An Integration to Resolve all your Recruitment Woes

workday & Sniper AI



The global talent landscape of 2023 is changing due to talent intelligence, which is guiding businesses toward a more rewarding future.

Instead of using traditional hiring processes, organisations are choosing to hire for skills and competencies by employing talent intelligence.



What is Talent Intelligence?

To find the best talent, it collects billions of data points from millions of professionals and thousands of businesses. Through predictive analytics, talent intelligence enables us to compile data from various sources, including multiple job titles and skill sets, educational achievements, and work experiences, into a uniform, unbiased format.

With a single deployment of talent intelligence software, businesses are now able to significantly reduce time and cost to hire, create a bias-free working environment, use analytics to make data-driven strategic hiring decisions and enhance the candidate experience.



A well-built talent intelligence platform makes use of artificial intelligence to link talent acquisition, talent management, diversity, equity, and inclusion, as well as employee experience and makes it simple for businesses to implement each of the components.

SniperAI- the talent intelligence platform by Recruitment Smart, delivers talent automation using game-changing, disruptive artificial intelligence (AI) for recruiters to effectively find, qualify and hire the best talent before their competitors. It helps to remove bias and improve diversity and inclusion.





Talent solution – Sniper AI - uses AI principled machine learning algorithms to dramatically streamline the recruitment process: key deliverables being market-leading accuracy, speed, and economy.

The Power of Collaboration in the Times of Rapidly Changing Business Needs.

Hiring managers have long been using robust Application Tracking Systems like Workday to address key limitations such as the time and cost of manual management of the HR processes like onboarding, compensation, and compliance. The cloud-based human resource management system Workday HCM combines a variety of HR capabilities into a single platform. The software provides talent management, payroll, timekeeping, compensation, workforce planning, and recruiting.

So, where does a talent intelligence platform like SniperAI plays a role?

Your well-managed database on an ATS like Workday can benefit tremendously from SniperAI's enhanced search features, including

- Quick indexing,
- Ranking
- Context-driven AI

The platform powered by AI becomes the ideal interface for working with your ATS data.

SniperAI is not looking to replace robust ATS systems like Workday, it aims to further enhance the role that your data can play in reducing costs and time to hire and making strategic hiring decisions. While our deep technology is operating in the background, our clients can access all the Workday data.

As we make sure that all of the talent intelligence from SniperAI is accessible on Workday to give a strategic benefit to the recruiting process through real-time integration, there is no need for recruiters to switch and manage separate systems.

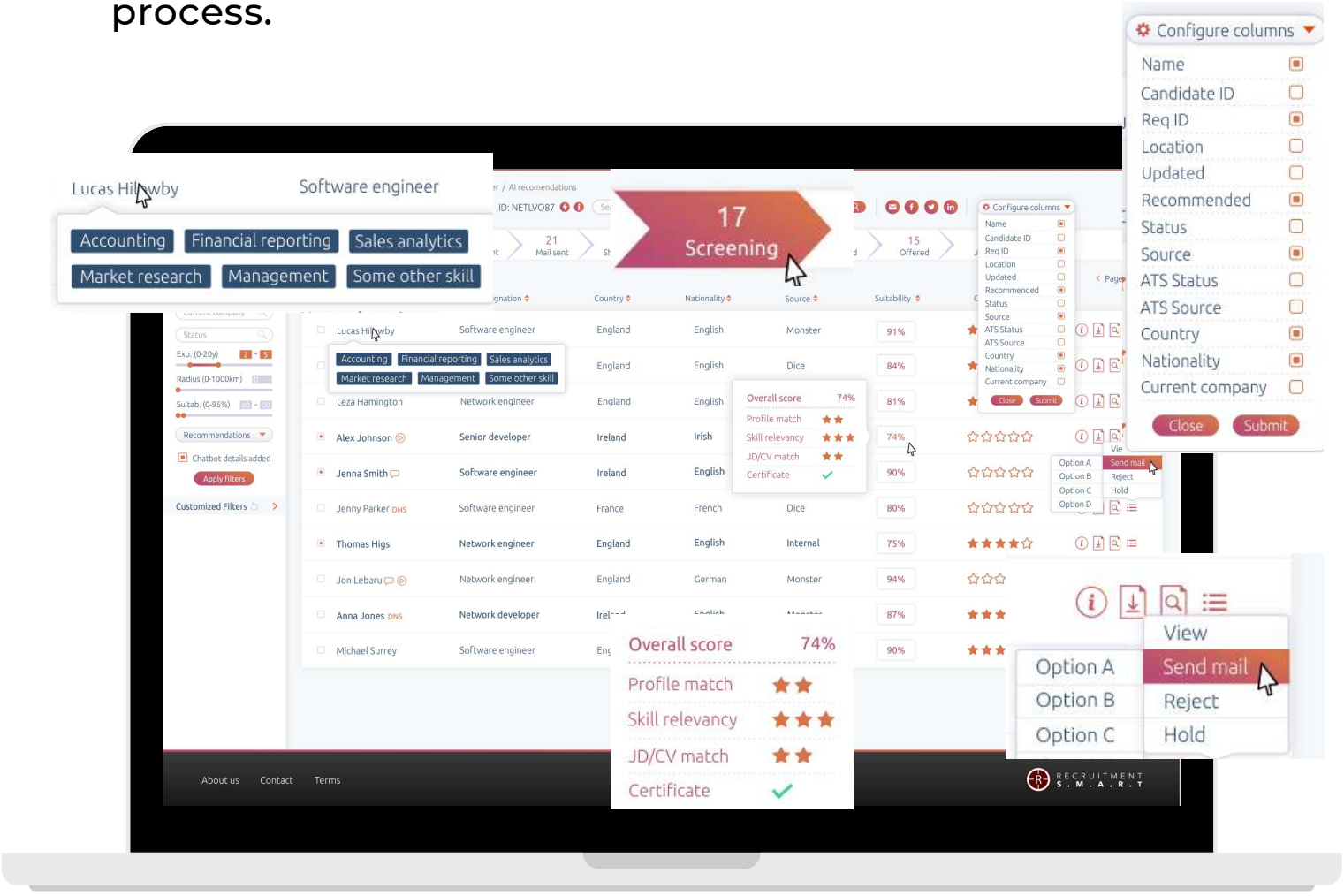


The Robust ATS- Workday + SniperAI= Talent Intelligence on Your Fingertips

With SniperAI, Recruitment Smart offers an all-encompassing solution for managing talent using AI and analytics to boost operational effectiveness, lower costs, and increase brand equity and talent stickiness.

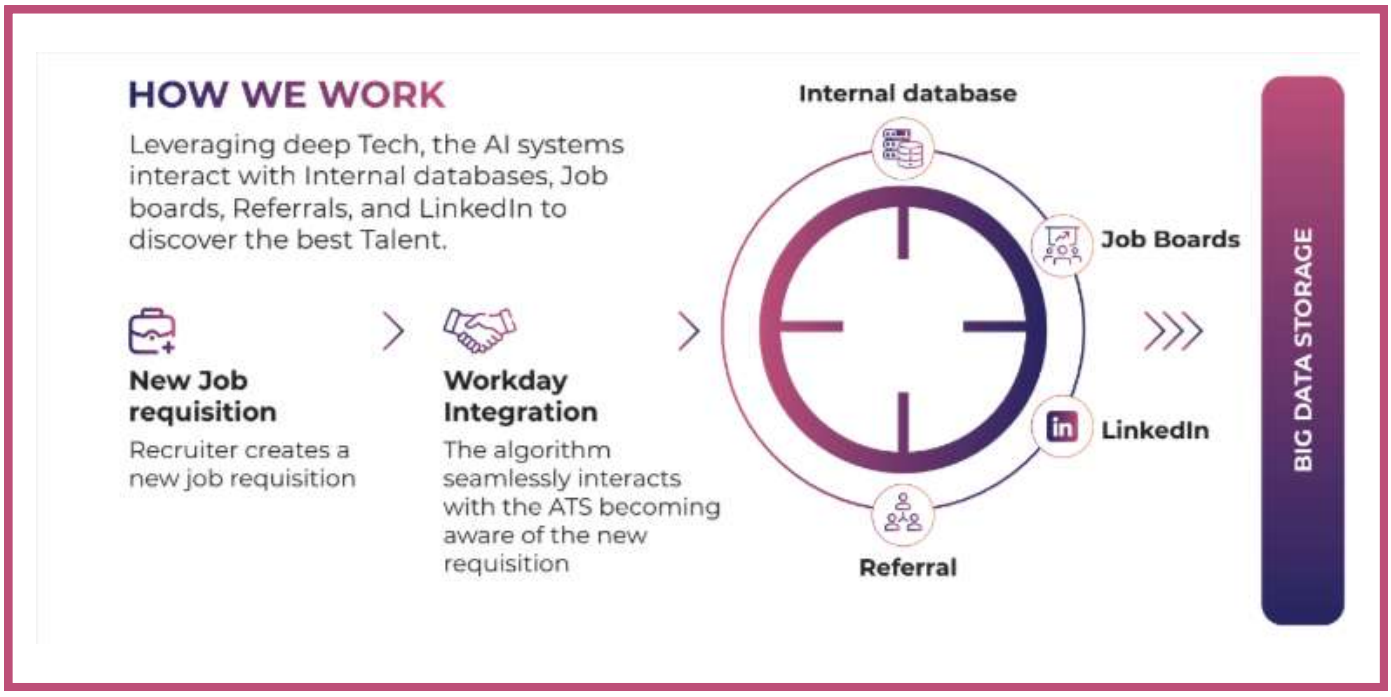
SniperAI avoids the need to facilitate and manage different solutions by effortlessly connecting with top applicant tracking systems (ATS) like Workday.

It also makes sure that all talent intelligence is fed onto Workday, adding greater strategic value to the hiring process.



How Does Information Flow Between Workday & SniperAI?

- When a job description is created on Workday, SniperAI receives an alert about it and visits the different databases, referral sources, and other sources that the company uses to find candidates, including internal and external sources.
- After processing each candidate's application, the system assigns a fitment score to them.
- This number is then sent back to Workday so that recruiters may use it.
- SniperAI builds skill clouds by examining the skill set as it relates to the job description and applicants chosen in the past for tasks with similar roles.

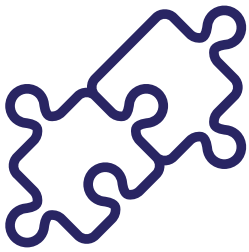


An Overview of Workday-SniperAI Integration

Our integration between Workday and SniperAI provides a seamless connection between these two powerful platforms. It consists of two key components: data download and data postback.

Data Download Integration

With our integration, you can effortlessly extract essential data from Workday to SniperAI. This includes information about requisitions, recruiters, prospects, candidates, applications, and application attachments.



The integration securely transfers this data, allowing you to access it within the SniperAI system for further processing and analysis.

Data Postback Integration

SniperAI also sends back important data to Workday. This includes the Application Suitability Score and Relevance.



The Suitability Score is sent periodically for newly processed or fetched applications, as well as for existing applications if the score changes. The Relevance data is sent in real-time when a recruiter gives a rating on the application within SniperAI.

Integration Setup

Setting up the integration between Workday and SniperAI is a straightforward process.
Here are the key steps involved

1

Access and Permission

Create a user for SniperAI in Workday and provide specific access permissions. This allows the user to create and update requisitions, applications, prospects, and perform actions on applications.

2

Skill Mapping

SniperAI's Customer Success team will guide you through the resume mapping rules. Provide the keywords for resume mapping to ensure accurate data extraction.

3

SniperAI Integration Setup

Our team will set up your company's account and configuration within the SniperAI platform.

This includes the creation of SFTP servers for testing and production, which receive application and candidate data from Workday.

5 Workday Integration Setup

Establish the integration setup for SniperAI on your Workday test tenant. This involves providing specific details such as the username, password, company ID, and service endpoint.

6 Custom Field Configuration on Workday

Create custom fields on the Job Application in Workday to receive data postbacks from SniperAI. These fields include "SAI Suitability" and "SAI Relevancy," which will be populated by SniperAI.



How Can the Integration of Workday & SniperAI Help Organizations?

Enhance searches with deep learning AI

SniperAI's deep learning skills can be used in searches to help discover candidates for the open job position. A company can boost the number of qualified candidates in their talent pipeline by identifying complementary abilities and presenting much more pertinent profiles.



Rediscovering talent with AI is Now Possible

Workday and SniperAI's integration makes it easier to locate candidates from a *"Talent Network"* that includes previous applications, staff recommendations, and outliers who may not have been a fit in the past but are now.

Make AI-Powered Matches and Optimize Your Hiring Process

With the SniperAI-Workday integration, businesses can identify the best candidates for each open position, whether they are current or former employees, passive or supplied candidates, or qualified recommendations. Due to this, screening time is cut by 53%, and talent acquisition expenses are decreased by 37%.

It's Time to Prioritise Skills Above Jobs

Every person's capabilities, both their existing skills and those that they can learn, are understood by the SniperAI platform. Without this, and with only an ATS like Workday, recruiters sometimes rely on outdated keyword searches to determine "who has done the same position we're interviewing for."



SniperAI Analytics: Take a Deeper Dive into Your Recruitment Lifecycle

Integrating Workday and SniperAI provides ready-to-use, real-time reporting for diversity, CRM, recruiting pipeline, and other talent functions. For instance, the business must have acknowledged that they have a diversity problem, but thanks to this effective integration, they can focus on the issue using talent intelligence and find out whether applicants from underrepresented groups are leaving at the screening stage, job interview stage, or are rejecting offers and helps to further hone into the problem to find the right fix.

workday.

Sniper AI



Enhance Diversity in Your Workforce

Recruiters may significantly reduce the likelihood of recruiting decisions based on unconscious bias by activating SniperAI's Equitable Hiring feature. While ignoring variables like age, gender, and race, it can enhance candidate screening and discover the top talent in the early stages of hiring—when applications are received for a job requisition.

By eliminating human bias in specific demographic factors, which is proven to influence hiring decisions, recruiters can better screen applicants based on the appropriate traits, leading to fewer bias-related recruiting concerns.

53%
Reduction in time spent on Resume Screening

300+ Mn
Resumes Processed

37%
Reduction in Talent Acquisition Costs

65%
Increase in Candidate Response Rate



Don’t Just Take Our Word For It, Read What Our Clients Are Saying

Clients Speak about the Speed & ATS Integration of SniperAI

“SniperAI is fully customized to work within our existing BullHorn instance and has improved speed to market and increased productivity. SniperAI builds custom recruiting tear sheets for the recruiters to work smarter and faster. That combined with the automated emailing to our existing base of candidates for each new job has yielded significant ROI. The tool does not replace the recruiting team, it instead allows them work smarter and be more productive across multiple open opportunities.”

ClearBridge TECHNOLOGY GROUP

– Tim Powell, Co-Founder & CEO of Clearbridge Gro

“Al-Futtaim‘s main objective was to reduce the time which a recruiter usually takes in screening hundreds and in some cases thousands of profiles for a single job post. The recruitment Smart team incorporated all our requests and provided us with a custom-made tool compatible with our needs. I will definitely recommend Sniper AI!”

مجموعة الفطيم
Al-Futtaim group

– Regional Talent Acquisition Manager- Business Partner, Al-Futtaim Group



THANK YOU

www.recruitmentsmart.com

Info@recruitmentsmart.com

Recruitment **SMART**