

Global Recruiting Automations

Business Challenge

HR team struggling to fill 50+ technical positions, spending 30+ hours per role on candidate sourcing. Only 5% of applicants were qualified, and time-to-hire averaged 65 days, causing project delays and lost opportunities.

AI Solution Approach

Given a job description > Finds relevant candidates > emails candidates to apply for the job > for qualified candidates > sends them voice application to be interviewed > create a short list of candidates to be reviewed by the recruiters

Key Features

- Multi-platform candidate discovery (LinkedIn, GitHub, job boards)
- Personalized outreach email generation
- AI-powered voice interview screening
- Automated candidate scoring and ranking
- Integration with existing ATS systems
- Compliance with recruiting regulations
- Diversity and inclusion analytics
- Skill assessment automation

AI Components Built:

Web Crawling Agent, Conversational Vetting Agent & Browser Agents

Delivered Solution:

Candidate Pool Application

Automation Flow

Candidate Sourcing

"Job Description: Senior React Developer > System finds 150+ candidates across LinkedIn, GitHub, AngelList > Sends personalized outreach emails > 45 candidates respond with interest"

Vetting Process

AI Interview Screening

"Qualified candidates receive voice interview link > AI conducts 15-minute technical screening > Evaluates responses for technical competency > Generates candidate scorecard with recommendations"

Results & Impact

- 75% reduction in time-to-hire
- 45% increase in qualified candidates
- \$450K annual recruiting cost savings