TITANDATA

Titan Recruitment Intelligence Manager (TRIM)

Leveraging Artificial Intelligence (AI) to increase recruitment process efficiency

The Problem

Different recruiters have different interpretations of job requirements, based on varied experience levels. New recruiters also have difficulties in sourcing high quality candidates, particularly within short timeframes. To make things even more challenging, the manual process makes it prone to human errors in all stages of the recruitment.

The Requirement

An intelligent system that would improve the efficiency and throughput of the recruiting team by automating processes, thereby reducing human errors.

Our Solution

Titan Data developed a tool that enabled recruiters to take the job requirement from the VMS and upload it to the True Req module of Titan Recruitment Intelligence Manager (TRIM), our proprietary platform. The AI-powered system produced a concise requirement (TrueReq) by considering historical data points, which was then uploaded to the ATS. After sourcing the most ideally-matched candidates, their resumes were parsed through the Resume Intelligence module of the TRIM. This resume parsing engine mines the candidate's resume and displays a formatted output that highlights his or her skills, provides analysis of the best fit, and cautions against frauds and plagiarism.

Aside from identifying red flags that can impact businesses negatively, the platform's machine learning model also analyzes actions by recruiters and delivers deep insights about the candidates. When a recruiter decides to move ahead with a candidate, the system generates a secure and unique link for the required intake, which the candidate answers and submits. This intake form maintains integrity by disabling the "copy-paste" function, as well as requiring candidates to answer pre-screening questions.

Furthermore, the application equips recruiters to fully automate existing manual due-diligence processes, such as capturing important candidate information, coding the confidentiality agreement, and managing relevant documents.

Benefits Delivered

TRIM has increased the efficiency of processing intakes by 60% and improved the sourcing process by 70%. The submission module, in particular, has reduced the back and forth communication between recruiters and candidates. It has also lowered the margin for human errors, thereby increasing the throughput by 70%.

60% increase in efficiency of processing intakes

70% improvement in sourcing process

70% increase in throughput by lowering human error margins