USING AI TO SUPERCHARGE RECRUITMENT

To speed up time-to-hire and reduce recruiter workload, PTP developed an AI that can automate repetitive but essential recruitment tasks.

PROBLEM

IT recruiters receive more than 10,000 resumes in a single day, for various roles. It's not humanly possible to read and meaningfully review each and every resume, meaning high-potential candidates may slip through the cracks or get lost in the shuffle. Additionally, recruiters often have tight deadlines to adhere to filling positions. It's not unusual for a requisition to move from creation to completion within a week.

10,000
resumes in a single day

This means recruiters are forced to reject resumes unread and select the best possible candidates based on just a fraction of the applications.

For example, one of our clients, a retail company who operated on Sterling OMS, needed a candidate who had experience with Point of Sale (POS) systems (eg. Oracle). Upon creating a requisition for this role our recruiters received over 4000 resumes in response.

AIM:

The aim was to create software which could help recruiters surmount the problem of large applicant load and slow review turnaround using artificial intelligence. The resultant AI assistant needed to not only read and review resumes on behalf of the recruiter but also identify which applicants best met the needs of the requisition.

METHODOLOGY:

For this we used the tech stack AWS Sagemaker and developed the front-end using React. We also used NPL to parse the resumes.

1 M
resumes reviewed

RESULTS:

So far, we have sorted out almost a million resumes and placed more than 350 people in 2021 alone.

It has created genuine satisfaction, both amongst our clients and our recruiting teams.

350
candidates placed

CONCLUSION:

Candidates are also interested in certain tech sectors to continue their work, and we are able to create a perfect match.

90%
faster review process