Recruitment SMART

Collaboration over Competition:

Leading ATS & SniperAI



The Winning Partnership: Leading ATS & SniperAI

The key differentiator for competitive companies across industries is their acquired talented candidates in the existing scenario. Thus, companies pay special attention to their talent acquisition process, and consider sourcing and screening the right candidate for the right job at the right time a strategic necessity. Companies consider a variety of indicators to track the effectiveness of the acquisition process, including the source of hire, time to fill a job, candidate satisfaction, cost per hire, and new hire turnover rate, among others.

Recruiting managers are applying robust Application Tracking Systems (ATS) like SAP Success Factors to address the key limitations such as the time and cost of manual management of the HR processes like onboarding, compensation, and compliance. Although, recruiters are leveraging ATS to digitize and centralize the recruitment processes they are still failing to employ ATS optimally.



Equipping Recruitment ATS systems with the Best AI-Led Software

Recruitment Smart's talent intelligence platform SniperAI can further refine your ATS experience with recruitment software by powering it with Artificial Intelligence. Beyond sourcing the right talent pool for recruiters, SniperAI can rate and assess candidates, match them to the most relevant position and provide scoring insights into their skill, experience, cultural fit. By easily attaching itself with an ATS system like- SAP Success Factors, SniperAI is drastically reducing the time and cost to hire whilst removing unconscious biases from the recruitment process. Our global clients that are already using SAP Success Factors have lauded the seamless integration with SniperAI as it creates one version of truth by eliminating the need to visit different recruitment solutions.



Our clients access all the information on SAP Success Factors while our deep technology runs in the background. There is no need for recruiters to switch and manage separate solutions as we ensure that all the talent intelligence by SniperAI is accessible on the SAP Success Factors to deliver a strategic value to the recruitment process through real-time integration.

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 mundane activities due to SniperAI. With 'one version of truth' SniperAI assures that there is negligible to no change management required in the workflow of hiring employees while assuring a significant advancement in the way companies source potential candidates. Clients have also employed the 'Equitable Hiring' feature by SniperAI to significantly remove the unconscious human biases from the hiring process.



SniperAI Integrated with SAP Success Factors: How is it Augmenting the Hiring Experience

Recruitment Smart's SniperAI is easily available on the SAP App Store. The integration has helped our clients in reducing the cost to hire by over 35% while optimizing the time to hire by 25%. By collaborating with our large clients, Recruitment Smart has developed an evolved playbook that understands and captures the essence of the talent intelligence supply chain. Here is an infographic explaining how SniperAI & SAP SF work in harmony to provide a robust talent intelligence platform to optimize the hiring process of our clients.

How We Work

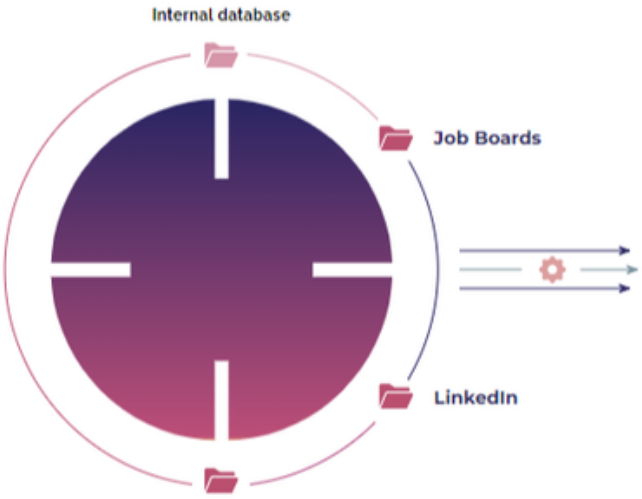
Leveraging deep Tech, the AI system interacts with Internal Database, Job boards, Referrals and LinkedIn to discover best Talent

New Job requisition

Recruiter creates a new job requisition

ATS Integration

The algorithm seamlessly interacts with the ATS becoming aware of the new requisition



AI conversational

The AI powered chatbot interacts with the candidate to provide a superlative experience and understand the candidate comprehensively

BIG DATA STORAGE

Case In Point

A Large Financial Conglomerate
Integrated SniperAI with SAP Success Factors



When the client contacted Recruitment Smart, its initial concerns included the high cost of hiring as there was a lot of noise and clutter in the recruitment system. This resulted in a poor conversion ratio of candidates and a lack of diversity in the workforce.

The client had been using SAP Success Factors to digitize its hiring process through a team of 100+ recruiters across the Middle East. By integrating SniperAI with the company's ATS- SAP SF, we enhanced their candidate matching and screening and provided them with a Digital Assistant for pre-screening.

How Did the Seamless Integration of SniperAI & SAP SF Benefit?

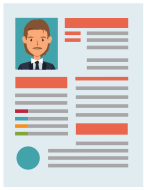


We scaled up the solution across geographies in a staggered manner to help our client cover all operating regions by streamlining operations and creating uniformity across parameters such as recruiter performance, candidate satisfaction, time to fill positions, etc. We created channel effectiveness analytics for the client to analyze their ROI across different sourcing channels to help recruiters further optimize the process



Reduction in external spending by 35%.

CV Accuracy improved by 47%

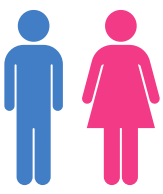




Effort Reduction in the interview process 30%

Improvement in Conversion Ratio- 20X





Significant Reduction in Gender Bias

Case In Point

A Global Telecom Giant
Integrated SniperAI with SAP SF

The primary concern that the telecom giant wanted to address when it was introduced to Recruitment Smart was the lack of diversity in the company. Despite a large team of recruiters spread across geographies, the telecom company struggled with a lack of diversity and high time to hire.

How Did the Seamless Integration of SniperAI & SAP SF Benefit?



Through seamless integration of SAP SF and SniperAI, Recruitment Smart worked with the client to reduce bias and develop a customized solution to meet the varying needs of different geographies in terms of hiring practices and languages.

Their team of 50 recruiters aggressively used the system and achieved high accuracy in just 3 months of integration. SniperAI is used by the telecom giant across geographies to hire 2500 candidates annually.

Significant Increase in Diversity- 8%

Reduction in Time to Hire- 25% in 4 Quarters

96% Accuracy in 3 Months

Case In Point

A Leader in the Oil and Gas Industry of Southeast Asia



The oil and gas company's main worries included delays in hiring the proper people from a relatively small pool due to the specialised and hard-to-find skills of the sector. The corporation, among other things, has complicated business procedures that cause delays in the hiring and onboarding procedure. The client's needs and circumstances necessitated the inclusion of features and system adjustments in order to fully utilise the talent intelligence solution- SniperAI.

How Did the Seamless Integration of SniperAI & SAP SF Benefit?

There were several features and changes made to the talent intelligence solution to accommodate with the needs of the client. The seamless integration of SniperAI with SAP SF made it easy for the client to get strategic value to the recruitment process through real-time integration.

But the client demanded an additional layer to this integration to further refine and reduce the manual work of the recruiters.
To address the concern, the team of Recruitment Smart worked relentlessly to deploy its Auto-Forward feature and a Notes section in the SAP SF integration.

Auto-Forward Feature on SniperAI

The Auto-Forward feature on SAP SuccessFactors was initially deployed and made available for this client of Recruitment Smart. With the use of this functionality, recruiters may easily access the built-in "Recommendations by SniperAI" on their applicant tracking systems. It is no longer necessary for recruiters to oversee and monitor two platforms. The recruiter now has access to all the information and SniperAI's recommendations on the company's ATS- SAP SF

We are Continually Enhancing our Tools to Provide You with the Best Recruitment Automation Solution!



The team of Recruitment Smart is consistently working to provide a solution that makes the most of the available data and helps in saving cost, time, and resources whilst assisting in making strategic decisions. Recruitment Smart's Analytics tool offers insights and reports that are highly useful to organizations while making strategic decisions regarding their human resources. The key insights available through these reports include the presence of unconscious biases in the system, strategic insights about the sourcing mix, and optimization of the recruitment channel. The team has further augmented the solution and now provides reliable Predictive analysis too.

The team is also rigorously working on its Candidate Engagement tool- Jeeves AI, which helps recruiters in pre-screening candidates, and the process of scheduling interviews and offers career assistance. The solution is recognized for improving candidate engagement by 65%. It plays a crucial role in providing uniform communication between the recruiter and the candidate.

Recruitment Smart has over 15 clients that are employing the power of SniperAI with SAP SF, to hire 50,000+ employees in over 75+ countries annually. These clients belong to diverse industries including IT, Manufacturing, Airlines, etc.

4200+ HIRES IN
15+ COUNTRIES

35000+, 70+
COUNTRIES

ADISTINGUISHED
BRAND WITH
500+ HIRES

1000+
EMPLOYEES
ACROSS INDIA

5000+HIRES IN
6+ COUNTRIES

500+ IN
10 COUNTRIES

4000+ EMPLOYEES
11+ COUNTRIES



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