Making Recruitment Easy, Fast & Transparent

Skillate

Backed by

SAP | Microsoft for Startups

74% of organisations consider talent acquisition as a pertinent problem

"

Only 21% of HR leaders believe that organizations effectively use talent data for business decisions.

Gartner®

The average cost to hire an employee is $4,000 with around 42 days to fill a position. The average time to fill a job increased by 62 percent for large global organizations
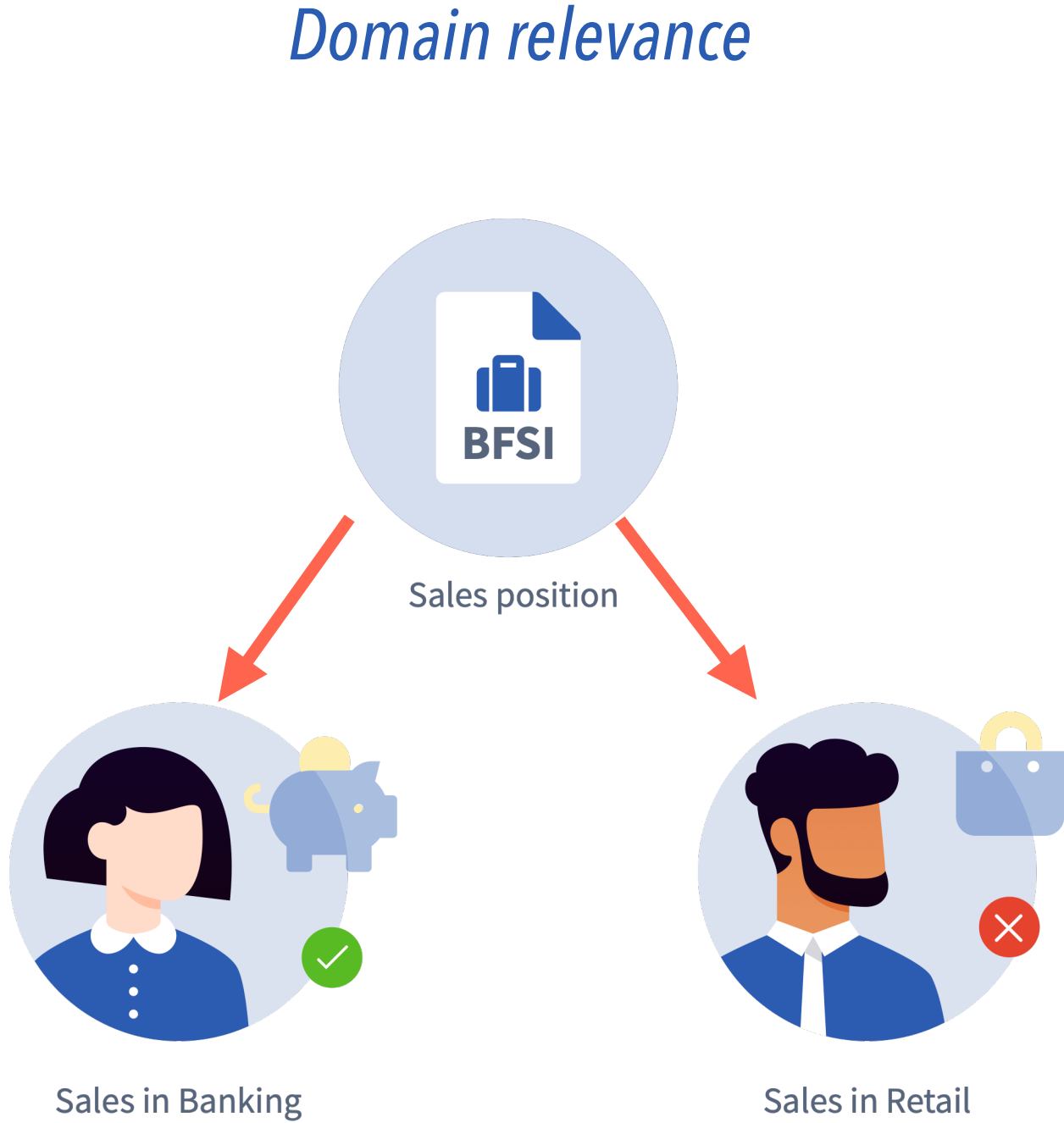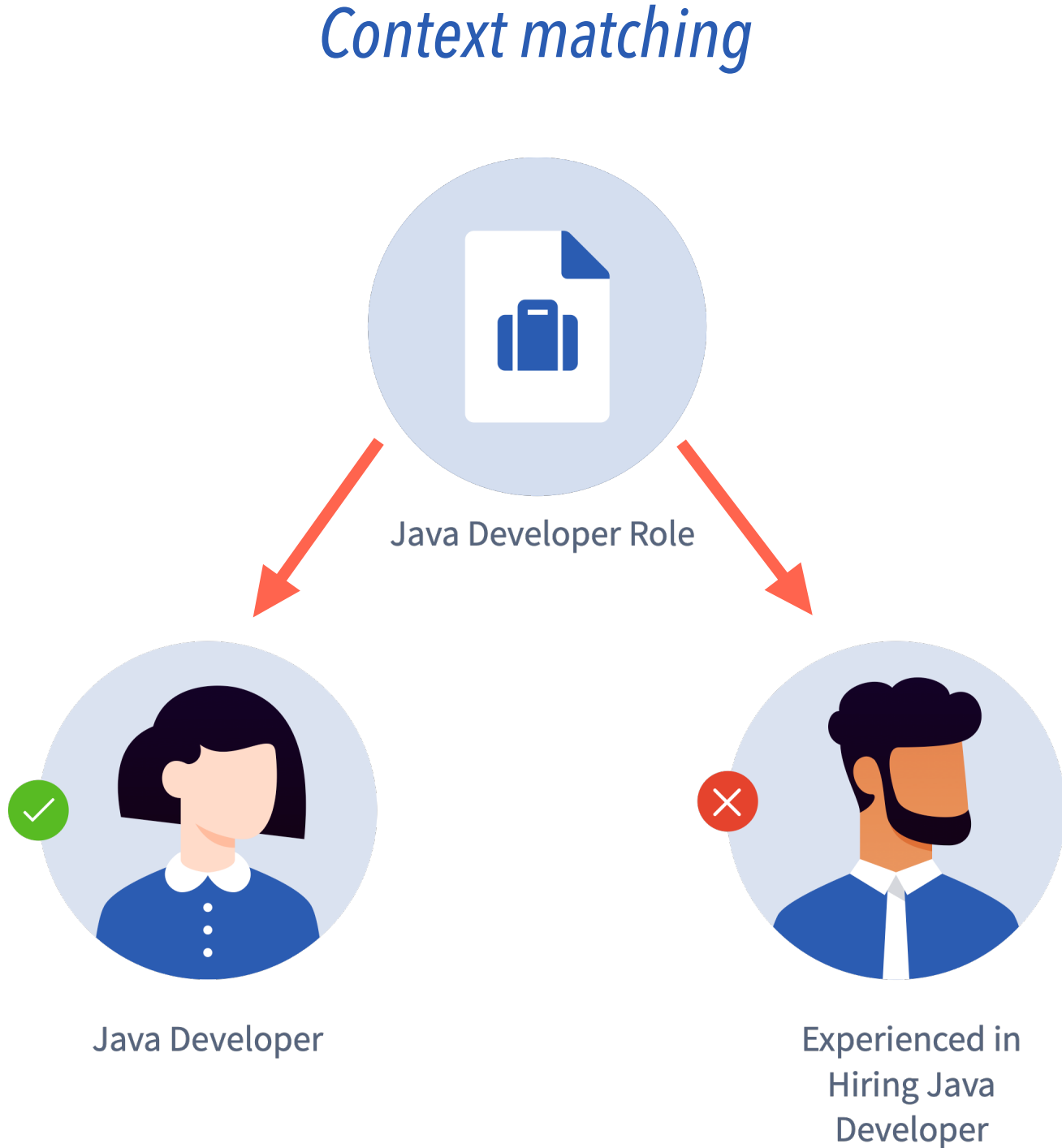
"

SHRM®
BETTER WORKPLACES
BETTER WORLD™

The Challenges in Modern Recruitment

Traditional Candidate Screening = **Resume Keyword Matching**

However

Resume Keyword Matching ≠ **The Right Candidate**

Context matching

Java Developer Role

✓ Java Developer

✗ Experienced in Hiring Java Developer

Domain relevance

BFSI

Sales position

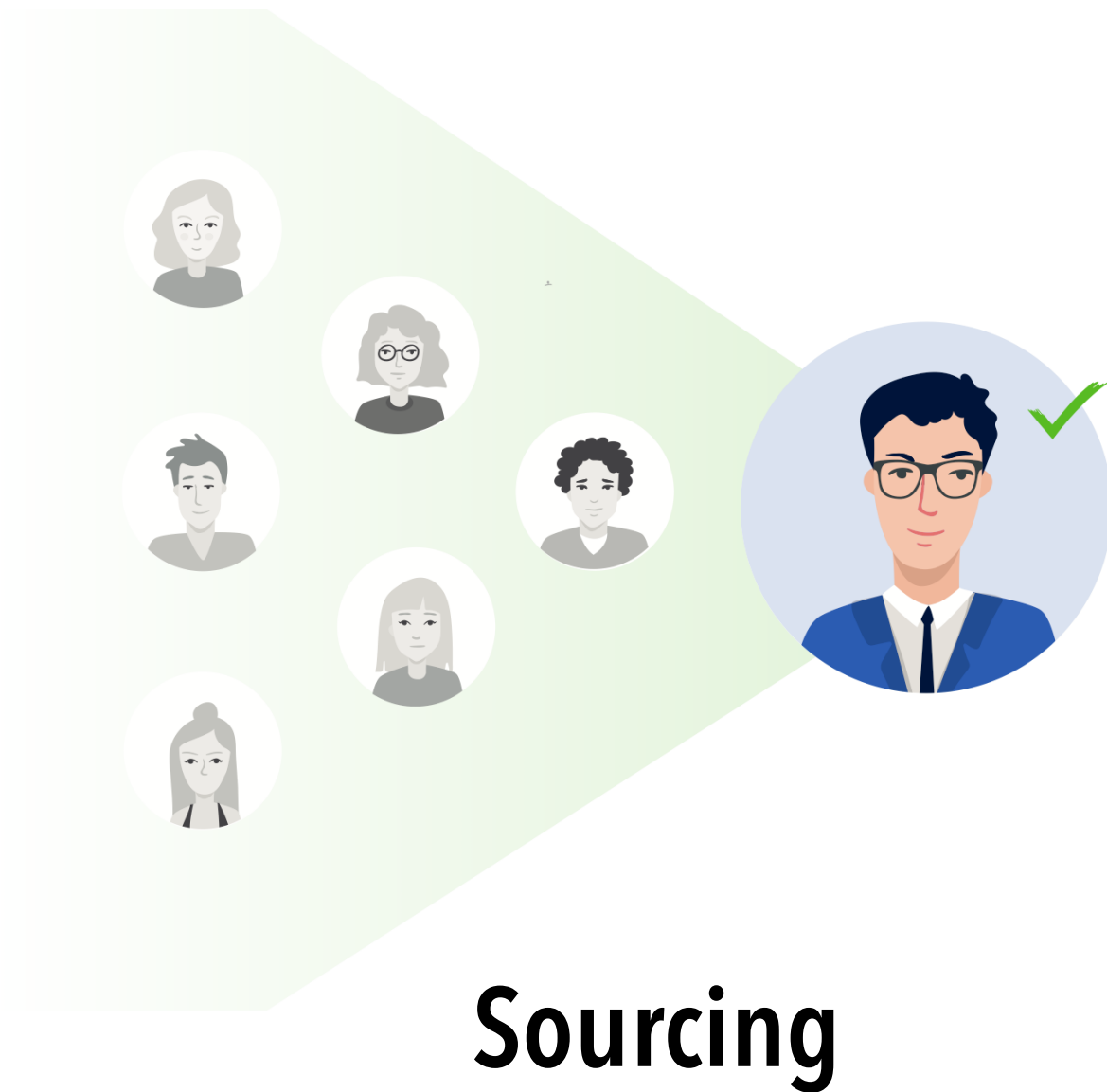✓ Sales in Banking

✗ Sales in Retail

The Challenges in Modern Recruitment

Phone Screening

- Validation beyond resume
- Candidate availability
- Repetitive and tedious

The Challenges in Modern Recruitment

Sourcing

- Too many channels: Job-boards, Social media platforms
- High costs: Agencies, Advertisement
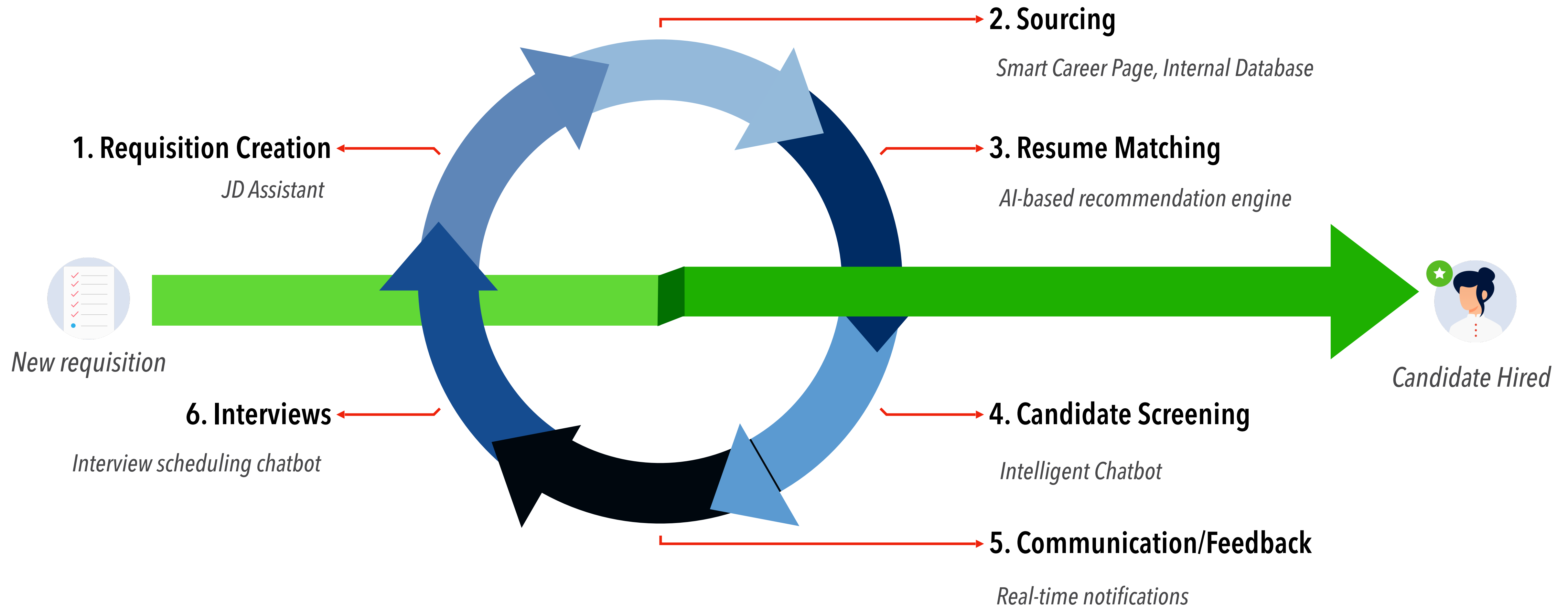- Redundant database: Outdated Resumes, Candidate activeness, Scattered data

Candidate Experience

- Lack of transparency
- Long application process
- Delay in application response
- Unclear job requirements

Recruitment team needs to be empowered with modern technology that automates the repetitive and tedious work

"Skillate is a global AI-based platform for making recruitment Easy, Fast, and Transparent."

Skillate offers 360º of Recruitment Solution

1. Requisition Creation

JD Assistant

New requisition

2. Sourcing

Smart Career Page, Internal Database

3. Resume Matching

AI-based recommendation engine

4. Candidate Screening

Intelligent Chatbot

5. Communication/Feedback

Real-time notifications

6. Interviews

Interview scheduling chatbot

Candidate Hired

1. Requisition Creation

Skillate AI JD Assistant

- Suggest approaches to help write the Job descriptions better
- Incentivise right talent to apply for the job
- Provides feedback with dynamic JD score

Excellent JD -> Right Talents -> Accurate Matching

Job Description

This is a front-line sales position in the consumer cards sales team, and is responsible for driving business, achieving monthly sales targets and acquiring new customers through consultative selling of our cards products through a defined channel of acquisition [Retail, Corporate, Venue-sales]

- Prospecting for new customers through existing leads and cold calling and maximizing lead generation
- Timely execution of all sales activities – leads, campaigns, referrals & any self generated leads
- Tracking and reporting sales performance including pipeline, acquisition results and market conditions • Set appointments, listen to customer needs and sell most appropriate product
- Researches and understands prospects before making the call
- Ensures all applications are fully and accurately completed, and submitted properly
- Be the interface between Amex and the customer to resolve any application processing issues
- Drive the on-boarding of new customers and initiates spend enablement activities
- Keep up-to-date on products and competition
- Attend and participate in regular staff meetings
- Engages in regular portfolio planning to determine areas of focus & project accurate full year forecasts
- Attend relevant industry and partner conferences, tradeshows and networking events
- Ensuring all performance standards are met viz. business targets, controls and compliance
- Engaging with premium customers to build relationships, and delivering a positive customer experience while acquiring new customers
- Expansion of internal and external relationships, and drive sales results
- The position is also responsible for ensuring appropriate sales processes are followed, and the highest levels of controls and compliance are adhered This role may be subject to additional background verification checks.

This role may be subject to additional background verification checks. This role may be subject to additional background verification checks.

- Qualifications
- MBA or Graduate
- Minimum 6 months of front line/field sales experience in financial services domain. Candidates with more than 12 months of experience in B2C, IT sales, Ecommerce, Travel, Lifestyle, Healthcare, Real Estate can also apply.
- Consultative selling experience • Proven track-record of meeting and exceeding sales goals
- Demonstrated strategic ability– able to link Amex and customer goal
- Excellent verbal and written communication, relationship building experience in developing and executing successful sales strategies •

Skillate JD Score
81% Excellent

- Job description is too short
- Not enough is written on roles and responsibilities
- Mention specific tools or projects that a candidate will be working on
- Following information about candidate's qualification is missing
  - Degree requirement
  - Specialization
  - Institute type
- Not enough is written on desired expertise requirement
- Mention specific skills or tools a candidates should already know

2. Sourcing

Utilize your readily available Talent Pool to close requisitions faster
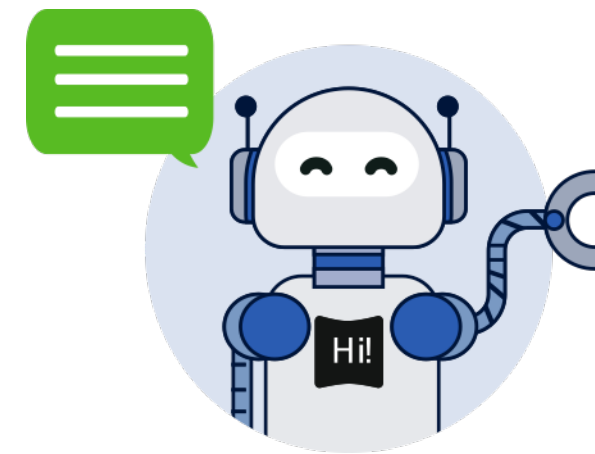
Continuously expand your central database through connected network of candidate sources: job boards, emails, ATS, consultancies, referrals, career page etc.

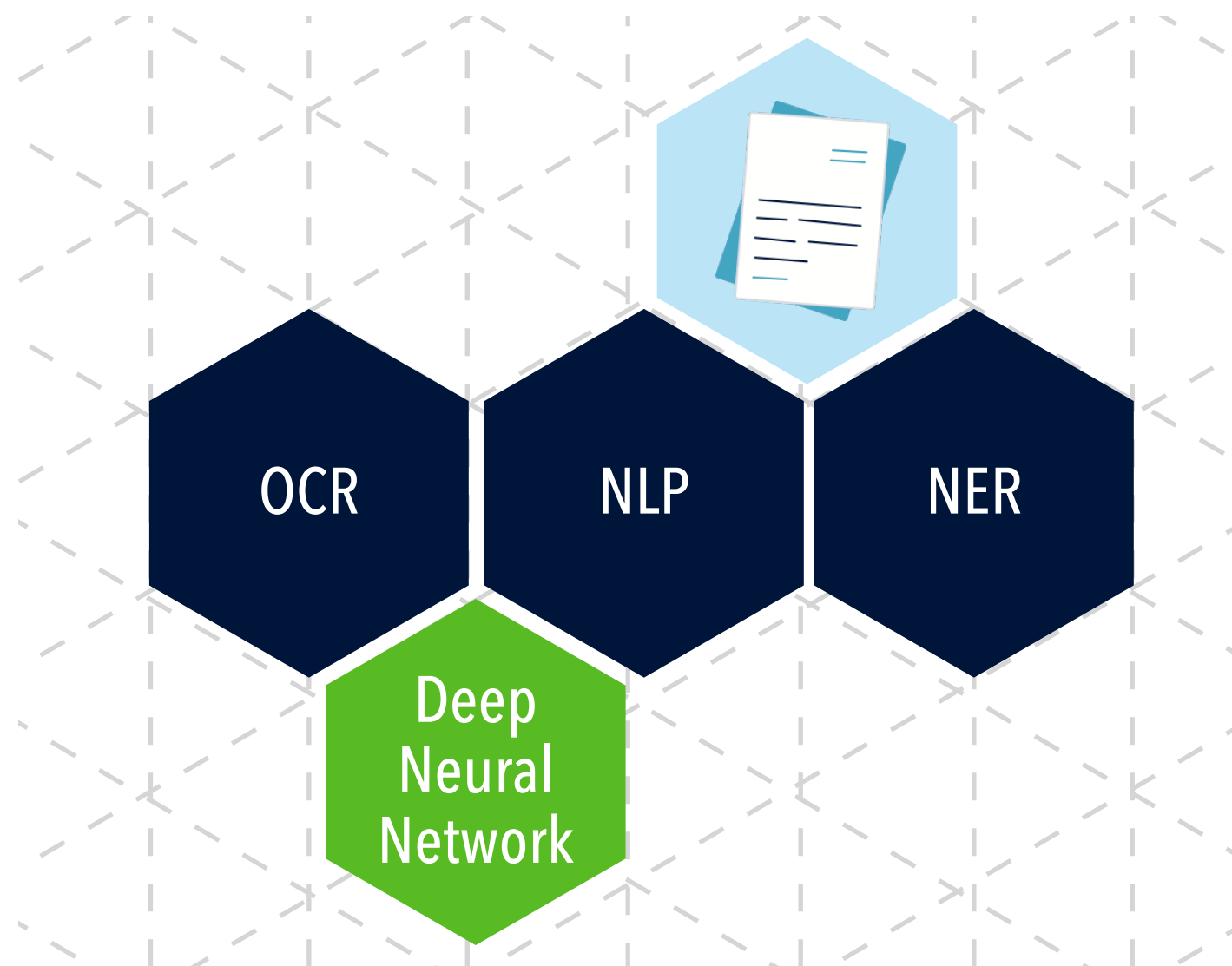1. Resume Indexing → 2. Job-Candidate Matching → 3. Automatic Chatbot screening → 4. Interview ready candidates
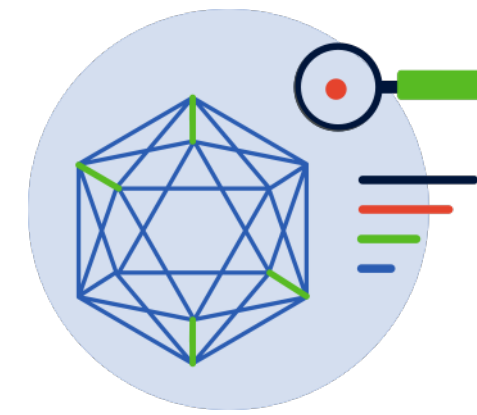
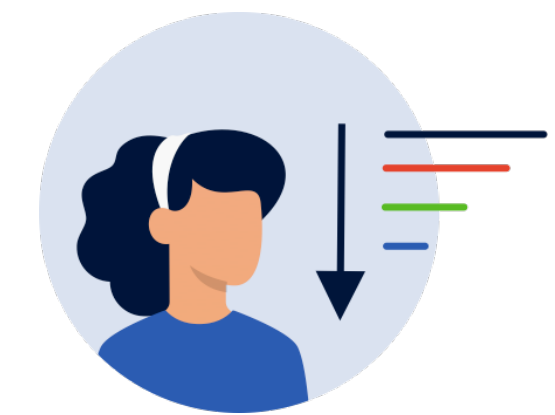"38%-73% of the hired candidates is already present in the internal talent pool"

3. Resume Matching

Parsing and indexing

OCR NLP NER
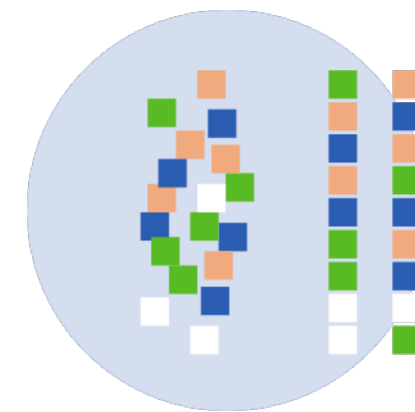
Deep Neural Network

- 93% accuracy
- Deciphers complex formats - tabular, image, scans
- AI-model trained with 20M resumes

Much beyond a keyword match

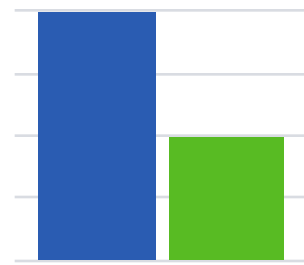Ranks profiles on AI-backed scores

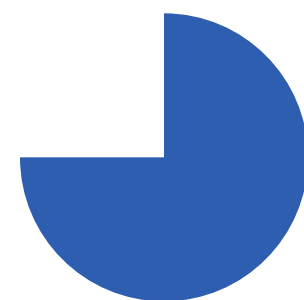Identifies hiring patterns

Thinks like a recruiter

4. Candidate Screening
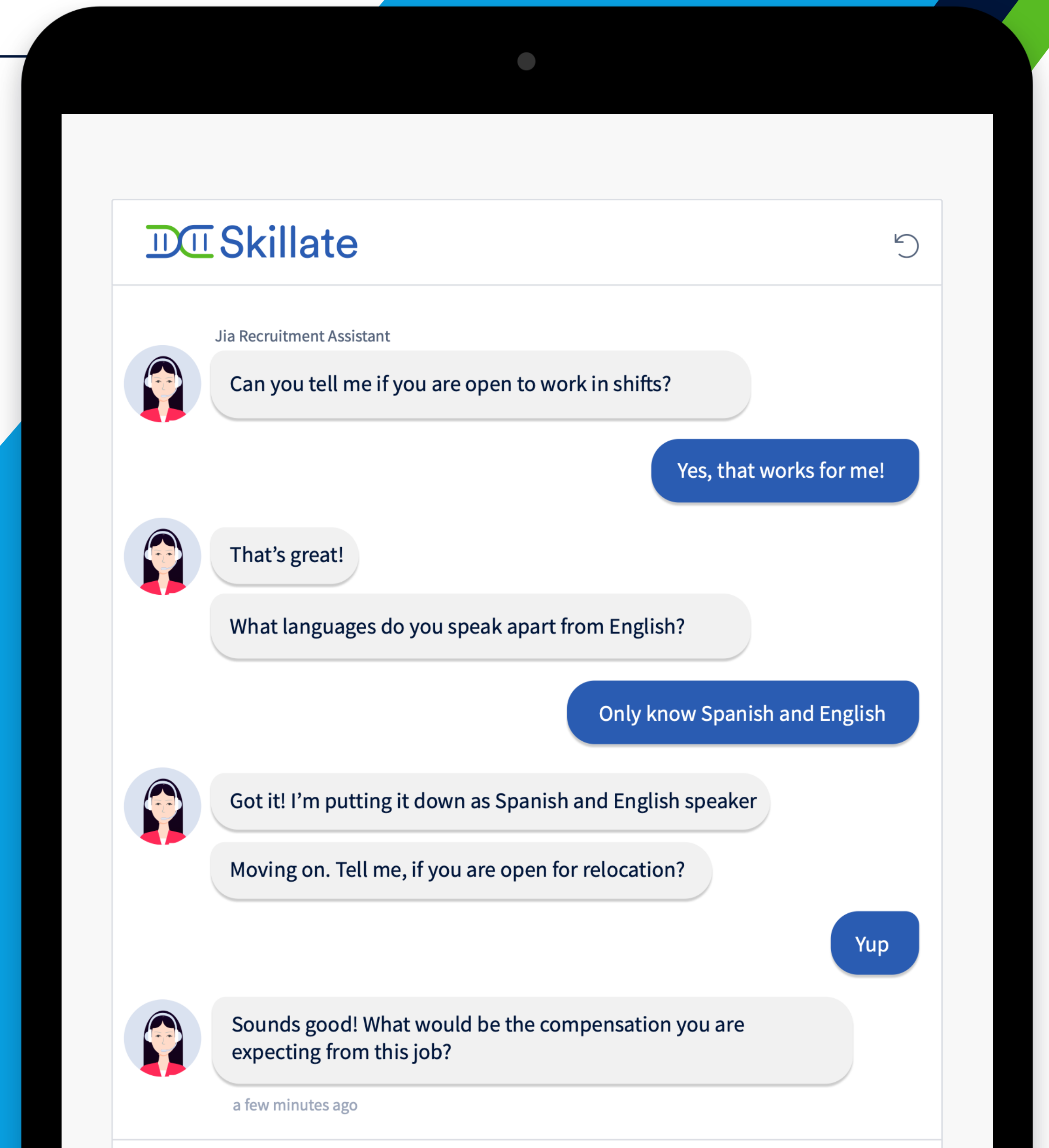
Skillate Smart AI Chatbot

- Eliminates pre-screening calls
- Passive to Active job seekers
- Updates candidate information
- Improves candidate experience
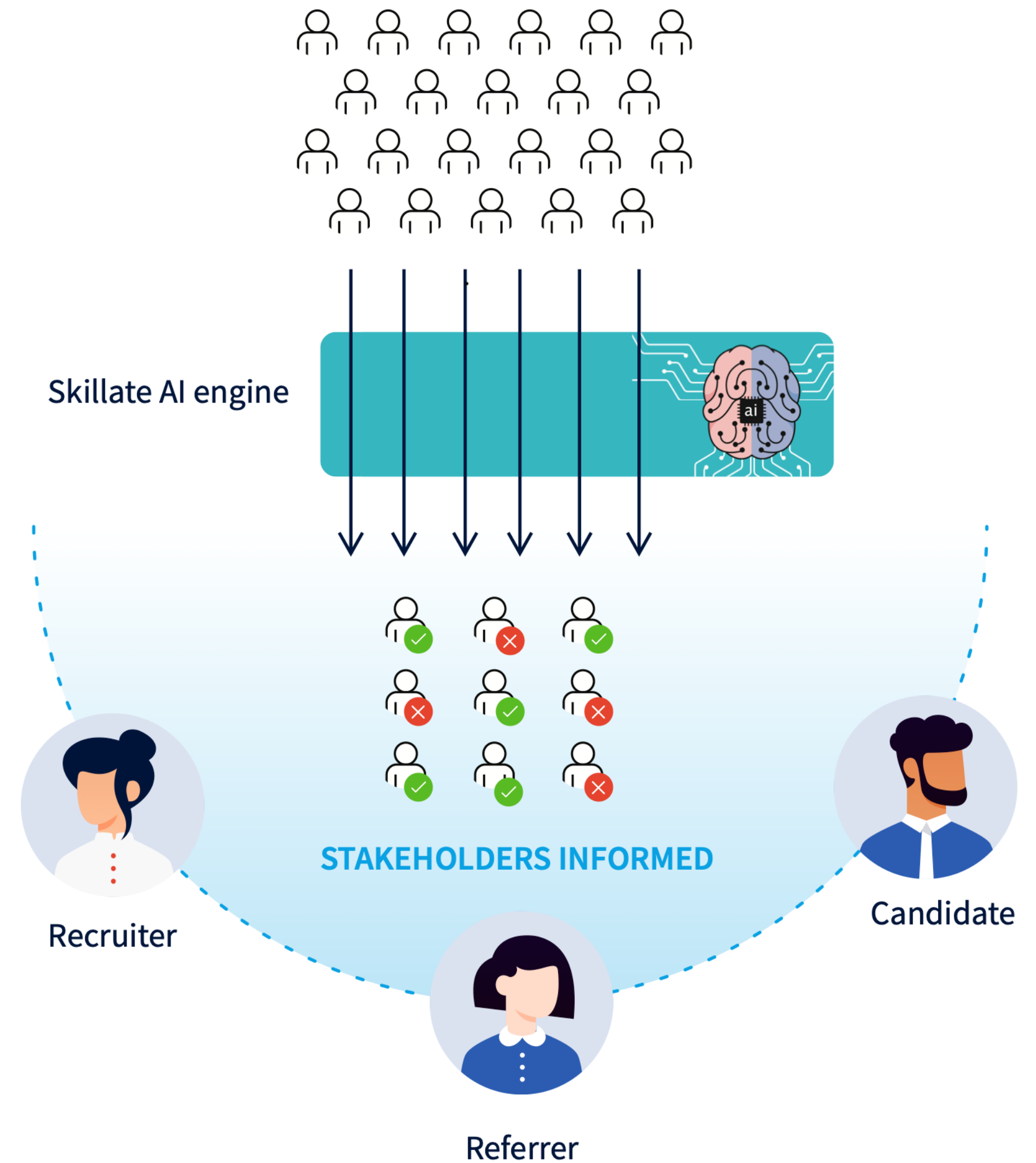
Reduces lead time by 2 days

75% responses in 24 hrs.

5. Communication / Feedback

- Instant candidate qualification based on AI scores.

- Realtime application status update

- Collect candidate's experience feedback

- Improve employer's branding

Skillate AI engine

STAKEHOLDERS INFORMED

Recruiter

Referrer

Candidate

6. Interview Scheduling

Interview Scheduling Chatbot

- Automatically blocks the calendar of the interviewers and the candidates

- Takes care of rescheduling and cancellations

- Interview portal for conducting interviews, viewing resume, previous feedbacks and job descriptions

Recruiter

Interviewers

Candidate
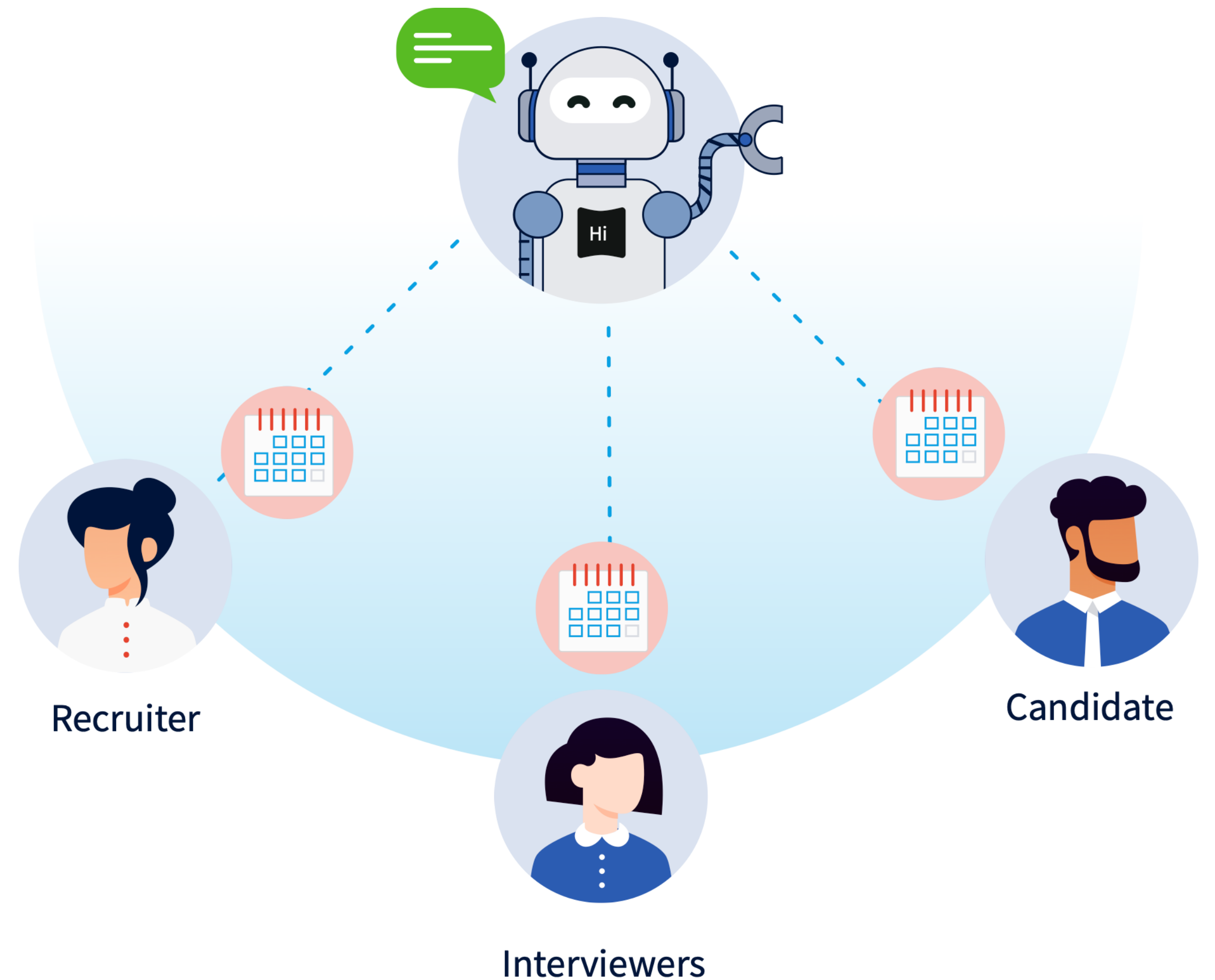
Skillate empowers organizations to improve the 3 KPIs of recruiting
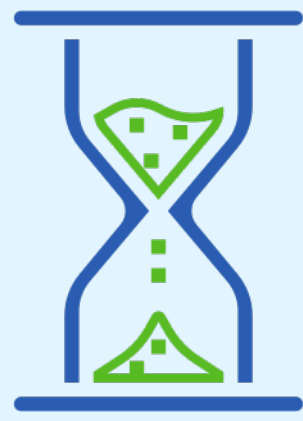
Time to Hire

Saves recruiters and hiring manager time

65% Reduction

Quality of Hire

Automatically find the best talents from all applicants

2.2x Improvement

Cost to hire

Decreased dependency on Job-boards and staffing companies

40% Reduction

Skillate is Enterprise Ready

99.95%

Availability

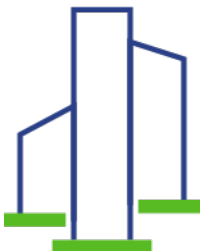Secured

PII Encryption, Disaster Recovery

Enabling unbiased hiring

Integration with all major ATS

EU GDPR Compliant

Working with enterprises across sectors

L&T Construction

Solution

- Recommending best-fit candidates from across channels, with unique 'All matching to this job' feature
- AI-backed scores for indexing candidates
- Auto screening via chatbot
- JD assistant for finding better quality candidates
- Removing duplicate candidatures and improving overall transparency

Impact

- Screening time reduced by 90%
- 3x increase in finding the right candidates
- 30% decrease in agency dependency

Solution

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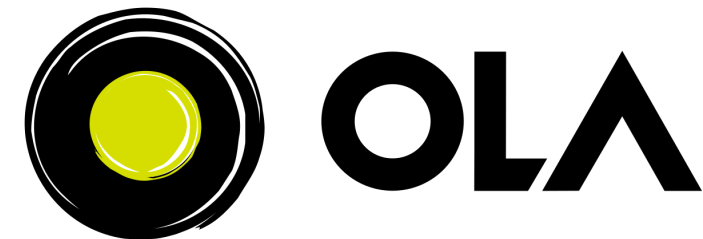## Impact

3x
Increase in finding the right candidates

30%
decrease in agency dependency

90%
Reduction in screening time

Skillate gets motivation from it's customers

Partnership & integration

Our Clients Love Us

" We have integrated Skillate with our Career portal and Recruitment module in our ERP system. Skillate interface helps the prospective candidate by parsing of resume to fill up the employment application, from a doc or a pdf document. This also facilitates the recruiter in shortlisting of the resumes by providing a fit-rating by comparing the JD and the application using AI. A great tools that enhances candidate experience and also fastens-up the recruitment process by reduced TAT & a better hit ratio.

LARSEN & TOUBRO

Dr. C. Jayakumar
GM & Head of HR, Divisional Corporate

" BigBasket has been working with Skillate team for the past one year. They have helped us optimize our recruitment needs. Their product – Skillate, not only auto sources profiles across a wide variety of platforms, but also ranks the best-fits. This has boosted our recruitment team's productivity. Skillate has an excellent team and are always ready to create customer delight in every engagement.

bigbasket

Tanuja Tiwari
GM, HR, BigBasket

Built by a Committed Team

Bipul Vaibhav, CEO
Ex- Dataweave, IIT Guwahati

Kumar Sambhav, CTO
Ex- Capillary Tech, IIT Guwahati

Anand Kumar, CBO
Ex- Tracxn, NIT Jamshedpur

Partnership

SAP Co-Innovation Lab

Microsoft Partner

TCS COIN™

Advisor

Anuj Agrawal,
Director of Recruitment @Zyoin

Khadim Batti
CEO @Whatfix

Vara Kumar Namburu
CTO @Whatfix

Backed By

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Mynavi Corporation   Incubate Fund India

THANK YOU

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