

perspectives

on the future of
AI in hiring.



CEO



Chief Talent Officer



HR Expert

“AI helps us turn pipe dreams into reality.”

- Tim Sackett

President, HRU Technical Resources

Choose your perspective.

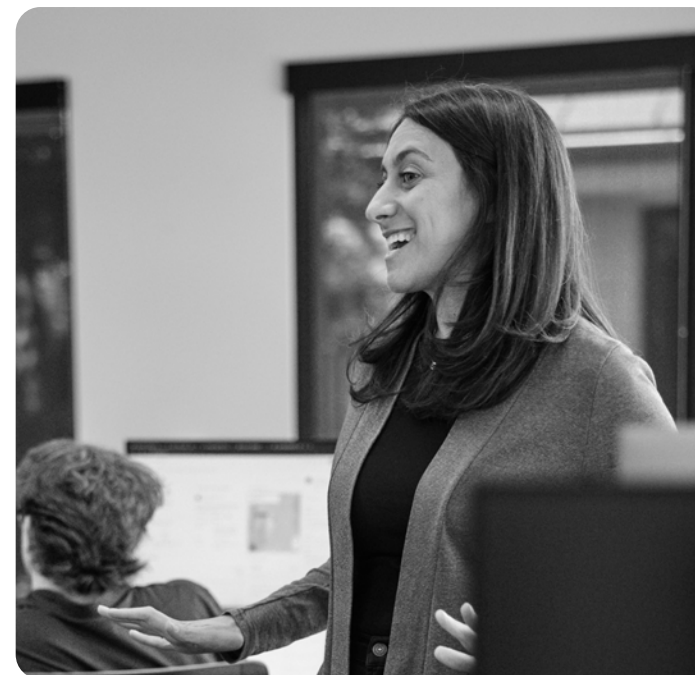
01 ›

CEO of an
AI company.



02 ›

Chief Talent
Officer.



03 ›

TA and HR
expert.





Adam Godson

Chief Executive Officer

PARADOX 

AI isn't something to fear — it's something to embrace.

When things are going well, people like to use the term “up and to the right.” Well, currently the growth of AI is beyond that — it's just up.

You're probably hanging on for dear life, wondering when things will slow down.

Look, things have changed. A lot. And with the rate we're going, everything will change pretty soon. If you look at AI augmentation in other areas, the standard has been that, after about a decade, AI

surpasses humans and is able to operate autonomously. Think about Chess. Gary Kasparov fought Deep Blue tooth and nail back in 1996, but by 2006 AI was unbeatable. We were still using physical, comically large maps to take family road trips as recently as the mid 2000s, but most of Gen Z thinks an “atlas” is that big bald guy with the earth on his back.

Things change, usually gradually and then all at once. The goal for you — for all of us — is to not be at square one when that switch flips.

There is no path forward to the status quo.

// **Things change, gradually at first, and then all at once. The goal is to not be at square one when the switch flips.**

CALENDAR

TOMORROW, MONDAY

9AM

Distribution Engineer Interview – Sam B.

10 AM

Distribution Engineer Interview – Juan G.

Plant Manager Interview – Shelly Q.

11AM

Team Lunch

12PM

Distribution Engineer Interview – Ellie M.

1PM



Have Olivia Reschedule ✨



Things are moving at warp speed, and that’s scary. There have been some missteps, and that’s scary, too. But by and large, the positives overwhelmingly outweigh the negatives. The organizations who use AI are seeing massive business success. In fact, right now the riskiest approach *is* the status quo.

Here’s the good news: There will always, always, be a place for humans in talent acquisition. This whole “people thing” simply doesn’t work without people on both sides of the fence.

But as AI continues to improve and is able to do certain recruiting and

hiring tasks better than people ever could, it’s imperative that humans continue to get better at the human stuff — because that essentially will be the only recruiting work that’s left.

While I’m sure that sounds scary, it’s also amazing. Because I’m guessing you didn’t get into this industry because you enjoyed clicking buttons or sending emails. No, you’re a people person. We all are. You know that the magic moments happen when people get to spend time with people.

AI in TA will simply help us all do more of what we love.

Jessica Rush

Chief Talent Officer



The future of recruiters is going to look different.

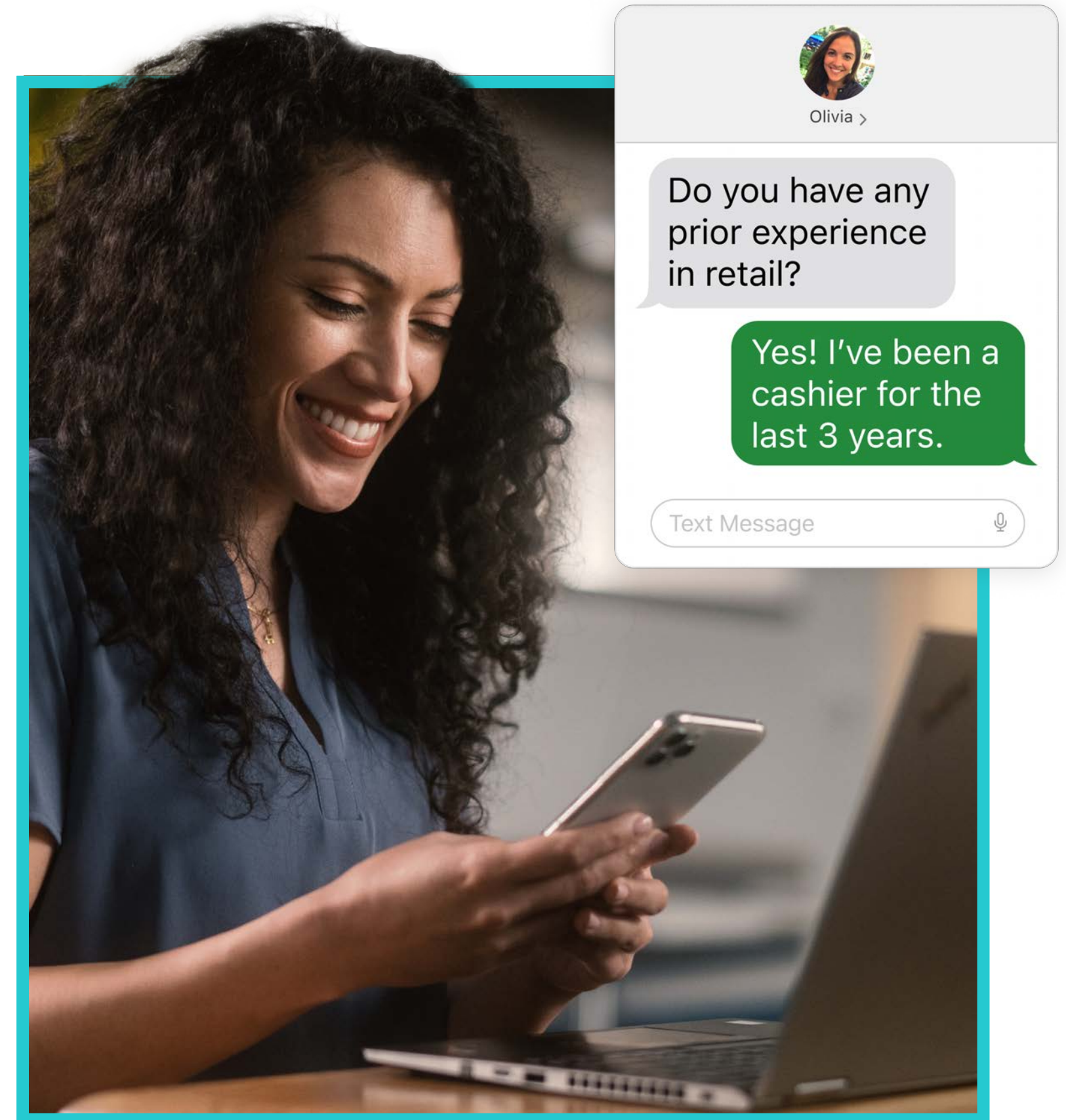
We truly believe that the future of TA is going to be one that doubles down on both human interaction and automation.

How does that work? It starts with talent teams designing out optimized experiences for candidates — figuring out where people or automation add more value in the hiring process. This allows recruiters to get back to doing what they do best: the art of recruiting. Talking to candidates, building relationships, understanding what they care about, and

partnering with hiring managers to learn about their needs.

That can't happen when recruiters are spending time scheduling interviews or screening for qualifications. These are tasks that recruiters have become accustomed to doing, but only for lack of a better option. For decades, *someone* needed to schedule the interview. *Someone* needed to find out if the candidate was qualified.

Now, that can be automated. AI is able to enter the equation and handle administrative work that shackles recruiters from doing meaningful activity.



“Where AI goes wrong is when it makes people feel like cogs in a machine... We cannot lose empathy.”

And AI can do it faster, helping to expedite the process for everyone. When done right, the experience can be seamless. AI just becomes part of the flow of work, both for recruiters and their candidates.

But nuance is important. And every organization's ideal hiring process is different: For some, it will be optimal to take a more people-centric, white-glove approach. Others will want more automation.

Where AI goes wrong is when it makes people feel like cogs in a machine; we cannot lose the personalization and the connection. As my friends on our InfoSecurity

team like to say, “You can drive faster because there are brakes on the car.”

It sounds counterintuitive when you first hear it, but it's true. With AI, we need to develop those “brakes” so we can continue to move fast — stepping on the gas for automation only where it adds value.

AI makes recruitment faster, more transparent, and more efficient at scale. But we also need to be thoughtful about introducing the personal element into the hiring process alongside automation.

We cannot lose empathy.



In the future, we will have more technology that makes people's jobs and lives easier.

And we will have even more time to focus on high-touch, valuable connections with people. Individual organizations have an incredible opportunity to optimize for their ideal experiences. How do we use technology and automation where it makes the process better?

And how do we spend more time with people where it matters?



Tim Sackett

President



We have an opportunity to blaze a new, better trail.

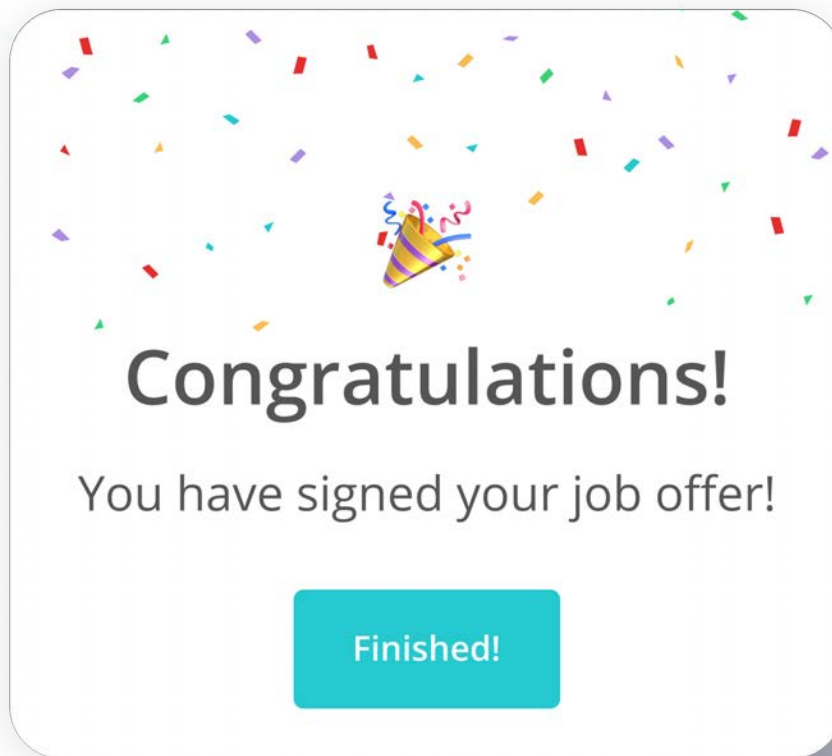
We are in one of those rare moments in history where we will be able to build a new future of recruitment. Since I started recruiting, we've talked about being more strategic, but rarely do we ever get the chance since we get overwhelmed with the daily fires in recruiting.

There's always another position to fill, and it's hard to jump off the treadmill and do high-level work. But what if my recruiting copilot could just take my spot on the treadmill?!

What we know and think of as "recruiting" has merely become posting jobs, sorting applicants, screening applicants, assessing applicants, setting up interviews, and making offers. Nowhere in that long list is anything about actually recruiting — you know, truly building a network of great talent and building trust with them so they want to come work for you. That's become something of a pipe dream.

AI helps us turn pipe dreams into reality. For the first time in recruiting history, we can see a future where we can spend time actually finding the "best" talent in our industries and markets.

“We can see a future where we can spend time actually finding the ‘best’ talent in our industries and markets.”



We actually don't often hire the best talent right now.

We might get lucky once in a while, but it's more luck to hire the best talent than purpose and planning. The reality is we hire the best of those who apply to our jobs, because we don't have the capacity to truly go out and find the best talent.

In the future, recruiters will be judged by actually finding and attracting talent that is the best in their respective skills within the markets we are hiring. This is an exceptionally high-level recruiting skill. Our ability to have

a direct impact on the quality and productivity of hire will be the measure of success. AI is the conduit that allows this massive change to happen in talent acquisition.

So, will AI eventually go on to replace recruiters?

No. AI will replace the mundane work that great recruiters detest.

AI will open the door to a more strategic, talent-building function where organizations will have a competitive advantage because of their ability to constantly level-up their talent across the organization.

The data is definitive. AI works in TA.

Over the past few years, quantitative findings have reaffirmed what thought leaders have said: AI's integration in the hiring process is here to stay.

It's making candidates happier and employers more profitable (see also: happier). And the more organizations invest in it, the more true both of those things become.

If you're already an AI adopter this probably doesn't feel revelatory. But hey, validation is never a bad thing.



97%

of companies who use AI believe it's effective.

92%

believe that you must invest in TA to survive.



62%

of candidates think AI makes hiring more human.

#1

benefit of AI was a better candidate experience.



50%

jump in NPS score when hiring process uses AI.

22%

more candidates engaged with AI.

“There is no path forward to the status quo.”

- Adam Godson

CEO, Paradox



If you're ready to revolutionize hiring, we'd love to talk.

Paradox is building the world's leading conversational recruiting software to drive automation with a human touch. Serving global clients like Pfizer, CVS Health, and General Motors with hiring needs across high-volume hourly and high-skilled professional roles, Paradox's conversational assistant Olivia does the work talent teams don't have time for — streamlining tasks like screening, interview scheduling, and more through fast, easy, mobile-first interactions.

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