

Talent CRM By Recruitment SMART:

The New Standard of Talent Decision Infrastructure

The Architectural Pillars of Talent Intelligence

Transforming the recruitment lifecycle from a manual process into a strategic decision engine.

Neural Capability Modelling & Deep Discovery

Prompt-Based CRM: Automate lead qualification and follow-ups by generating personalised outreach messages and next-best actions from user prompts and CRM data.

Strategic Talent Rediscovery: Instantly reactivates high-potential alumni, turning dormant data into competitive advantage.

AI-Powered Capability Modelling: Dynamic skills graph ranks candidates by predicted performance, long-term potential, and cross-functional adaptability.

Third-Party Data Enrichment: Seamlessly integrates live signals from external sources to keep profiles accurate, comprehensive, and immediately actionable while maintaining strict data governance.

Pre-Qualified Candidate Bank: A continuously self-updating library of pre-qualified, ranked candidates organised for rapid access & ready engagement the moment a role opens.



Precision Engagement & Campaign Management

Multi-Channel Outreach Orchestration

Hyper-personalized, automated campaigns with real-time analytics to accelerate top-of-funnel conversion.

No-Code Intelligent Automation

Configurable workflows that automate high-touch engagement without engineering support.

Multi-Dimensional Segmentation Engine

Power precision filtering by geography, skills, experience bands & diversity markers, enabling targeted, high-conversion outreach at enterprise scale.

Predictive Pipeline Analytics

Real-time pipeline visibility and predictive insights that highlight talent pool health, channel performance and hiring velocity, with root-cause transparency.

Unified Talent Hub

A unified command centre that orchestrates VIP candidates, silver medallists, alumni and referrals across every engagement stage in one live dashboard.

Our Partners

Transparent Decision Infrastructure

Enterprise-Grade Explainability

Every AI recommendation includes a plain-language rationale for confident, unbiased decision-making.

AI-Driven Smart Entry Screening

Automated qualification workflows that route candidates based on role-specific requirements.

Hiring Manager Collaboration Portal

Centralizes candidate journeys with full context and feedback loops for aligned hiring.

Unified Command & Control

Centralized Pipeline Command Centre

Single dashboard visibility into pipeline health across all talent segments.

Recruiter Intelligence & Activity Tracking

Automatic touchpoint capture with follow-up reminders to eliminate administrative gaps.

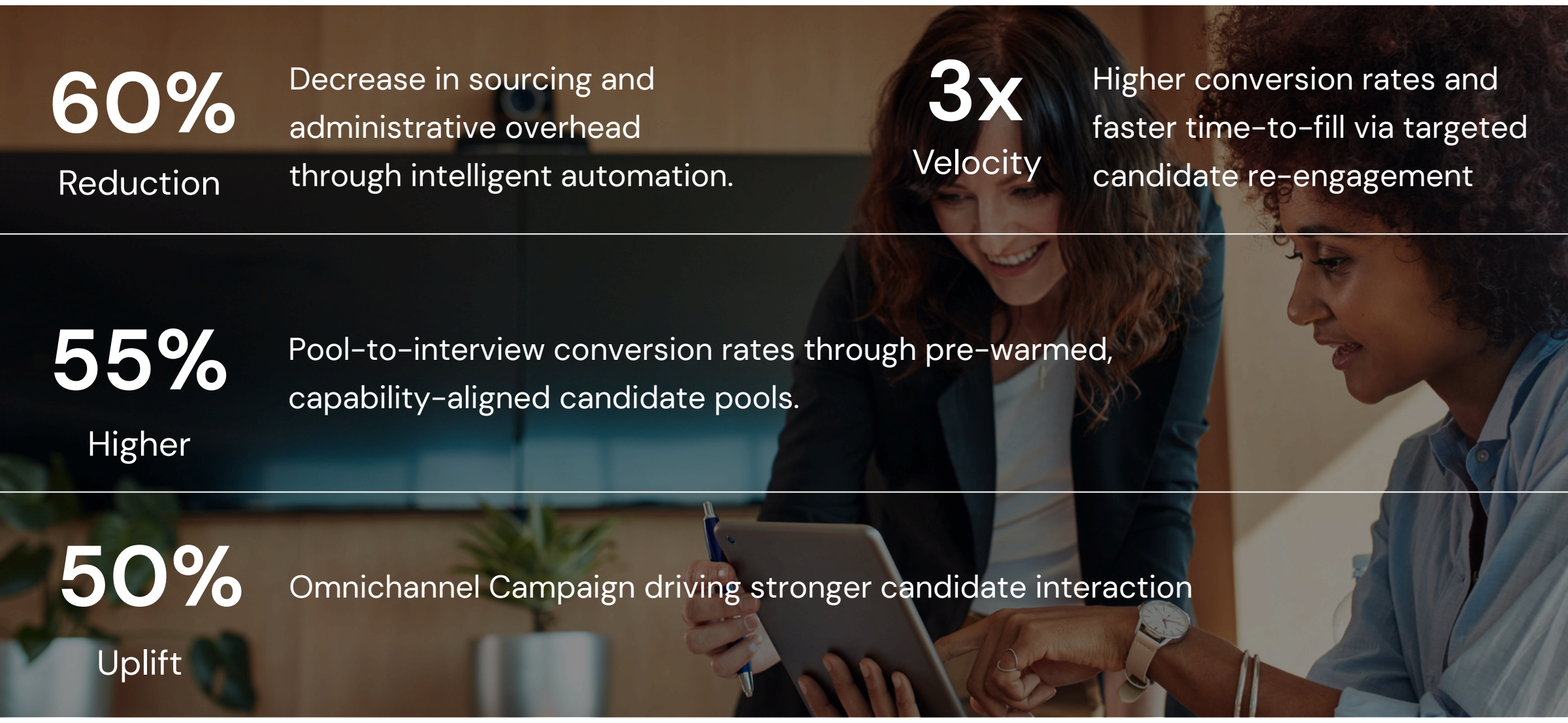
Closed-Loop ATS Integration

Bidirectional intelligence flow where hire results continuously refine predictive models.



Enterprise Impact at Scale

Measurable improvements delivered through AI-driven precision.



60% Reduction
Decrease in sourcing and administrative overhead through intelligent automation.

3x Velocity
Higher conversion rates and faster time-to-fill via targeted candidate re-engagement

55% Higher
Pool-to-interview conversion rates through pre-warmed, capability-aligned candidate pools.

50% Uplift
Omnichannel Campaign driving stronger candidate interaction

A Global Partner to the Fortune 500

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"SniperAI integrates seamlessly with **BullHorn,** boosting productivity and delivering significant ROI, empowering our recruiters to work smarter and faster. "

Tim Powell
Co-Founder & CEO, Clearbridge Group

Our Mission

A bias-free talent ecosystem for your business through AI.

Our Vision

Unlock fulfilling careers worldwide with advanced AI-driven hiring.

Redefine Your Talent Strategy

The future of work requires a proactive engine. Join the elite organizations turning talent scarcity into a strategic advantage.

Contact Us

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