

XOPA is an AI powered end-to-end B2B platform

that helps in streamlining hiring and selections, from sourcing potential candidates, screening objectively and at scale, virtual and asynchronous interviews / assessments and final selections and onboarding.

XOPA

MAXIMISING OBJECTIVITY



Save 50%
in cost to hire



Save 87%
in time to hire



Improve candidate experience
& employer branding



Achieve time to revenue by hiring at scale and in time



Improve the quality of hiring with predictive analytics



Remove bias for better outcomes

Biases can be removed with a scientific approach!



IMPLICIT HUMAN BIASES
Gender, age, school, race, nationality



EQUAL OPPORTUNITIES
Schools, universities



SKILL-BASED HIRING
Looking at capability

Source, Screen, Create & Retarget Talent Pools



01
Job

- Push to job portals and LinkedIn
- Import resumes from job portals, LinkedIn
- Manage all applications in one place
- Create and nurture talent pool for current and future



02
Applications & talent pool

- Screen, score, rank real time with AI - CV relevance and predictive scoring for loyalty and performance
- New applications or resurface from talent pool
- Candidate dashboard for keeping candidates informed



03
Interview and assessment

- XOPA ROOM for virtual video interviews or written assessments at scale (with anti cheat)
- Live interview with Ms. Teams or Zoom
- Cognitive and textual analytics with AI
- Inclusive hiring features such as cv/ view masking etc.



04
Automate

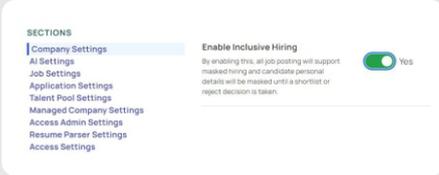
- Scheduling, emails, notifications
- Robotic process automation
- Automated assessment scoring
- Video transcripts, 72 language translation

MITIGATE BIAS IN HIRING

Make the ART of HIRING a SCIENCE!

01

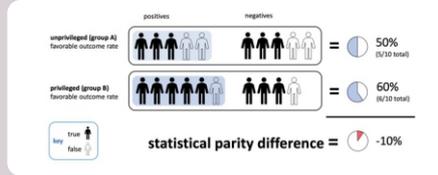
Inclusive Hiring Feature:



Masking of Personal Identifiable Information (PII) during screening to reduce unconscious bias.

02

Model Bias Analysis:



Disparate impact analysis using the 4/5 rule on statistical parity difference is used to detect bias in models across sensitive attributes/groups. Propensity score matching is also used to compare the predicted outcome differences.

03

Regular Model Review & Retraining:



We review our models regularly (model decay, data & concept drift) and check our data on potential biases before using it to retrain our models. No sensitive attribute is used as part of model training/retraining.

THE MOST FORWARD THINKING ORGANIZATIONS USE XOPA AI

Clients across: Singapore, India, The UAE, The Philippines, Indonesia, The UK



THE BEST PARTNERS WITH US

Our co-sell and co-innovate strategic partners



Our product integration partners

