Recruitment SMART



Talent Needs Are Ever Changing

SniperAI is Automating the Recruiter Journey at Every Step

Recruitment Smart

www.recruitmentsmart.com



Talent leaders require improved methods to effectively and efficiently manage their workforces in order to meet today's demands, from managing the highs and lows of the hiring market to counselling senior leadership on how talents may support organisational goals. The requirement for speed, agility and original insights in HR is not well served by many old methods. An AI-powered talent intelligence platform with a user-friendly interface is more necessary than ever to support recruiters and effectively serve today's talent needs.

With its talent intelligence platform- SniperAI, Recruitment Smart is making major advancements, innovations, and upgrades in its platform by introducing features that serve ever-changing talent needs and fresh designs for a user-friendly recruiter experience.

From sourcing to shortlisting and interviewing, until you find the perfect candidate for your job requisition, SniperAI and JeevesAI support you via the power of Artificial Intelligence at every step. Here are the latest features introduced in our talent intelligence suite to further automate and streamline the recruiter experience.

Sourcing

The First Stage in the Hiring Lifecycle

The team of Recruitment Smart has meticulously attended to the needs of its client while delivering its talent intelligence platform. We are making updates in our product by identifying the stages of the hiring cycle in which the recruiter most of their time. One such step is sourcing.

To further improve the sourcing experience with AI, we have introduced a number of features at every step.



Automation

in Creating Job Description

With this feature, the recruiter does not have to write the complete job description for every requisition from scratch. It provides recruiters with templates just by inserting the keywords of the job title for the job opening. It further allows the recruiter to customize the template to match the organization's requirements.

Selecting

Key Job Attributes to Identify the Best Candidates

This feature allows the recruiter to filter candidates in the initial stage. Recruiters can select attributes that are important for the role. These can also be automatically populated on various job boards like LinkedIn and Naukri with a touchless plugin to further automate the step.

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Automated Scoring
of Candidates from Different Job Boards

SniperAI will assign its intelligence scoring automatically for the candidates that enter from different job boards to further reduce the time to source the best candidates for the recruiters.

Enhanced Candidate Pool

Recruiters can also run an automated campaign to spread the word about the job opening at the organization. This campaign can fetch relevant candidates and their information from global trackers like Hunter.io and Personal Distribution List and send them automated emails to welcome applicants for the requisition.





Auto-Forward Feature
to Further Enhance One version of Truth on SniperAI

SniperAI has an inherent functionality of Recommendations that recruiters use more than frequently. These Recommendations can now be “Forwarded” to your Application Tracking System in just a click with our new Auto-Forward feature.

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Benefits of the Auto Forward Feature



01

The need for the recruiters to manage and check two systems is removed. Now the recruiter gets all the intelligence along with the recommendations of SniperAI on the organization's ATS.

02

Further automation in this feature includes automated email sending from the ATS. Interested candidates can fill out their applications through email itself. This further provides recruiters with a filtered list of candidates.

03

SniperAI can forward these recommendations on the basis of pre-defined rules to help recruiters filter the best candidates.

These predefined rules can be a combination of:



01 Score [eg: Score >75%]

02 Geography

03 Division

04 Diversity

05 Job Type

06 Cut-off by number of candidates [e.g- top 20 candidates]

Our Latest Features Mirror the Needs of our Clients

Recruitment Smart has always strived to deliver a talent intelligence platform as per the needs of the recruitment teams of its clients. Our latest features are an example of the same. We are consistently working on advancements and innovations in our product to deliver not just an industry-leading experience but also one that is tailored to the client's needs.



Since its inception, Recruitment Smart has developed an advanced AI and machine learning recruiting solution that is intended to increase cost-efficiency while offering our clients high-value-added support and customer service.

The technology not only changes how our clients view our recruitment services, but it also helps talent acquisition teams provide the higher levels of quality and consistency that the company demands.