

TalentAssist

AI Assistant for Recruitment

We design, deploy, and support IT products

Recruitment Challenges



Excessive resources spent on finding and analyzing suitable candidates



Lack of time to process all available resources



Additional costs for engaging third-party contractors



Extracting valuable data



Decision makers become a bottleneck and are dissatisfied with the results

The Solution - **TalentAssist**

Using **RPA** and **GPT** technologies, the AI assistant tracks and delivers to HR a list of fresh, relevant candidates, **including:** % match with the vacancy list of missing competencies screening questions

- **Finds and evaluates top candidates**
- **Job boards and talent pool**
- **Schedules meetings and conducts interviews**

TalentAssist Solution Modules

Job Description Creation

- Generate job descriptions
- Create search criteria and links for job boards

Candidate Sourcing

- Job boards
- Specialized resources
- Client's internal ATS

Candidate Assessment

- Mass evaluation of candidates against job requirements using AI
- AI-driven weighting of requirements
- Report on "hidden" skills

ATS Integration

- Integrate with any ATS
- Minimal ATS Customization – Only 2 Additional Fields Required

Candidate Communication

- Chatbot schedules and conducts meetings

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- Conducts the first interview stage
- Assesses knowledge and non-verbal cues
- Makes track decisions / provides candidate feedback

TalentAssist – Recruitment Without Routine

- ✓✓ Provide a detailed report based on specified requirements
- ✓✓ Prepare a list of missing competencies and screening questions
- ✓✓ Generate a ready-made shortlist of suitable candidates
- ✓✓ Reduce the recruiter's user journey through faster decision-making and fewer clicks

1 month

to first results after implementation

70%

reduction in routine recruiting tasks

x5

more positions filled

300
candidates

In 1 hour **TalentAssist**
Source 300 candidates and
evaluate each one.

In the next 10 minutes:
Reach out to the TOP
candidates to schedule an
interview

10
candidates

TalentAssist

1 recruiter

Job Description Creation

Company Information:

Industry, number of employees

Successful Past

Placements: Skills and competencies of candidates who were previously hired for similar positions are identified

Market Insights: Skills and competencies of candidates available in the market are identified



AI:

GPT generates the job description based on the acquired knowledge

RPA Generates search queries for job boards and ATS based on identified competencies

RPA Retrieves links from job boards for further candidate sourcing



ATS

Displays candidate search links

Candidate Sourcing

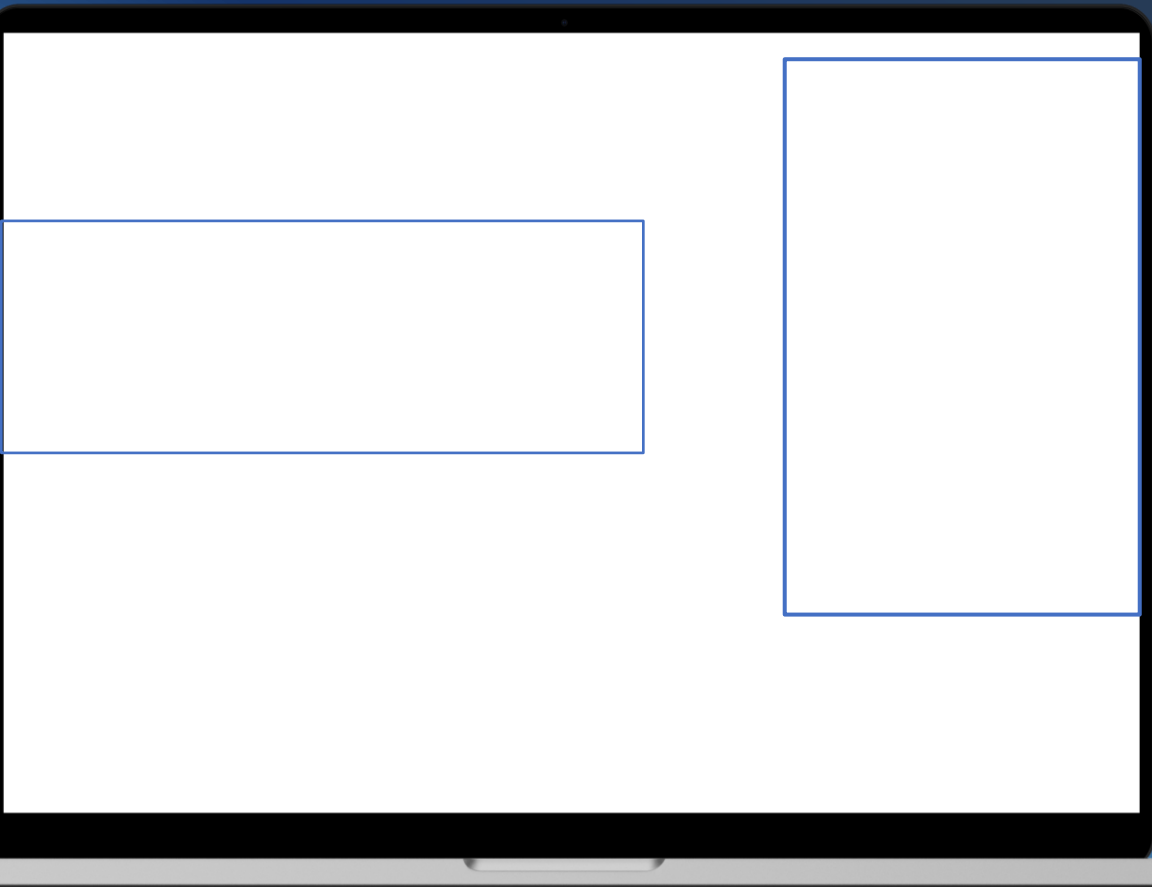
- To start sourcing candidates, simply provide the search query URL from a job board and the job description
- Search queries can be modified at any time to obtain the most relevant results
- The system displays how many candidates have been sourced
- Candidates are sourced from:
 - job applications
 - search results pages (by parameters)
 - automated search

Candidate Assessment

- ✓✓ **Separate report** for each sourced candidate, including:
 - % match with job requirements
 - Skills alignment with vacancy requirements
- ✓✓ **"Hidden" skills report** – based on the candidate's advanced experience, the system will infer that a particular skill is potentially present
- ✓✓ **AI-driven weighting of job requirements** to find the best candidate



Additional Features



- ✓✓ Chrome Extension displays % match and missing skills directly on search, auto-sourcing, and applications pages
- ✓✓ Select the best candidate without viewing contact information
- ✓✓ Generate a list of requirements that a candidate is missing to reach 100% alignment
- ✓✓ View % match directly in candidate lists
- ✓✓ Manual search mode
- ✓✓ Without opening candidate profiles

ATS Integration

- Assistance with configuring candidate data transfer to the ATS
- The ATS will only need to add 2 fields: % match and missing skills

Chatbot for Candidate Communication

For high-volume recruiting, the chatbot automatically schedules and conducts meetings with selected candidates

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For high-volume recruiting, conducts the first interview stage with any number of candidates

01

Introduces
the company
and its working
principles

02

Conducts
knowledge
assessment

03

Evaluates non-verbal
cues: speech rate,
eye contact, answer
truthfulness
assessment

04

Makes a decision –
either moves the
candidate forward in
the vacancy track or
rejects

05

Provides feedback
and suggests growth
areas to candidates