Recruitment SMART



Bullhorn®

EXPERIENCE THE POWER OF AI

by Integrating it with Your

ATS- BULLHORN

Introduction of ATS- Application Tracking System was gold for recruiters going through innumerable resumes from different job boards just to fill one job opening for their organization. The hiring procedures including finding and reviewing resumes, contacting coworkers and potential hires, and importing and exporting data are all automated by an ATS. This allows recruiters to focus on things that bring greater value. Recruiters are certainly deriving a lot of value from ATS like Bullhorn, but to use its optimally and to stay ahead in the talent competition, the hiring process still demands some advancement.

EQUIPPING RECRUITMENT ATS SYSTEMS WITH THE BEST AI-DRIVEN TALENT INTELLIGENCE PLATFORM

The key advancement that is making rounds in the HR-tech market is the use of Artificial Intelligence in making hiring decisions, engaging and onboarding candidates.

With artificial intelligence at its core, Recruiting Smart's talent intelligence platform SniperAI can enhance your ATS experience with recruitment software. In addition to helping recruiters find the best talent pool, SniperAI can rate and evaluate candidates, link them to the most pertinent positions, and offer scoring insights into their skill, experience, and cultural fit.

SniperAI is significantly decreasing the time and cost to hire while eliminating unconscious biases from the hiring process by quickly integrating with an ATS system like Bullhorn. The seamless integration with SniperAI has been praised by our international clients who are already using Bullhorn since it eliminates the need to visit several recruitment solutions and creates one version of the truth.

While our deep technology works in the background, our clients have access to all of the information on Bullhorn. In order to give a strategic benefit to the recruiting process through real-time integration, we make sure that all talent intelligence by SniperAI is accessible on Bullhorn, eliminating the need for recruiters to switch between and manage separate systems.

Alongside, the system integration of SniperAI in the operating system of our clients HR processes is quite smooth with negligible involvement of the technology team from the client's end. Thus, there is no technical disruption that could hinder day-to-day recruiter activities due to



SniperAI. It guarantees that there will be little to no change management needed in the workflow of hiring personnel while also guaranteeing a considerable improvement in how businesses source potential candidates thanks to its "one version of truth" concept. Additionally, clients have used SniperAI's "Equitable Hiring" tool to drastically reduce unconscious bias in hiring.

SETUP BULLHORN & SNIPERAI IN FEW SIMPLE STEPS

STEP 1

Provide API Details to the SniperAI team. This includes- Client ID ; Client Secret; API Username ; API Password

STEP 2

Go to menu > Admin > Field Mappings

Within Field Mappings> Job submission> create two custom fields and save

SAI Relevancy/SAI Ranking = 2-digit integral field

SAI Rating = is a 1-digit integer (or drop down from 1 to 5)

Go to Menu> Submissions> Columns > Add 2 custom columns and click save

Voila! Now recruiters can access all the SniperAI intelligence on their ATS- Bullhorn.

CASE IN POINT- CLEARBRIDGE TECHNOLOGY GROUP

ClearBridge Technology Group is a leading provider of IT consulting services, staffing, contracting and placement of IT professionals that has been using Bullhorn as its ATS for over 17 years now. During our introduction with the company, we found that their pain areas within their hiring processes included difficulty in finding good candidates and increased cost and time in closing a single job requisition. Further on, new recruiters at Clearbridge struggled to close jobs as the process of hiring at the company went through stringent quality checks. There was a clear need for automation and enhancement of the hiring process to achieve business goals.

HOW DID SNIPERAI TRANSFORM THE HIRING LIFECYCLE OF CLEARBRIDGE TECHNOLOGY GROUP?

At the time of deployment, the primary ask of the client was that there should be no need for the recruiter to visit SniperAI. All the intelligence and recommendations of the AI system should be accessible on Bullhorn itself. Another key requirement of the client included automation in mass mailing candidates that were recommended by SniperAI informing about the job requisition and responses from these candidates should be directed to specific recruiters at the company.

To incorporate these requirements, the team of SniperAI made multiple customizations to deliver the best recruitment experience for its client. All the customizations and tweaks were done successfully. In total 32 varied changes and feature requests were incorporated by our team.

Within 7 months of going live with SniperAI, Clearbridge Technology Group has witnessed 80% accuracy in the recommendations and intelligence delivered by SniperAI with 90,000+ candidate recommendations posted.

Deploying recruitment AI and automation for Clearbridge Technology Group has been a significant learning experience for SniperAI with phenomenal success in terms of results in process optimization for the client.

'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.'

Tim Powell, CEO, President & Co-Founder
ClearBridge Technology Group

