES AND THE RECRUITMENT FUNNEL

Mapping AI to Funnel Stages:

- Awareness: AI-powered marketing and ad targeting
- Interest and Application: Chatbots and automated responses
- Screening: AI-based resume screening and skill assessments
- Interviewing: Automated scheduling and virtual interview platforms
- Hiring: Predictive analytics for candidate success
- Onboarding: Personalized onboarding experiences

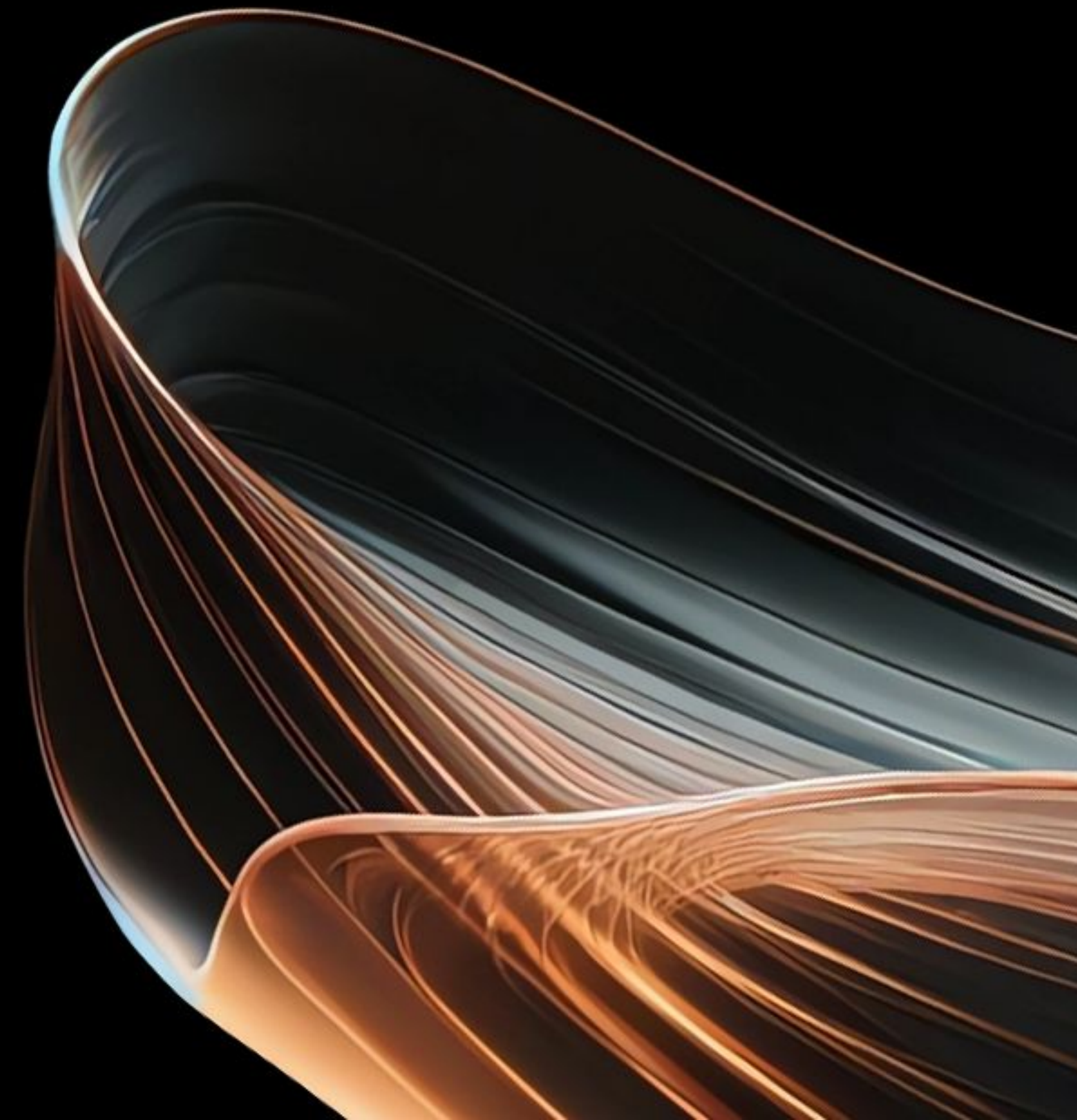


MINIMIZING COST PER CLOSED VACANCY



Cost reduction strategies:

- automating repetitive tasks (e.g., screening, scheduling)
- leveraging AI for transactional data provision
- using AI to enhance skills assessment and pre-screening



INCREASING FUNNEL PERFORMANCE



Ai toolset:

- automated candidate sourcing tools
- ai-powered recruitment marketing
- smart candidate pre-screening algorithms

ADDRESSING SECURITY CONCERNS



Data privacy and security:

- overview of potential security issues in ai recruitment
- best practices for handling private data
- regulatory compliance (e.g., GDPR, CCPA)



Limitations and considerations:

- understanding the ethical implications
- ensuring transparency and fairness in AI algorithms

CASE STUDY

Our client is a leading cosmetics and households retailer with an annual revenue of \$200 million, sought to optimize its HR operations to improve efficiency and reduce costs.

Challenge:

The client identified an opportunity to optimize its recruitment-related operations. Due to active scaling and regular staff turnover, tasks such as creating job descriptions, posting vacancies, and processing CVs were becoming increasingly time-consuming. These activities were estimated to result in approximately \$60,000 USD in effort annually.

Solution

- **AI-Driven Digital Transformation.** The client gradually integrated AI agents and customized AI solutions into recruitment processes, automating routine tasks, and optimizing repeated recruitment operations.
 - **Customized AI Solutions.** Addressing specific HR challenges, the AI tools focused on automation, optimization, and engagement to enhance operational efficiency and workforce productivity.
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Result

- **Cost Reduction for 60% in six months.** estimated costs were reduced from \$60,000 to \$24,000 annually.
- **Improved Efficiency and Data-Driven Decision-Making.** Automation freed up time for strategic initiatives, enhancing overall productivity. AI agents contributed to decrease of average vacancy closure lead time.
- **Scalable Innovation.** AI-driven changes set the stage for scalable innovations across the organization.

ROI for AI Integration: 150%

ONBOARDING AI AGENT



AI agent

Providing new hires with a checklist of tasks for onboarding

1. The **AI Agent** automatically generates a role and department-specific checklist

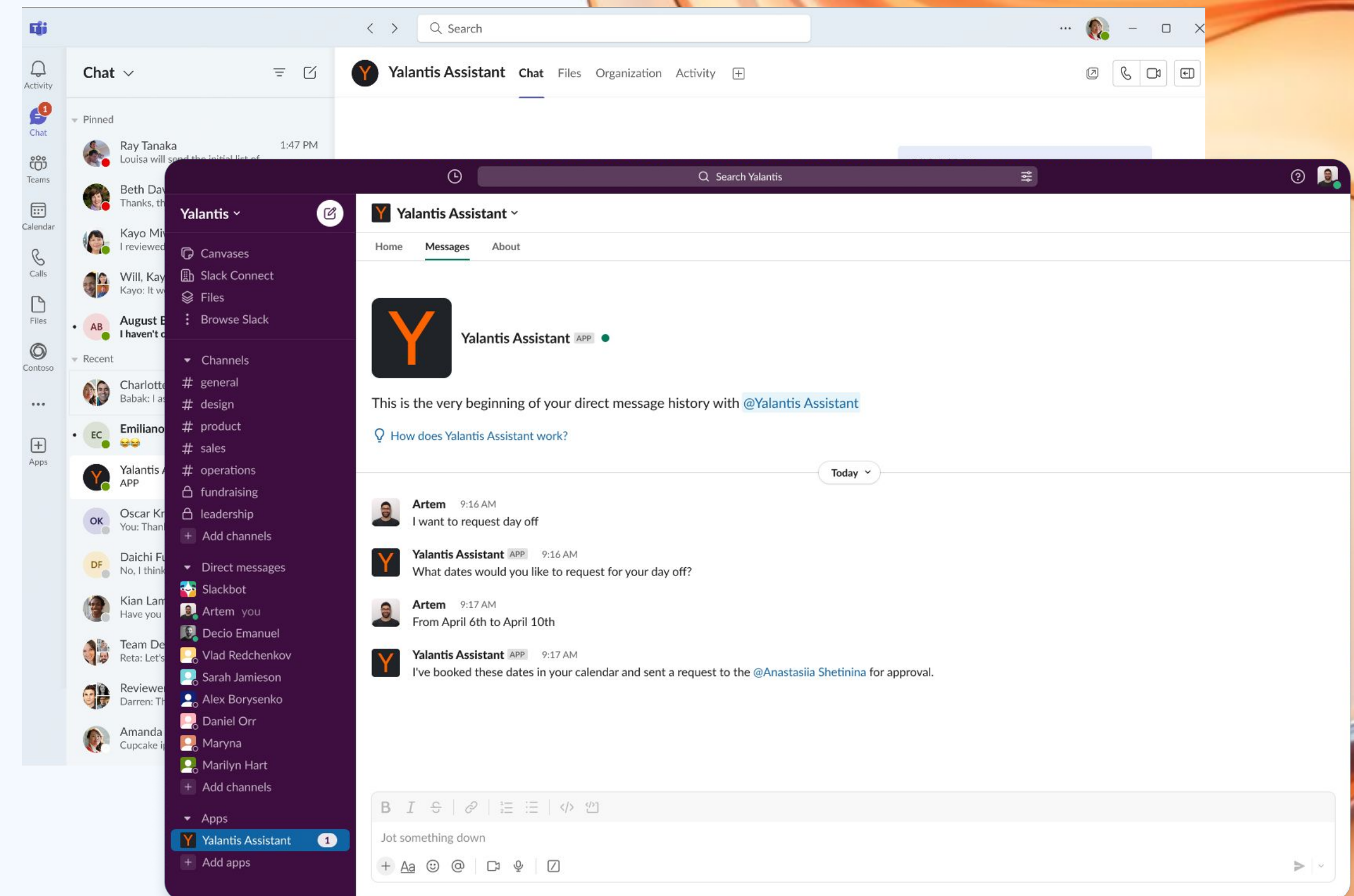
Integration

- Identity providers, Wiki services

2. The **AI Agent** sends the checklist digitally to the new hire and track progress in real-time, answering simple questions without HR specialist involvement

Integration

- Communicational platforms



Results:

- Reduction in onboarding time from 2 weeks to 2-3 days
- Improvement in new hire satisfaction by 30%
- Reducing time spent by HR on onboarding by 20% to 50%.

FAQ AI AGENT



AI agent

Answering frequently asked questions

1. The AI Assistant automatically compiles and updates FAQs by analyzing employee inquiries, feedback from communication platforms

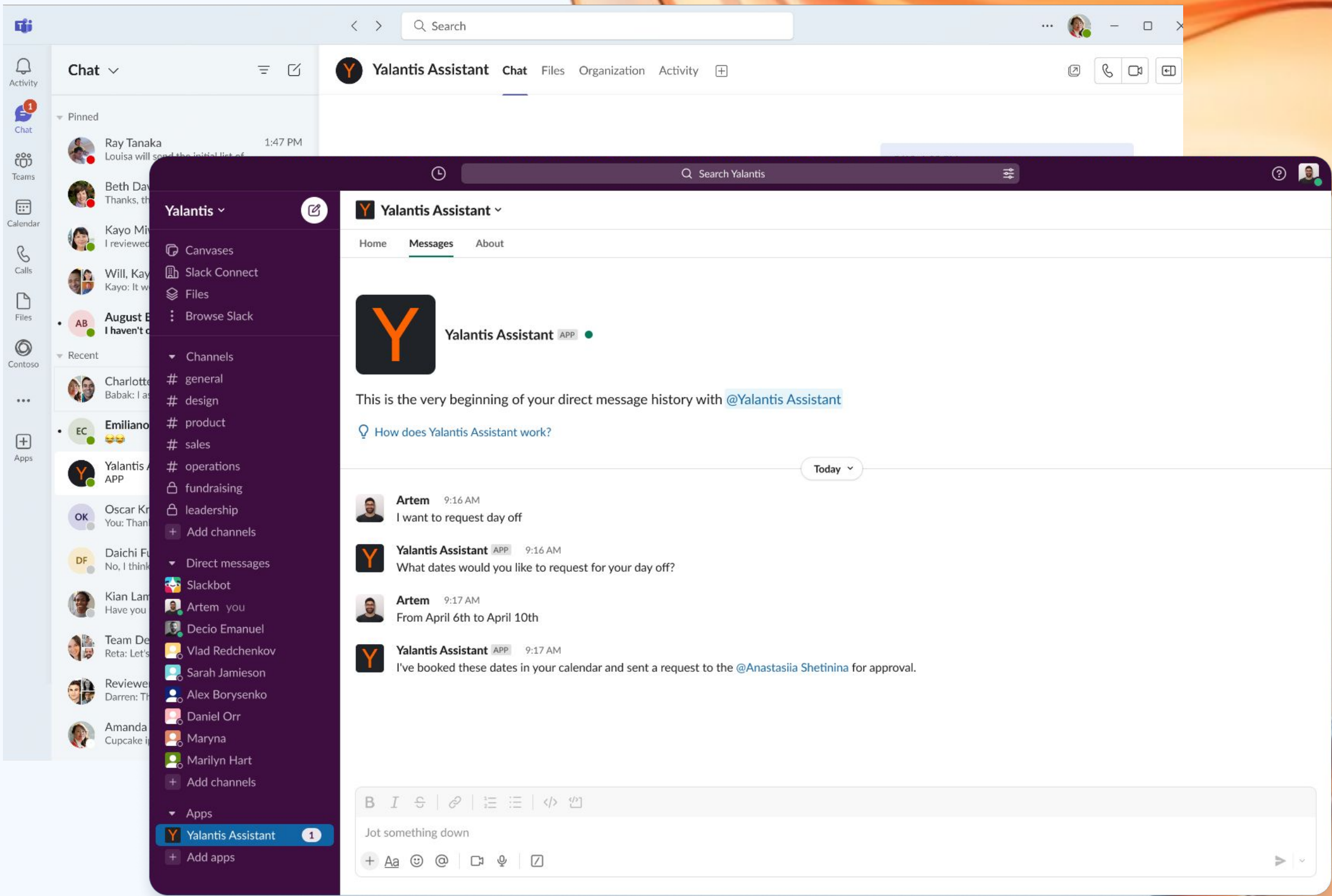
Integration
- Identity Providers, Wiki services

3. The AI Assistant delivers customized responses to queries by grasping each employee's unique context, enhancing information relevance and utility.

Integration
- Calendars, HRM systems

2. Integrating the AI Assistant with communicational platforms alongside Wiki services, allows employees to access and ask FAQs directly. By syncing all the sources, it keeps FAQ updates immediate and accurate.

Integration
- Communicational platforms



- Results:**
- Reduction in time spent on routine queries by up to 65%
 - Decrease in the average response from hours or days to minutes
 - Increase in employee satisfaction by up to 40%

PRACTICAL IMPLEMENTATION



Steps to Implement AI in Recruitment:

- 01 Assess your current recruitment funnel
- 02 Identify stages for AI integration
- 03 Choose the right AI tools and platforms
- 04 Assess readiness for AI-innovation
- 05 Build innovation deployment roadmap
- 06 Train your team and set up monitoring processes



Thanks for watching

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