Case Study

Accelerating IT Talent Acquisition with AI-Driven Recruiting

The Client

An enterprise undergoing multiple digital transformations across cloud, SAP, cybersecurity, and data engineering needed to modernize recruitment operations to accelerate workforce readiness. Leadership sought to overcome prolonged hiring timelines for niche technical roles, reduce hiring inefficiencies, and build a scalable talent acquisition model capable of supporting complex transformation programs.

The Challenge

- Prolonged time-to-fill for specialized IT roles across cloud, SAP, cybersecurity, and data engineering

- Recruiter fatigue caused by high-volume manual resume screening and repetitive evaluation processes

- Limited visibility into candidate quality, skill alignment, and cultural fit

- Inconsistent hiring standards across business units and geographic regions

- Growing reliance on third-party staffing agencies and rising recruitment costs

- Need to build diverse, scalable talent pipelines for surge hiring during major transformation programs

About
Cogent Infotech

Founded in 2003, Cogent Infotech is a trusted, award-winning firm with **23+ years** of experience, **150+** government contracts, **10,000+** projects, and a **96% employee retention rate**. Recognized as an SBA Small Business and MBE-certified, we deliver excellence through diverse talent, AI-driven recruitment, and cooperative contracts like **NASPO Value Point and TIPS-USA.**

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Solution and Process

- **AI-Driven Talent Sourcing and Screening**
  Deployed machine learning and natural language processing to match candidate skills, certifications, and experience with role requirements and automate resume parsing and scoring

- **Predictive Fit Analytics**
  Applied advanced analytics to assess candidate suitability, likely retention, and performance alignment to improve hiring quality

- **Recruitment Dashboard and Reporting**
  Built a Power BI dashboard using Microsoft Azure AI Services to provide real-time visibility into hiring metrics, pipeline health, and recruiter performance

- **Workflow Automation and ATS Integration**
  Automated interview coordination, feedback collection, and candidate communication while integrating cloud-based ATS and talent platforms through REST APIs

- **Strategic Workforce Planning**
  Aligned hiring demand forecasts with delivery timelines and built inclusive, future-ready talent pipelines through stronger collaboration across HR, IT leadership, and delivery teams

Outcome

- Accelerated time-to-fill for critical and niche IT roles through AI-automated sourcing

- Reduced recruiter fatigue and minimized manual bias through intelligent resume parsing

- Improved consistency in candidate evaluation and hiring standards across departments

- Decreased reliance on external third-party staffing agencies, optimizing recruitment costs

- Established diverse, future-ready talent pipelines capable of supporting surge hiring during major digital transformations

Risk Analysis

- Hiring delay risk for critical transformation roles across multiple technology domains

- Candidate quality and fit risk due to inconsistent evaluation methods

- Recruiter burnout and missed-candidate risk from manual screening volume

- Cost escalation risk from excessive dependence on external staffing partners

- Pipeline sustainability risk during surge hiring for concurrent transformation programs

Best Practices

- ✓ Used AI-driven sourcing and screening to reduce manual effort and speed candidate discovery

- ✓ Applied predictive analytics to improve hiring quality and fit

- ✓ Standardized evaluation frameworks across departments and regions

- ✓ Automated recruitment workflows and integrated ATS platforms through APIs

- ✓ Aligned workforce planning across HR, IT leadership, and delivery teams

TECHNOLOGIES

- Machine Learning
- Natural Language Processing (NLP)
- Microsoft Azure AI Services
- Power BI
- REST APIs
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- Cloud-Based ATS / Talent Management Platforms

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