

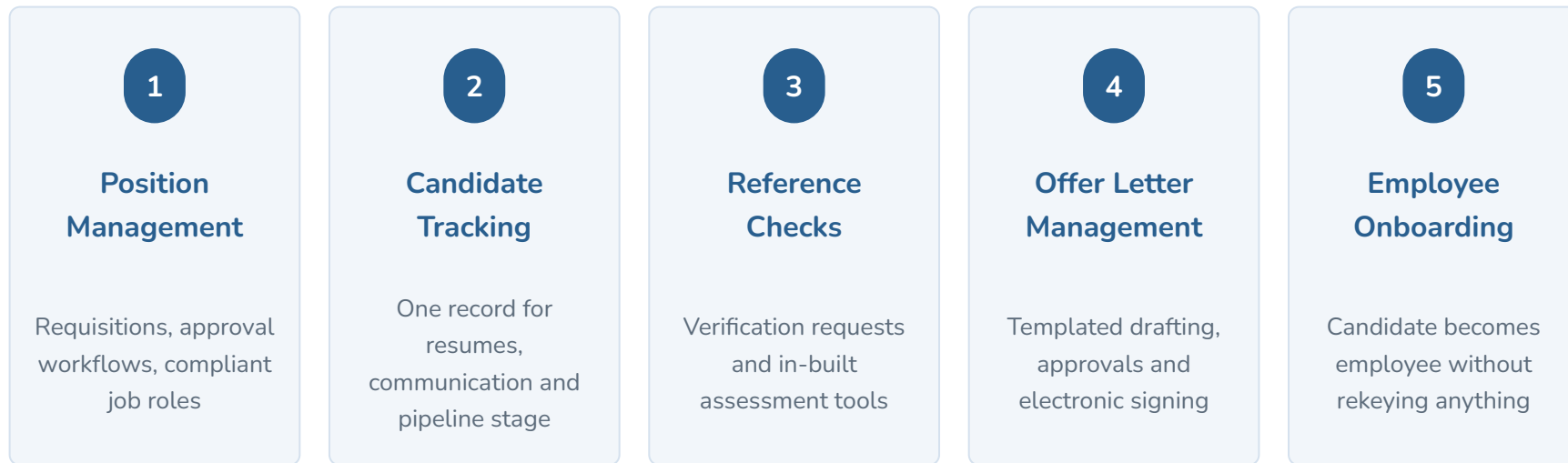


CLAYHR

AI-Powered Hiring, End to End

One platform, from requisition to retention

Team-based hiring with AI built into each stage, not bolted onto the front of it.



Because all five stages share one record, what you learn about an employee stays connected to how you hired them.

Open the role without the paperwork

Position management — requisitions, approvals and compliance in one place

Centralised requisitions

Create and manage job requisitions in one place, cutting administrative handling and keeping the process consistent.

Automated approvals

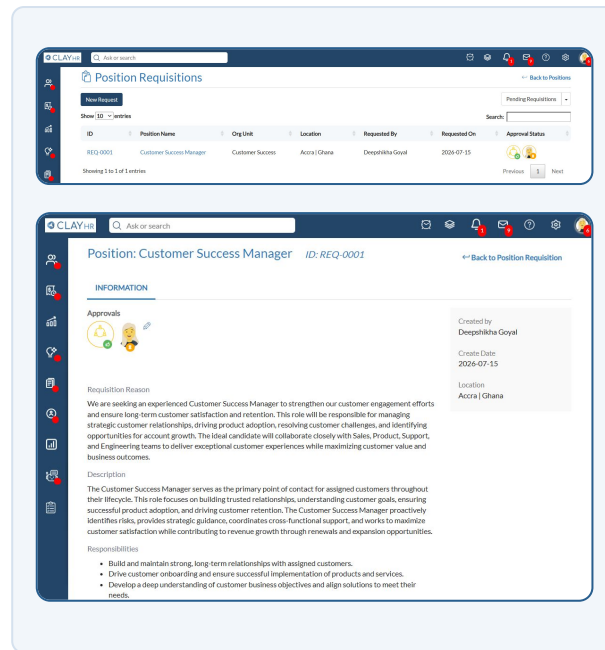
Approval workflows move a posting through sign-off without chasing, which is usually where time-to-hire quietly disappears.

Policy and compliance

Hiring practices are checked against legal and organisational policy, reducing exposure to penalties and inconsistent process.

Well-defined job roles

Accurate role definitions give recruiters better job descriptions and more targeted searches downstream.



Reach candidates where they already are

Publish to external job boards and source directly from LinkedIn

Publish to external job portals

Google · Indeed · LinkedIn · Monster ·
ZipRecruiter · Naukri · Seek · CareerJet ·
WhatJobs · Dr Jobs · Career Junction · Jobberman

Post once from ClayHR rather than rekeying the same role into each board — including Career Junction and Jobberman for African markets.

Source candidates via LinkedIn

Search inside ClayHR

Advanced filters across title, skills, location, industry and experience.

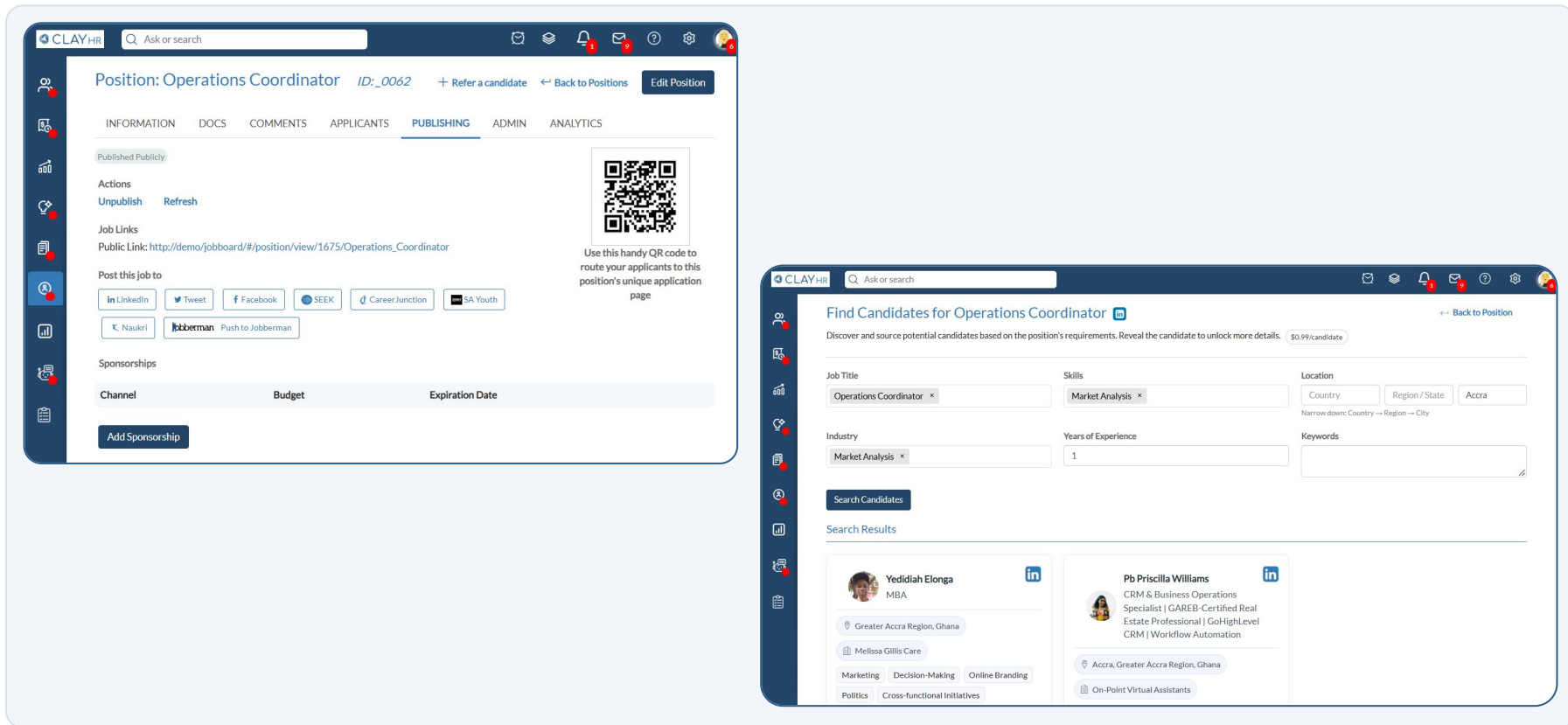
Verified contact details

ContactOut supplies verified email addresses and phone numbers per profile.

One-click shortlisting

Save a profile straight into the ATS — no manual transfer from LinkedIn.

Reach candidates where they already are



Position: Operations Coordinator ID: _0062 + Refer a candidate ← Back to Positions Edit Position

INFORMATION DOCS COMMENTS APPLICANTS **PUBLISHING** ADMIN ANALYTICS

Published Publicly

Actions
Unpublish Refresh

Job Links
Public Link: http://demo/jobboard/#/position/view/1675/Operations_Coordinator

Post this job to
[LinkedIn](#) [Twitter](#) [Facebook](#) [SEEK](#) [CareerJunction](#) [SA Youth](#)
[Naukri](#) [Jobberman](#) Push to Jobberman

Sponsorships

Channel	Budget	Expiration Date
Add Sponsorship		

Find Candidates for Operations Coordinator ← Back to Position

Discover and source potential candidates based on the position's requirements. Reveal the candidate to unlock more details. \$0.99/candidate

Job Title Operations Coordinator x **Skills** Market Analysis x **Location** Country Region / State Accra
Narrow down: Country → Region → City

Industry Market Analysis x **Years of Experience** 1 **Keywords**

[Search Candidates](#)

Search Results

Yedidiah Elonga MBA

Greater Accra Region, Ghana

Melissa Gillis Care

Marketing Decision-Making Online Branding

Politics Cross-functional Initiatives

Pb Priscilla Williams

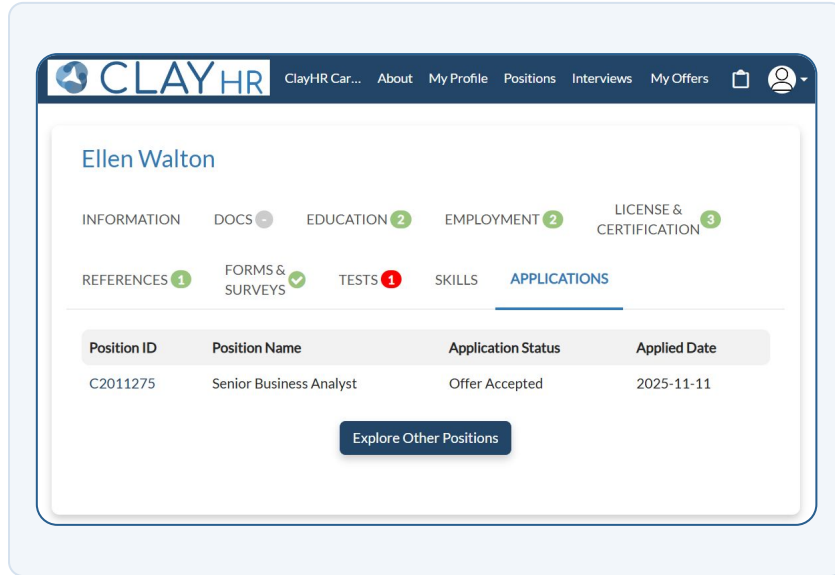
CRM & Business Operations Specialist | GAREB-Certified Real Estate Professional | GoHighLevel CRM | Workflow Automation

Accra, Greater Accra Region, Ghana

On-Point Virtual Assistants

What the candidate actually experiences

A portal that answers the question every applicant has: where do I stand?



One place to communicate

All candidate–recruiter communication is centralised rather than scattered across inboxes.

Apply and submit easily

Candidates apply, upload required documents and complete forms in one interface.

See their own status

Applicants monitor where their application stands, which improves transparency and cuts follow-up enquiries.

Start before day one

Pre-employment tasks and paperwork can be completed ahead of the start date.

Uploading a resume creates the candidate — structured, consistent and searchable

Structured extraction

Relevant resume information is extracted into a consistent format.

Consistent data

The same fields for every applicant make selection easier for the hiring team.

Upload creates the record

Simply uploading a resume creates the candidate — no manual entry.

Skim, don't read

Review organised data to choose the right candidate instead of reading every resume end to end.

Parsing is the foundation everything else rests on: match scoring, candidate summaries and AI assessments all read from the structured record rather than the raw document.

Match scores you can interrogate

AI compares each candidate to the position — and shows its working

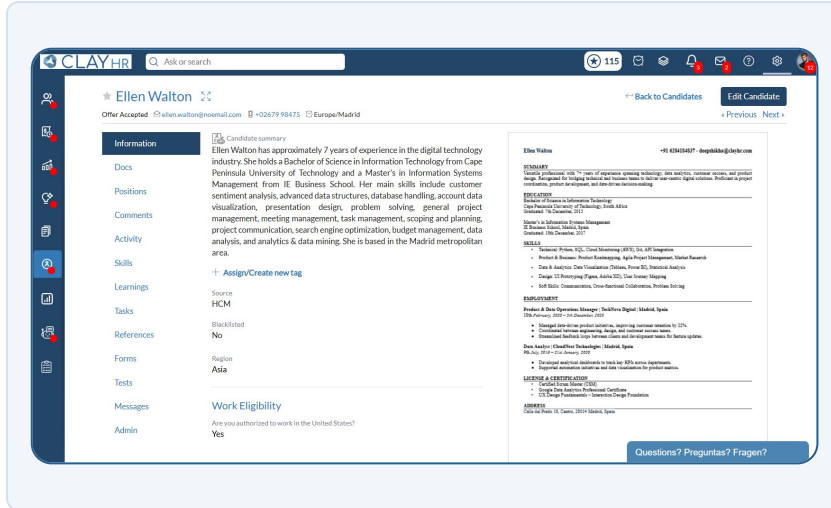
A percentage, and the reasoning behind it.

ClayHR analyses each candidate's profile against the job requirements and returns an instant match score, so the team can identify best-fit applicants without subjective side-by-side comparison.

Every score carries a score explanation: the parameters used and the scoring methodology. A recruiter reviewing an 82 can see which elements of the background drove it — the difference between a recommendation and an instruction.

The screenshot displays the ClayHR web application interface. At the top, the ClayHR logo and a search bar are visible. The main header shows the candidate's name, 'Ellen Walton', and their status, 'Offer Accepted'. Below this, a navigation menu on the left lists various sections: Information, Docs, Positions, Comments, Activity, Skills, Learnings, Tasks, References, Forms, Tests, Messages, and Admin. The central area features a 'SENIOR BUSINESS ANALYST' profile card with details such as 'Position Name', 'Application Status', 'Offer Accepted', 'Last Applied Date', 'Offered Salary', and 'Joining Date'. A 'Match Score Note' pop-up is displayed, providing a detailed explanation of the candidate's score: 'The candidate demonstrates a strong background in data analysis, project management, and communication, which aligns well with the core requirements of the Senior Business Analyst role. Her educational qualifications are highly relevant, and her employment history shows both stability and progression in related positions. However, her current location in Madrid does not match the position's Singapore location, which may present a relocation challenge. Additionally, while her skills are broadly relevant, there is no explicit mention of business analysis-specific tools or direct business analysis titles, which slightly reduces the overall fit.' The score itself is 82. At the bottom, a table lists events, including 'Business Analyst - Candidate Assessment' by Victor Morris, which is completed on 2026-04-06 with a score of 85.5. The interface also includes buttons for 'Back to Candidates', 'Edit Candidate', 'Assign Position', 'Offer Rejected', 'Unassign Position', and 'Archive Application'.

One click, generated from parsed resume data — the same view for everyone



Everyone reads the same candidate.

Structured summaries give the entire hiring team a clear, unified view of an applicant before anyone joins a call — rather than each stakeholder forming an impression from whichever part of the file they happened to open.

The effect is consistency: less variation in how candidates are read, less time spent re-briefing, and alignment before the interview begins.

An agent that asks skill-based questions — by text or by voice

Role-specific questions

The agent asks skill-based questions aligned to the candidate's resume and the job requirements.

Text or voice, in the portal

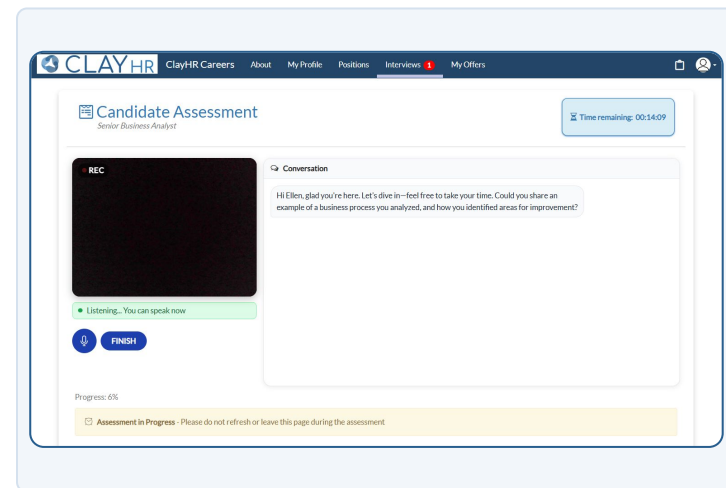
Candidates respond by typing or speaking, at a time that suits them.

Configurable duration

Assessment time is set by role, including video screening, for consistent evaluation.

Written back automatically

A performance summary and match score save to the candidate's profile when the assessment ends.



Measure what actually happened

Real-time hiring dashboards and position-level analytics

Live pipeline visibility

Monitor candidate pipeline stages, open requisitions and team activity as they happen.

Reports you choose

Add time-to-fill, source performance or recruiter efficiency directly to the dashboard.

Position-level detail

Total candidates, average time-to-interview and time-to-fill per role, with funnel-stage progression to spot bottlenecks.

Source quality, not volume

See which channels brought the candidates who progressed — not just which brought the most.



Retention rate sits on the same dashboard as time-to-fill, drawn from the same record — which is what makes the hiring question answerable six months later.

Close the hire, then keep the record

References, offers and onboarding — without re-entering anything

Reference checks

Launch verification requests to referees the candidate provides, with in-built evaluation and assessment tools, and complete the process in a single action.

Offer letters

Draft from customisable templates, route internal approval through HR, managers and legal, check against policy, and complete electronic signing.

Onboarding

The candidate becomes an employee with their address, employment history, education and documents carried across — plus automated reminders and e-sign paperwork.

ClayHR does not make the final hiring decision or advance candidates on its own, and the match score is a ranking aid rather than a threshold.

Make talent acquisition your secret superpower

ClayHR is a hire-to-retire platform. Recruiting, performance, skills, development and retention run on one record — which is why the hiring data you generate this quarter is still answerable questions next year.

The fastest way to judge whether that matters for your team is to see it against a role you are actually trying to fill.

See it on your own role

30 minutes, walking a live requisition through the platform

[Book a Demo](#)



CLAY HR



Employee
Records



Hiring
Automation



Easy
Onboarding



Goals &
Performance



Payroll
Integration



Skill
Matrix



Smart Asset
Management



Optimal
Allocation