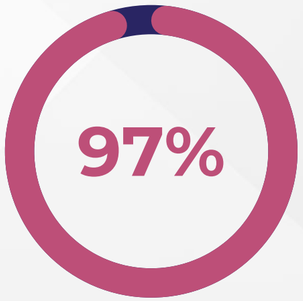
REVOLUTIONIZING TALENT ACQUISITION IN MANUFACTURING-

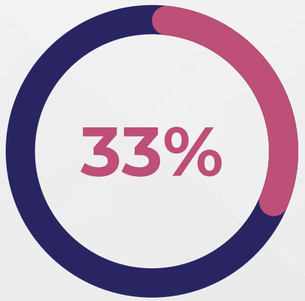
GenAI-Powered Recruitment Transformation with SniperAI



300% Improvement in Recruitment Process



97% Reduction in Shortlisting Time



33% Improvement in Shortlisting Rate

In the dynamic world of manufacturing, where precision and efficiency are pivotal, the integration of advanced technologies is not just a choice but a strategic imperative.

This case study delves into the transformative journey of SniperAI, a pioneering force reshaping talent acquisition processes within some of the globe's leading manufacturing enterprises.

Manufacturing, a realm constantly evolving to meet customer expectations, navigate market dynamics, and embrace sustainability, finds a transformative ally in **SniperAI.** This study intricately examines how SniperAI leverages **Generative AI** tools, fundamentally altering the landscape of talent acquisition, and offering unmatched advantages to organizations striving for operational excellence.





Generative AI, with its ability to create, distill information, engage in intelligent conversations, and perform chain-of-thought activities, proves to be a transformative force. SniperAI harnesses these capabilities to analyze extensive datasets in real-time, providing contextual insights that redefine traditional hiring practices.

Embark on a journey with us as we explore SniperAI's profound impact on enhancing efficiency, boosting productivity, and optimizing costs in the manufacturing supply chain.

Discover how it serves as a strategic ally for operations and customer service, elevating workforce capabilities and minimizing errors.

CLIENT SUCCESS STORY: TRANSFORMING TALENT ACQUISITION WITH SNIPERAI



Client Overview

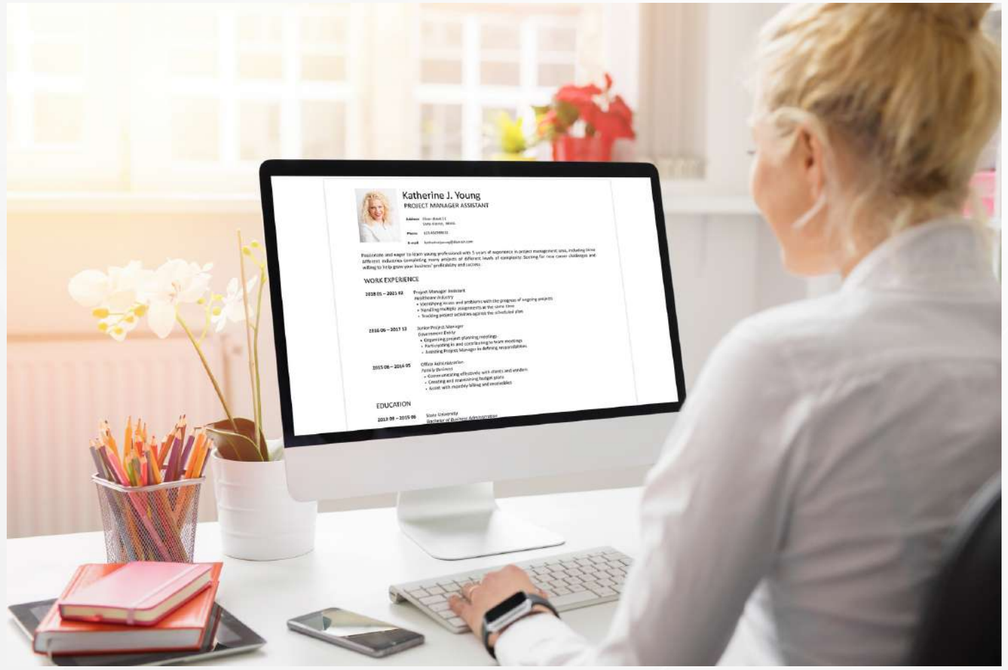
Our esteemed client, a prominent global conglomerate, has thrived since the 1930s, evolving into a powerhouse across eight diverse divisions.

With a revenue of **USD 9 billion**, they employ **over 44,000 professionals** from **100+ nationalities**, operating in **15 countries.**

Recruitment Challenge

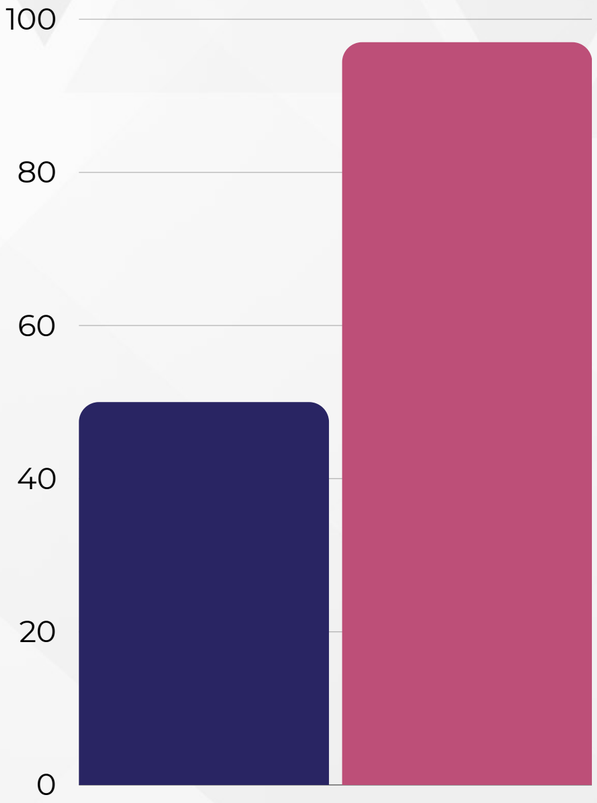
As the conglomerate expanded globally, traditional hiring processes faced challenges.

Manual CV screening and **low conversion ratios** demanded an innovative approach to recruitment.



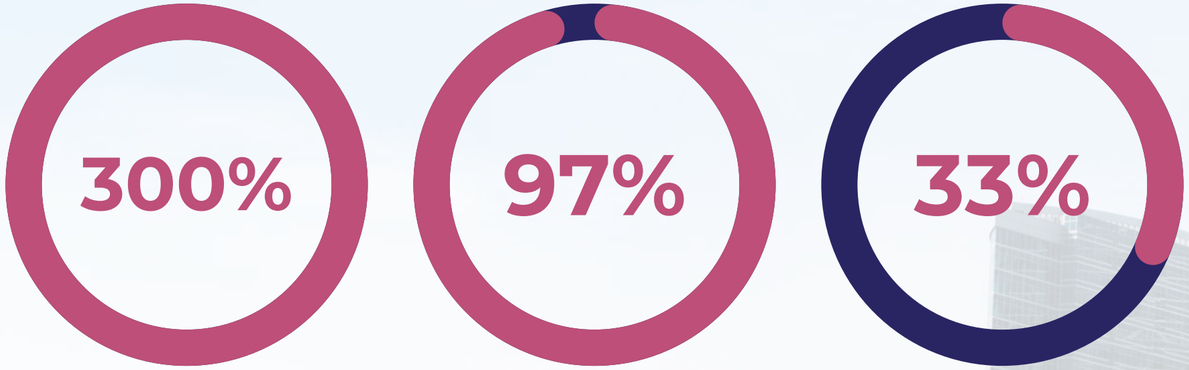
Solution Deployment

Partnering with Recruitment Smart, our client integrated SniperAI seamlessly with their existing **SAP Success Factors ATS**. An 8-week pilot phase witnessed SniperAI's accuracy surge from **50% to 97%,** aligning job descriptions with competency models.



Transformational Outcomes

- **300% Improvement-** A remarkable enhancement in the recruitment process.
- **97% Reduction-** Drastic reduction in time taken to shortlist candidates.
- **33% Improvement in Shortlisting-** HR teams achieved a 33% shortlisting rate compared to the previous 2%.



Key SniperAI Features

- **Advanced Business Features-** Precise filtering based on qualifications and industry experience.
- **Multiple Language Capabilities-** Supporting over 30 languages for JDs and resume analysis.
- **Diversity Filter-** Enabling positive bias with nationality and diversity filters.
- **Auto Sourcing Configuration-** Seamless integration with external databases and ATS.



Comprehensive Digital Transformation Support

Recruitment Smart provided holistic support, ensuring a smooth transition. Timely training sessions empowered the recruitment team, and customized tools aligned with their needs.

Impact on Workforce Diversity

SniperAI played a pivotal role in achieving ethnic and nationality diversity within the workforce. Accuracy and diversity features liberated the recruitment team from tedious tasks, allowing more time for strategic initiatives.

Client Success Story- Revolutionizing Talent Acquisition in the Oil and Gas Industry of Southeast Asia with SniperAI

Industry Transformation and Talent Challenges

In the ever-evolving landscape of the petrochemical and exploration industry, our client, a leading player in the **Oil and Gas sector in Southeast Asia**, faced unprecedented challenges. The industry's dynamic nature, coupled with the introduction of AI and a growing demand for renewable energy, demanded a strategic overhaul of their talent acquisition cycle.

Client Overview

Our client, with over **4,000 employees** possessing unique and sought-after skills, operates in a niche market. The complexity of their business processes and the scarcity of talent in the global market prompted them to partner with Recruitment Smart.

Leveraging **SAP SuccessFactors** as their ATS, the client sought a tailored solution to navigate the intricate talent landscape.

Seamless Integration with SniperAI

Recruitment Smart seamlessly integrated SniperAI with SAP SuccessFactors, addressing critical pain points.

The industry's niche skills resulted in delays in hiring, requiring a sophisticated talent intelligence solution.

SniperAI's real-time integration with SAP SuccessFactors eliminated the need for recruiters to manage separate solutions.



Auto-Forward Feature and Notes Section

To further refine the integration, Recruitment Smart deployed the **Auto-Forward feature on SAP SuccessFactors.** This innovation provided recruiters with direct recommendations from SniperAI within the ATS, streamlining the entire hiring process.

The addition of a **'Notes' section** facilitated efficient candidate tracking and reduced coordination efforts among recruiters.

Geography Filter for Targeted Hiring

Recognizing the industry's unique employment patterns, a Geography Filter was introduced. Tailored to the client's needs, it allowed recruiters to focus on specific candidate criteria, such as contractual employees based in Thailand or permanent employees in the same region. This feature significantly enhanced the quality of the candidate pool.



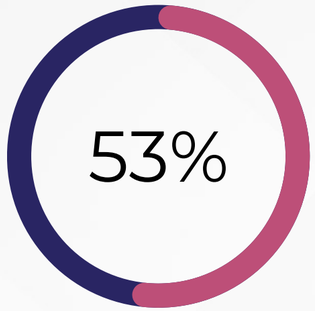


Talent Analytics for Informed Decision-Making

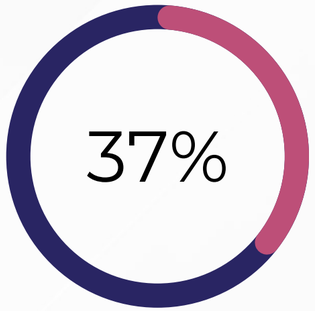
Our Talent Analytics solution, customized to meet the client's unique requirements, offered valuable insights. Key performance indicators (KPIs) such as the ratio of offer acceptance, drop-off ratio, fulfillment ratio, and time to hire were tracked. The overall AI accuracy reached an impressive 83%, providing the client with data-driven decision-making capabilities.

Driving Growth with Talent Intelligence

In a sector where talent acquisition is challenging, Recruitment Smart's talent intelligence suite empowered our client to achieve a paradigm shift.



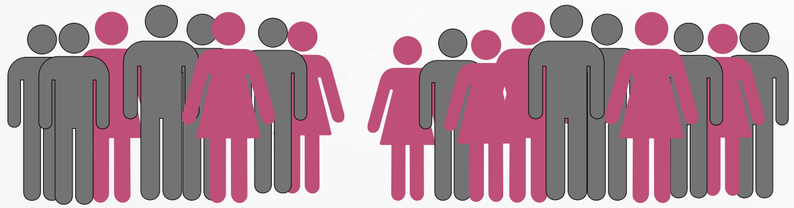
Boosted recruitment productivity by more than 53%



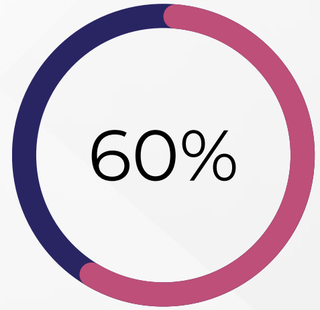
Slashed sourcing costs by 37%

3X

3x conversion ratio increase



12% improvement in diversity



Elevated candidate engagement and outreach by 60%

DRIVING TALENT EXCELLENCE- GLOBAL AUTOMOTIVE LEADER'S RECRUITMENT TRANSFORMATION JOURNEY WITH SNIPERAI

Revolutionizing Recruitment in the Automotive Industry

In an era dominated by sustainability and technological evolution, the global automotive industry is undergoing a paradigm shift. With a focus on electric mobility and sustainable solutions, automotive companies are on the lookout for top-notch talent equipped with expertise in cutting-edge technologies.

A **leading player in the automotive** landscape embarked on a transformative journey to navigate the dynamic talent landscape.

Company Overview - Automotive Leader

A global player in the automotive industry, this company has a presence in **70 countries**, known for innovation in motorcycles and a commitment to sustainability.

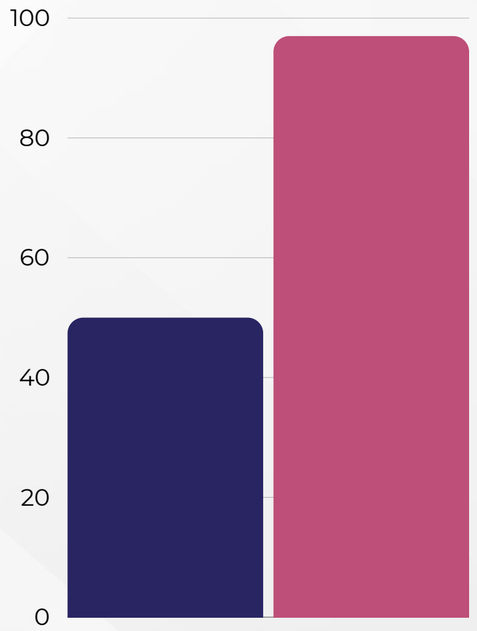
Operating multiple R&D centers, it focuses on advancements in product development and design engineering, including ventures into electric mobility.



Challenges in Talent Acquisition

Partnering with Recruitment Smart, our client integrated SniperAI seamlessly with their existing SAP Success Factors ATS.

An 8-week pilot phase witnessed SniperAI's accuracy surge from **50% to 97%,** aligning job descriptions with competency models.



AI-Powered Recruitment Transformation with SniperAI

Recognizing the need for innovation, the company integrated SniperAI, an AI-driven talent intelligence platform, into its recruitment process.

This case study delves into how SniperAI revolutionized the company's talent acquisition strategy, offering unparalleled efficiency and effectiveness.



Integration Journey and Seamless Deployment

Commencing in July 2021, the integration journey involved syncing SniperAI with SAP SuccessFactors. SniperAI seamlessly handled the historical data load, ensuring a smooth transition.

Rigorous algorithm training fine-tuned the platform to align with the company's unique talent requirements. A three-month pilot phase, initiated in November 2021, allowed for real-world testing, refinement, and continuous improvement.



Key Transformations and Impact

SniperAI's integration yielded significant enhancements to the company's recruitment process, resulting in streamlined timelines and improved efficiency. The key outcomes include:

Effort Reduction

A remarkable **33% reduction** in effort for the recruitment team, enabling strategic focus over manual tasks.

Shortlisting Efficiency

A **31% improvement** as SniperAI's intelligent matching capabilities expedited the identification of top candidates.

Average Time Reduction

Significantly reduced average time from application submission to interview stage, offering a competitive advantage.

Reduction in Time-to-Hire

A notable **57% reduction in time** at various stages, contributing to an overall streamlined recruitment timeline.

Likelihood of Resume Shortlisting

Doubling the shortlisting rate from **3% to 6%,** showcasing SniperAI's effectiveness in identifying suitable candidates.

PIONEERING TOMORROW'S MANUFACTURING LANDSCAPE WITH GENERATIVE AI

As we conclude this journey through the transformative integration of Generative AI in the manufacturing industry, we find ourselves at the threshold of a future that promises unparalleled innovation, efficiency, and resilience. The successes witnessed across our manufacturing clients are not mere snapshots of the present but glimpses into a future where Generative AI propels the manufacturing sector to unprecedented heights.

One of the defining features of this futuristic landscape is the elevation of human potential. Generative AI, far from replacing human ingenuity, will act as a force multiplier, liberating professionals from mundane tasks and empowering them to focus on strategic thinking, creativity, and value-driven initiatives. The synergy between human intuition and machine intelligence will give rise to a harmonious collaboration, fostering a culture of continuous innovation.



THANK YOU

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