

Al Based Candidate Recommendation Platform

Backed by





In the war for talent, the dynamics of hiring have changed

Growing demand for good talent and traditional processes has lead to a high

Turnaround Time

affecting today's dynamic businesses

Proliferation of technologies & skill sets have increased the complexity in

Matching

Candidates to Jobs

Numerous application channels hampers the

Candidate Experience

resulting in poor talent branding

However, most talent acquisition organisations are not leveraging recent technological advancements. Instead they resort to.....









And these measures are accompanied with increased







Skillate with its Smart Hiring Solution enables organisations to evolve from the 'How' to the 'Who'

i.e Process Automation to Candidate Identification

85% Accuracy

Parsing & Indexing

Reads more than 8 resume file types

Deciphers **complex formats** - tabular, image, scans

Trained with **20M resumes** to bucket, index and stack rank candidates

Relevant Skills: Data scientist but ex-java developer would not have Java as core skill

40% Lesser Interviews

Intelligent Matching

'Thinks like a recruiter'

Candidates scored on education, experience and skill levels

Much beyond a keyword search

Allied Skills: Never miss out a Business Development Manager for a Sales role

2.2X Conversions

Self Learning

Reinforced dynamic learning

Improves parsing and matching accuracies over time

Learns the organizations's hiring pattern & the industry trends

Recruiter Actions: Shortlisting and rejections helps to fine-tune the recommendations



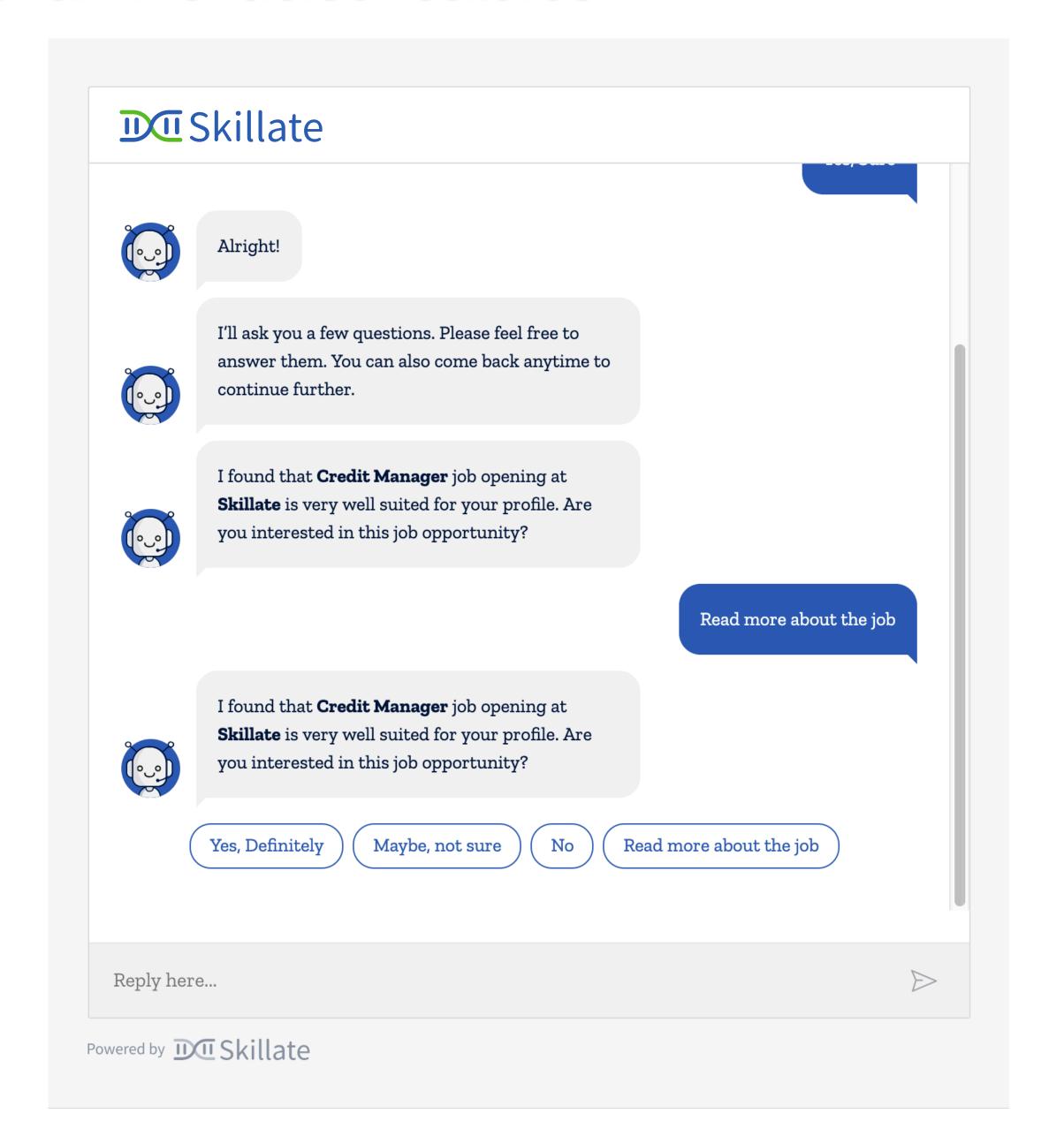
Skillate offers additional Al-enabled features

1. Skillate Smart Al Chatbot

Talks to candidates to find active job seekers and auto screen them

Updates candidate information and helps to keep the repository fresh

Improves candidate experience and company's talent branding



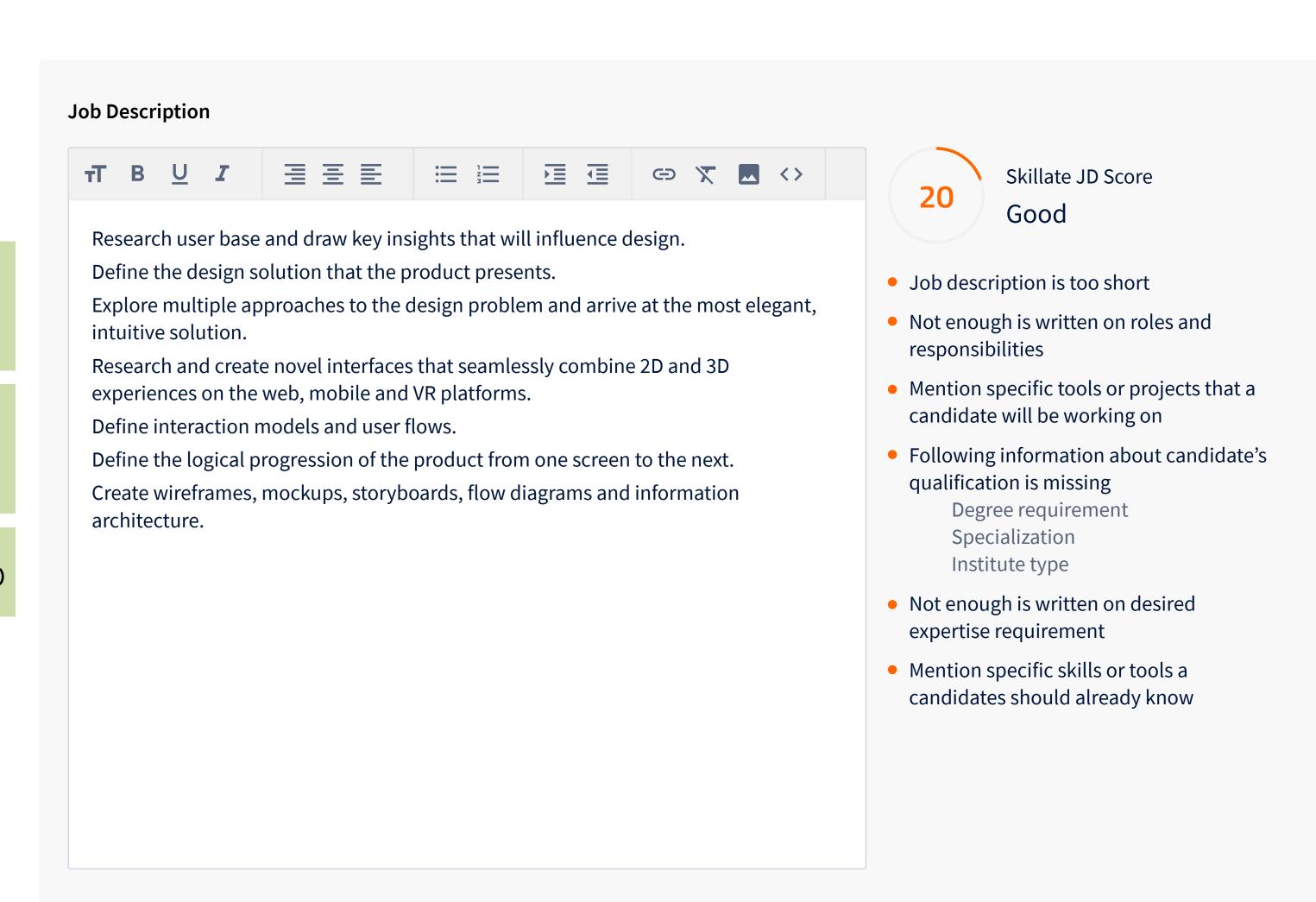
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2. Skillate Al JD Assistant

Scans job description to suggest approaches to help write the JD better

Parse JD for better candidate screening and recommendation

Incentivise right talent to apply for the job



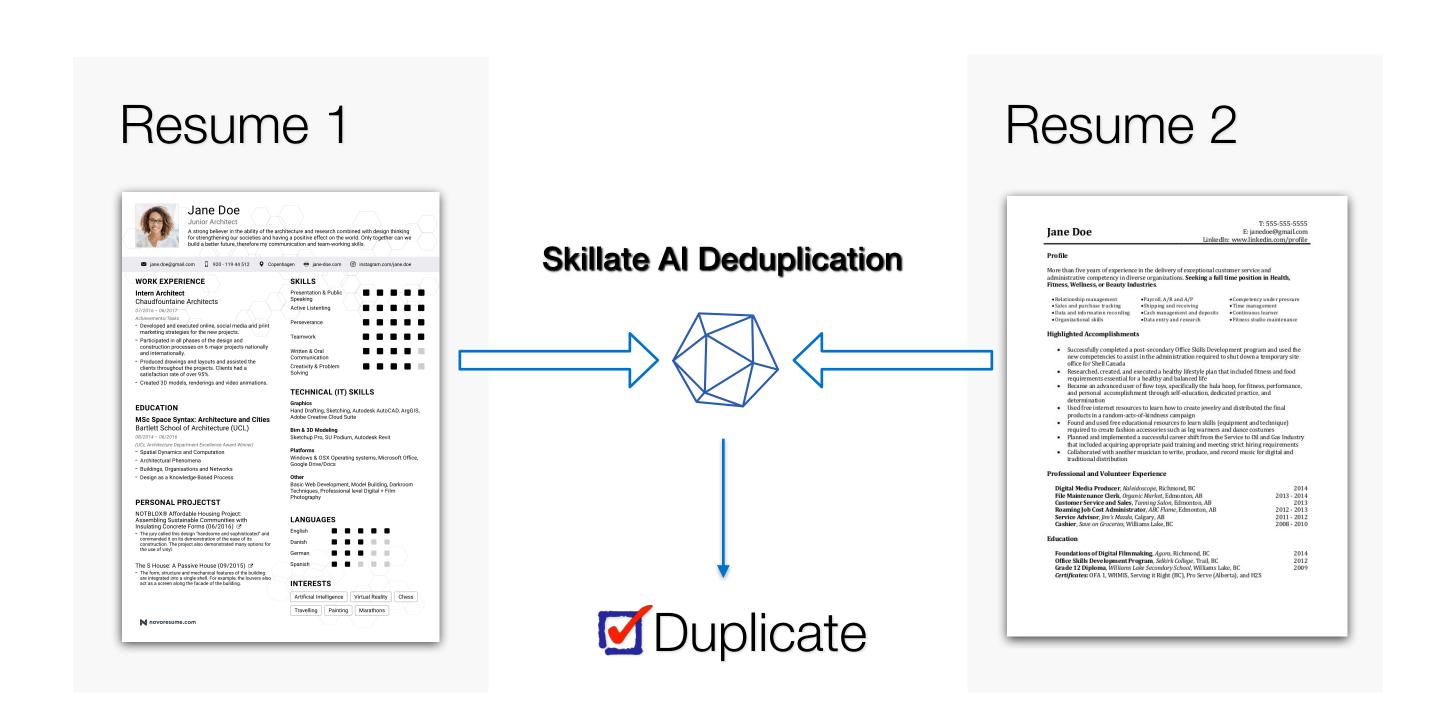
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3. Skillate Al Deduplication

Automatically suggest resumes as duplicate from the **resume content**.

Avoid **conflicts with agencies**, reduces hassle for company recruiters.

Simplify **hiring workflow** by saving time and money



Skillate empowers organisations to improve the 4 KPIs of recruiting

The Planning Metric

Time to Fill

Reduction in Screening time and Interview time helps to finalise the candidates faster

The Efficiency Metric

Time to Hire

Mail tracking system helps to close the offer sooner

The Sourcing Metric

Qualified Candidates / Hire

Social Media Mapping helps to shortlist more candidates

The Process Metric

Interviews / Hire

Intelligent matching engine suggests the most relevant candidates for the job



How?

- Decrease dependancy on job boards & agencies
- Rediscover dormant candidates from database
- Eliminate screening & shortlisting time of recruiters
- Reduce **interview time** of hiring managers
- * Increased qualified and converted candidates
- * Optimize candidate engagement & follow-ups

Enhance Experience

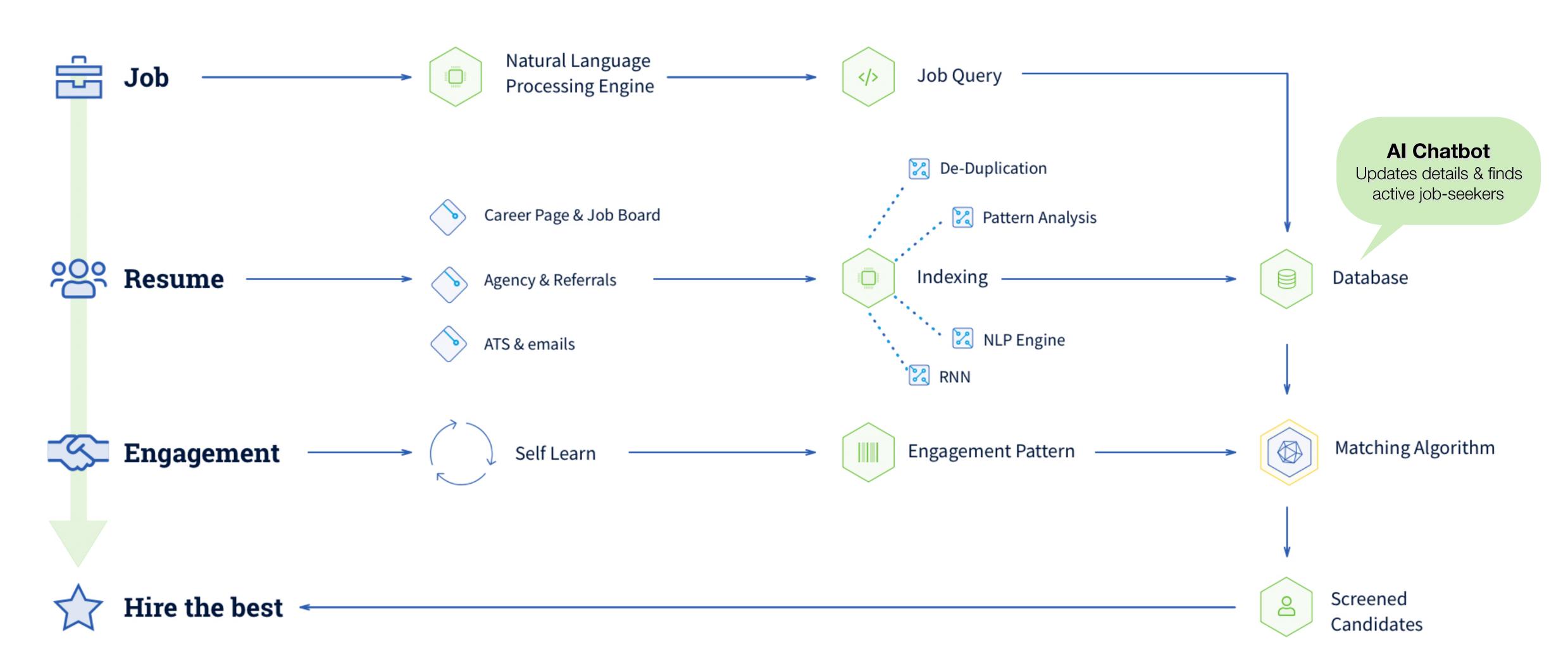
Candidates

Recruiters

Hiring Managers

Employees

Skillate combines deep domain knowledge, sophisticated analytics tools & proven technology to arrive at the 'Who'





Skillate gets motivation with its happy customers











Integrates with





Member of

SAP Co-Innovation Lab

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