Recruitment SMART

Find The Right Talent For Your Organization With SniperAI's Dynamic Automation Features



The efficiency of hiring processes in organizations is highly dependent on the expertise of recruiters as numerous tasks require human intervention and judgment. In recent years, the battle for talent acquisition and retention has garnered considerable attention. Identifying the proper talent is critical for every company's success since it results in a workforce that matches the company's competencies. The distinction between a firm that grows and one that stagnates is often determined by the quality of its hires and personnel.

The process of recruiting an employee has evolved into a relationship-building exercise rather than a candidate-filling exercise. What is required of a recruitment team is recruitment efficacy. And, the recruiter's success is determined by his/her capability of finding top people who will prosper in the future along with the organization, as "poor hires" can be quite costly.

But can you fathom how long it would take to complete the task of filling one job requisition manually? There is a clear need for automation of the hiring process. The potential of AI in the recruitment process is helping businesses combat and mitigate the impact on productivity due to employee attrition and is undoubtedly propelling enterprises to stay ahead of the competition. The introduction of automation with Artificial Intelligence to recruitment- an undertaking that is highly dependent on human perception and execution is a game-changer for the Human Resource industry.

SNIPERAI IS LOOKING AT MANUAL HIRING PROCESSES IN THE REAR VIEW MIRROR

Over the last 5 years, Recruitment Smart has created a futuristic AI and machine learning recruitment automation solution that is designed to improve cost-efficiency while providing our clients with high-value-added support and customer service. The solution is not only altered our clients' perceptions of the recruitment services but also assists talent acquisition teams in raising the levels of quality and consistency required by the business. The key challenge that managers and decision-makers of organizations are facing is the grunt work that goes into the process of recruitment which doesn't result in attractive success rates. This results in excessive cost and time of hiring which makes the expense of the recruitment process even higher. The reduction in the manual work of recruiters can help organizations enhance their productivity and optimize the complete process.

The automation capabilities introduced by Artificial Intelligence in the recruitment industry are transforming the way we source, screen, shortlist, and onboard candidates forever. The value adds from recruitment automation through holistic talent intelligence platforms like SniperAI is incomparable. Explore the key features of the robust tool and learn how these features can optimize and streamline your hiring features.

3 SIGNIFICANT FEATURES OF SNIPERAI THAT OUR CLIENTS VALUE

The capability of any contemporary talent intelligence software is judged through various factors. There should be a significant reduction in time and costs, and manual activities as a result of onboarding an AI-enabled recruitment software. With Recruitment Smart's talent intelligence platform, our clients have notably reduced screening time by 53%, sourcing costs by 37%, and increased candidate response rate by 65% along with a significant improvement in the diversity of the organization over some time.

Here are the 3 key features that our clients have consistently lauded and have been instrumental in achieving the above numbers for them.

1. **SniperAI Interfaces Seamlessly with Different Job Boards-**

   Surfing through job boards to find potential candidates and rating them per their skills has been one of the most prolonged activities for recruiters for a long time now. SniperAI's capability to seamlessly interface with different job boards- LinkedIn (an application used across the globe to source candidates) is helping our clients in optimizing 65% of recruiter's efforts. After interfacing with the selected job boards by the client, recruiters can effectively source profiles from varied databases and collate all high-ranking resumes centrally on the client's ATS. Moving forward, the AI algorithm of SniperAI processes these resumes to share the fitment scores of all the candidates further optimizing the work for recruiters.

2. **Resume Parsing- A Key Feature of SniperAI**

   As recruiters use databases that work best for them as per the desired role and geography, they need to upload candidates onto the solution without any hassle. SniperAI allows recruiters to upload bulk resumes to the solution at once. The solution can upload over 100 resumes in one go. It parses resumes for fields that are key for the decision-making of recruiters include- the name, email-id, skills, experience, etc. of the candidates. Further, the parsing of resumes with the power of AI (the process of automatically converting free form resume documents into organized, analyzed, and stored data) on SniperAI is brisk and highly accurate that helps recruiters find the candidates who are interested in your company, are highly qualified and are the right fit for the team that they would work with.

3. **Interview Scheduling on SniperAI**

   Along with sourcing and screening the right candidate at the right time, Sniper AI's digital assistant JeevesAI- assures that recruiters do not lose out on good candidates due to a lack of candidate engagement. While you look for

your right fit, JeevesAI stays connected with potential candidates by proactively assisting them with the hiring process of your organization, converting passive candidates to active candidates, automatic interview scheduling and rescheduling, and assisting in candidate onboarding, and candidate communication and candidate outreach. The interview scheduling feature of JeevesAI prioritizes interviewer availability with balanced load distribution. This feature overall reduces the manual effort of interview scheduling and candidate reach outs by 60% To further help the recruiter and candidate, JeevesAI learns about their traits, characteristics, and skills, to create a semi-fictional representation of your recruitment firm's ideal applicant for a specific job role.

Sniper AI is the most helpful application which allows us to search for a pool of good talent as per the Job Description and to reach the required candidate easily and also can view if the candidate is previously submitted.

- User Responsible for IT Recruitment

TRANSFORMING YOUR RECRUITMENT JOURNEY? SNIPERAI IS WITH YOU EVERY STEP OF THE WAY

While automating your recruitment journey for purposes such as optimizing recruiter cost and time, improving diversity numbers of your organization, or digitizing and optimizing your talent acquisition process, along with significant features of SniperAI, its various automation features are also vital to the recruiters. These features play a major role in reducing the grunt work for the employees. Our automation features are devised by keeping in mind the loopholes and needs that come up in the recruiter's journey of automation.

4 FEATURES OF SNIPERAI FOR RECRUITER CONVENIENCE - TAKING AUTOMATION TO THE NEXT LEVEL

- **Easy Candidate Lookup with SniperAI-**

  SniperAI allows recruiters to search for candidates via varied filters depending upon the requirement. Based on the job description, recruiters can look up candidates without any hassle by selecting identifiers such as skill, location, industry, job type, project, name/email-id, experience, or nationality. This will help recruiters to filter out candidates that do not fit the pre-requisite of the job requisition thus further reducing the time to screen candidates.

- **Configurable Columns that Allow Recruiters to Organize their View on SniperAI–**

  SniperAi allows recruiters to configure their view as per criteria that they deem important while shortlisting candidates for varied job requisitions. With the configure column, the recruiter has the liberty to organize their view in a way that makes the shortlisting process quicker as the recruiter only views columns key to the job opening being worked upon. The configure column will enable the user to hide or unhide any column from the following list of columns.

- **Auto Resume Process (within seconds) with SniperAI-**

  This feature of SniperAI enables a recruiter to further save a major chunk of his working hours from the arduous process of manually uploading candidates/resumes from their local repository to SniperAI. To add candidates/resumes available in the local repository, the recruiter simply has to click on add candidates and upload up to 100 resumes at once in the form of a zip file and SniperAI processes them in mere seconds. By enabling Auto Process, recruiters give SniperAI the permission to automatically parse and upload all the 100 resumes.

The tool and its layout are clear, faster, and easy to use. I am happy to find this tool as it makes the recruitment process so easy and keeps all the personal information of the candidates private.
Scan all the resumes automatically and match them with the available position.
Analyse all talents in a better and faster way to hire the candidate easily and take them onboard.

- User Responsible for Energy Company's Recruitment

- **Recruiter Access Management on SniperAI-**

  With numerous recruiters in the team, SniperAI provides the HR manager or the Recruiter Lead with the ease to create new users on the talent intelligence platform. The leader of the recruiter can create a new user by simply putting the first name, last name, and e-mail address of the new recruiter. By giving the access control to the leader, SniperAI makes user creation, activating, and deactivating users easier for the leader when a recruiter onboards/resigns the team. The leader further has the control of giving various access on SniperAI to the recruiters' such as Recruiter Access, Download Report Access, Dashboard Report Access, Equitable Hiring Access, Chatbot Access, and SMSbot Access according to their role in the hiring team.

STAY AHEAD OF THE COMPETITION WITH AI-POWERED TALENT ACQUISITION PARTNER

In a turbulent talent market, the capacity to make data-driven decisions is crucial. Businesses' goals are altering frequently, so they must be aware of the resources at their disposal to adapt to new problems. It’s time to let go of the belief that AI and automation in recruitment are here to take away jobs from recruiters. On the contrary, AI is enhancing the human element of HR, not replacing it.

Recruiters can gain a better grasp of their own company's talent as well as the talent market by using dependable talent intelligence software like SniperAI. Companies may start developing better teams and make more informed hiring decisions now that they have this information. This has the potential to dramatically reduce hiring expenses while also saving time.

While in the coming years, recruiters will place a greater emphasis on building positive relationships with employees and job seekers. The cost of pew recruiting will reduce as well as the organization's headcount churn. AI-driven workforce management systems will almost certainly result in higher quality and employee happiness. Furthermore, the recruitment team's KPIs will be directed toward employee engagement, productivity, and career growth as the team's daily routine lowers.



Reduction in time taken by recruiters in parsing resumes

Elimination of the initial funnel noise

Increase in conversion ratios of candidates

Employees are hired every year in over 70 countries.