

STREAMLINING RECRUITMENT EFFICIENCY IN THE BANKING SECTOR-

HOW SNIPERAI TRANSFORMED THE HIRING FOR A LARGE BANK OF THE UK

2023

Recruitment Smart

AI adoption for recruitment in the global banking industry has been on the rise in recent years, as banks recognize the potential of artificial intelligence in streamlining and enhancing their recruitment processes. Here are some key aspects of AI adoption in recruitment within the banking industry.



1) Intense Competition to Attract & Onboard Best Talent

Banks face stiff competition in attracting top talent with specialized banking knowledge and technical expertise. AI-powered recruitment provides a competitive advantage by efficiently identifying and engaging the best candidates.

2) Enhanced Candidate Experience

AI-powered chatbots and virtual assistants provide personalized information, answer candidate queries, and ensure timely responses, enhancing the candidate experience.

3) Skill and Cultural Fit

AI analyzes vast candidate data to assess both hard and soft skills, enabling banks to identify candidates who align with their values and culture.

4) Diversity and Inclusion

AI reduces unconscious biases by focusing on objective data-driven evaluations, promoting diversity and inclusion in the banking workforce.

5) Talent Pipeline

AI identifies and engages potential talent, creating a robust talent pipeline and facilitating succession planning.



While AI adoption in recruitment offers numerous benefits, it's important to note that human oversight and intervention are still necessary. AI systems should be designed to augment human decision-making rather than replace it entirely. The ethical implications, transparency, and fairness of AI recruitment tools should also be carefully addressed to ensure compliance with regulations and promote equal opportunities for all candidates.

Deploying Talent Intelligence at a Large Bank in the UK

Established in **1968**- a major retail and commercial bank in the United Kingdom- based in London, England today has more than **7.5 million** personal customers and **850,000** small business accounts.

The bank is considered one of the Big Four clearing banks in the UK and it has a large network of over 960 branches and 3,400 cash machines across Great Britain and offers 24-hour Action-line telephone and online banking services. The large bank has over **57,000 employees** to serve its varied group of customers to offer the best in class banking services.



Enhancing the Recruitment Experience with AI a UK Based Bank

Upon introduction to the bank, Recruitment Smart found that the bank was keen to enhance the productivity of its team of recruiters, automate reporting of its recruitment process and expedite sourcing and screening procedures.

The following were the key challenges of the organization:

1) Manual Candidate Sourcing

The bank faced challenges in sourcing suitable candidates efficiently from various platforms and networks.

2) Time-consuming Screening and Lack of Diverse Talent

Manual resume screening was labor-intensive and prone to human biases, hindering the identification of the most qualified candidates.

3) Lack of Talent Analytics

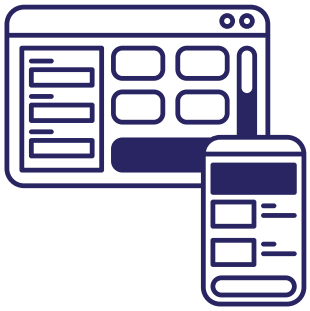
The absence of comprehensive recruitment analytics made it challenging to measure key performance indicators and drive data-informed decision-making. With SniperAI, Recruitment Smart offers an all-encompassing solution for managing talent using AI and analytics to boost operational effectiveness, lower costs, and increase brand equity and talent stickiness.

The deployment of **SniperAI**, a talent intelligence platform, in the banking organization, with minimal change management, ease of data access to recruiters, and removal of manual intervention, was accomplished through the following strategies:

Seamless Integration

SniperAI was integrated with the bank's existing systems and processes, ensuring compatibility and minimal disruption to the workflow. This integration was carefully planned and executed to minimize the need for extensive changes and retraining.





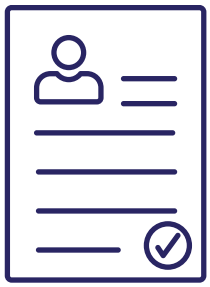
User-Friendly Interface

The SniperAI platform is designed with a user-friendly interface, making it intuitive and easy to navigate for recruiters at the organization. This ensured that recruiters could quickly adapt to the platform without significant training or adjustment.



Automated Data Processing and CV Parsing

SniperAI incorporated advanced automation capabilities for data extraction and parsing. It automatically extracted and processed candidate information from various sources, such as resumes and application forms, reducing manual intervention and ensuring accurate data capture.





Training and Support

Comprehensive training sessions were conducted to familiarize recruiters with SniperAI's functionalities and optimize their usage of the platform.

Through these strategies, **SniperAI** was successfully deployed in the banking organization, enabling minimal change management efforts, easy access to data for recruiters, and a reduction in manual intervention throughout the recruitment process.

The platform's integration, user-friendly design, and AI capabilities streamlined operations, improved efficiency, and supported the company's **talent acquisition objectives.**

In the pilot phase, the organization gave us key jobs across Programming, Testing, Design and more to work on and enhance the recruitment process.

This is where SniperAI also introduced its **‘Please Help me’** feature to provide personal assistance and consistent training to the recruiters to deliver the best results from SniperAI and induce the adoption of the talent solution.

The implementation of SniperAI at the bank has resulted in notable improvements in recruitment efficiency and candidate management.



The following key metrics highlight the positive impact of SniperAI on the recruitment process of the UK-based Bank:

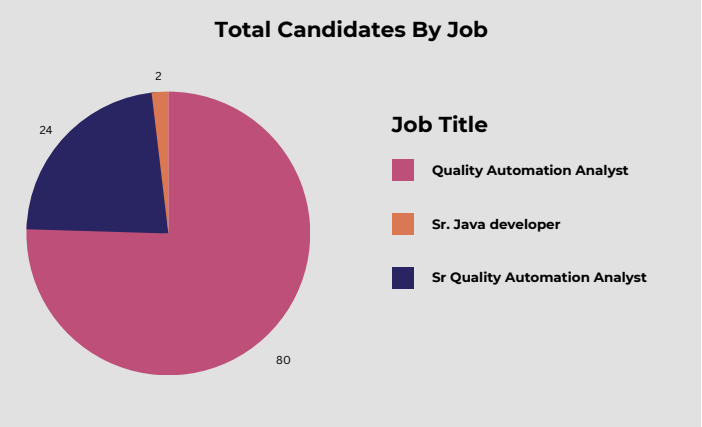
1) Increased Adoption of the Solution

Month over month, the utilization of SniperAI has witnessed a significant improvement, indicating the growing reliance on the system for recruitment tasks.

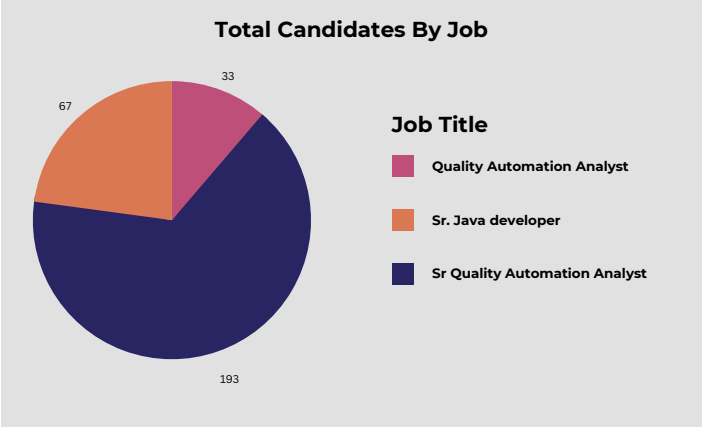
2) Job Diversification

As time progresses, a diversification of job roles can be observed. SniperAI effectively handles a wide range of job applications across various positions, showcasing its adaptability and versatility.

Before SniperAI



After SniperAI



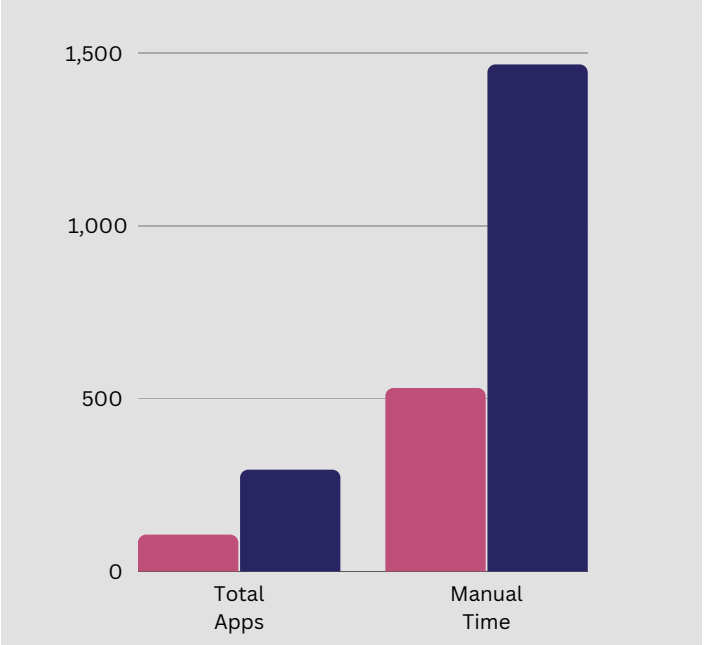
3) Candidate Segregation

With the increasing influx of applications, SniperAI demonstrates its capability to segregate candidates into distinct categories and help navigate relevant candidates. This automated categorization streamlines the screening process, ensuring that recruiters can focus their efforts on assessing high-potential candidates.

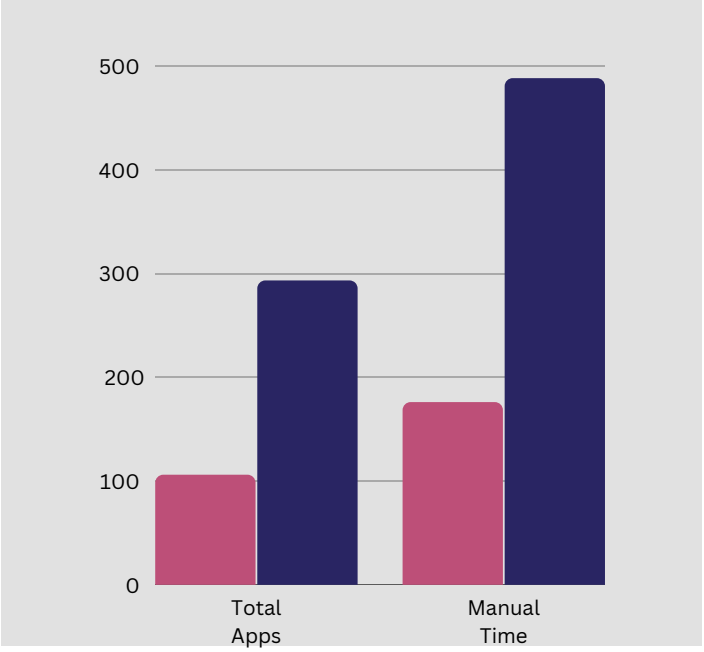
4) Tangible Time-Saving Capability

Additionally, the time-saving benefits of SniperAI are evident when comparing manual processing with AI-enabled processing. Processing 106 and 293 applications manually would have taken approximately 530 and 1465 minutes, respectively. In contrast, leveraging SniperAI reduces the processing time significantly to only 176 and 488 minutes for the same number of applications. This drastic reduction in processing time demonstrates the efficiency and effectiveness of the AI-powered system.

Manual Sourcing Time (In minutes)



Sourcing Time With Sniper AI (In minutes)



These outcomes highlight the tangible advantages of implementing SniperAI in the bank's recruitment process, including

- **Improved efficiency**
- **Enhanced candidate segregation**
- **Substantial time savings**.

The successful integration of AI technology underscores its value in optimizing recruitment operations within the banking industry.





Maximizing Recruitment Efficiency and Streamlining Candidate Screening in the Banking Sector

The integration of SniperAI into the bank's recruitment process has yielded significant benefits. The increased usage of the system, along with the observed diversification of job roles, showcases its value in meeting the evolving needs of the bank. Furthermore, SniperAI's ability to segregate candidates and help find relevant candidates as more applications flow in highlights its effectiveness in streamlining the screening process.

Moreover, the substantial time savings achieved through SniperAI compared to manual processing further emphasizes its efficiency and advantages to the bank's recruitment operations. Overall, SniperAI has proven to be a valuable asset, delivering tangible results in terms of improved efficiency, candidate management, and time savings, making it a valuable addition to the banking industry.



THANK YOU

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