

SelectPrism for SAP SmartRecruiters

Extend SAP SmartRecruiters with AI Video Interview built into your hiring flow

SelectPrism complements SAP SmartRecruiters by adding an AI-powered, skills-based, video interviews, assessments and interview intelligence layer to the recruitment workflow. It automates first round of interviews using AI, validates technical and behavioral skills, generates interview insights, and standardizes candidate evaluations—enabling recruiters and hiring managers to identify the best-fit candidates, make faster, data-driven hiring decisions, and improve hiring quality.

What SelectPrism brings into SAP SmartRecruiters

Completes SmartRecruiters interview cycle

SelectPrism acts as a natural extension to the numerous automated, intelligent AI led services that SuccessFactors provides as part of its ATS offerings

Extending skill intelligence to hiring

SelectPrism's AI-led video interviews are competency-specific; competencies are identified through job description analysis, powered by SelectPrism's deep understanding of role requirements

Enhancing the SmartRecruiters Hiring Workflow with SelectPrism



Deep Skills Intelligence (vs. Keyword Matching)

Powered by the SelectPrism Skills Intelligence Engine, trained on 60M+ profiles, to understand candidate's skills, experience, background and career trajectories



Vertical AI

Vertical AI purpose-built for the IT/ITeS world. Skill-role-task knowledge graph enhanced by structured LLM embeddings - 100K+ nodes, 1M+ relations



Enterprise-Grade Agentic Workflow

Ai Agents that merge with your ATS workflow to handle everything from JD analysis to HR pre-screening and AI interviews with built in live coding. Built to handle complexity of global enterprises



Explainable & Auditable Decisioning

Transparent scoring rationales, audit-ready reports, and consistent rubrics that support fair decisions ensuring unbiased, defensible outcomes.



ISO 42001 Certification

ISO 42001 certified for responsible AI management, enhancing trust, transparency, and ethical usage while ensuring regulatory compliance



True Adaptive Conversational Depth

Proactive AI that probes deeper with contextual follow-ups until it extracts verified skill data

Business Impact at a Glance

The recruiter always decides. The AI supports, it never replaces

90%

Faster Interview Turnaround

80

Minutes Returned to Interviewers per Candidate

60%

Higher L2 Interview Pass Rate

50K+

Concurrent Interviews at Enterprise Scale

About SelectPrism

SelectPrism is an Agentic AI platform for IT organizations, IT services firms, staffing companies, and healthcare organizations. It combines automation with deep skills intelligence so talent teams can run adaptive interviews and make confident hiring decisions grounded in verified skill data. SelectPrism is part of Prismforce, a Sequoia-backed AI-powered workforce management solution focused on helping enterprises build AI-ready workforces.