

WEBINAR

RECRUITMENT IS HUMAN: AI-POWERED SHORTLISTING

HOW AI WILL KEEP THE HUMAN ELEMENT IN
RECRUITMENT

**SCOUT
TALENT**
SEE PEOPLE FIRST





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WEBINAR

HOUSE KEEPING

- Your microphones are on mute and we can't hear you, however we absolutely encourage your participation!
 - If you have any questions or comments please type them in the GoTo Webinar Action Pane on the right side of your screen.
 - We will try to address these throughout. We will also leave time at the end to go through your questions and share our contact details.
-
- Duration: 20-30 mins
 - If you experience any technical difficulties at all, please let us know via the GoTo Webinar Action Pane and we'll happily help.

WHAT WE'LL COVER TODAY

- AI methods in recruitment
- Scout Talent's Application Insights tool - what it is and how it adds to your knowledge of candidates
- The science behind the service.



QUICK POLL

Have you considered using AI in your recruitment process?

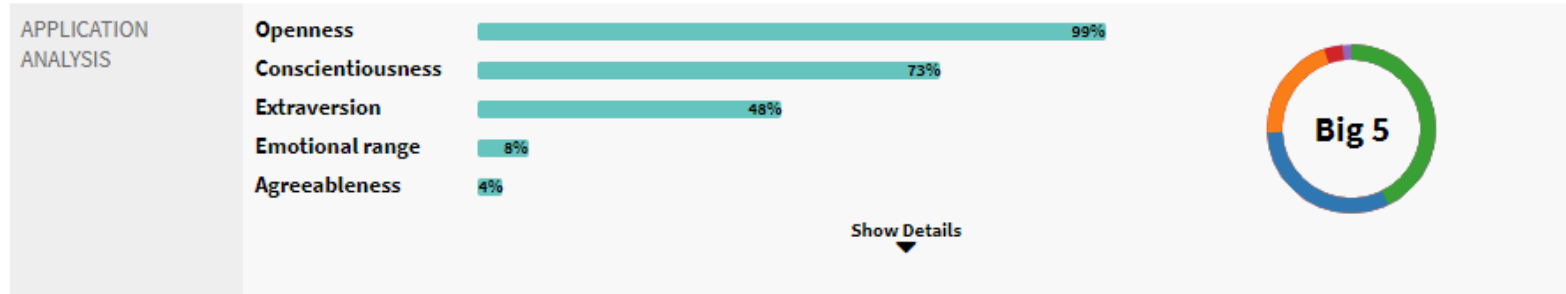
- Yes - we currently use AI in our process
- Yes - we're considering it
- No - I'm not sure what AI means for recruitment or how to use it
- No - I don't believe AI is helpful for recruitment

AI METHODS FOR ANALYSING APPLICATIONS

- Resume parsers
- Automated ranking
- Chatbots
- Language analysis tools

APPLICATION INSIGHTS

NAME	 SachaBaronCohen WatsonEleven	APPLIED WITH SEEK	No
E-MAIL	faye.kennedy.eleven@employmentoffice.com.au	STATUS	Open <input type="button" value="CHANGE"/>
PHONE	4184184111	OVERALL RATING	Not rated
ADDRESS	300 Progress Road WhiteRock Queensland Australia 4068	Q/A RATING	Not rated
CREATED AT	<u>Wed, 05 Feb 2020, 06:31PM</u>	INTERVIEW RATING	Not rated <input type="button" value="RATE"/>
		REF. CHECK RATING	Not rated <input type="button" value="RATE"/>



APPLICATION INSIGHTS

Application Insights

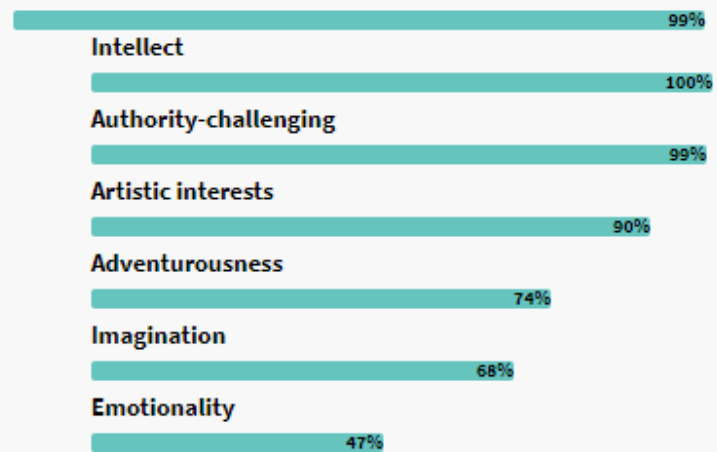
2943 words analysed.

PRINT VERSION

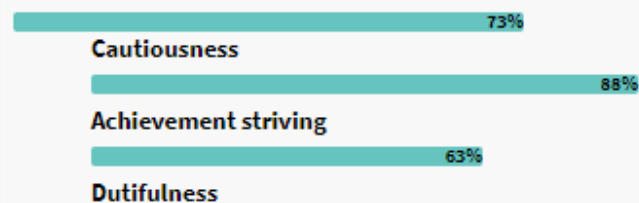
Personality

*% = percentile

Openness ▲



Conscientiousness ▲



APPLICATION INSIGHTS





QUICK POLL

What elements of the process do you rely on most heavily to screen in the early stages of recruitment?

- Resume
- Cover letter
- Screening questions

WHAT SHOULD WE DO WITH THE INFORMATION?

HOW WILL IT IMPACT RECRUITMENT DECISIONS?

**IN WHAT PART OF THE PROCESS
CAN WE USE THIS?**

**ARE WE EXPECTING TOO MUCH
OF CANDIDATES?**

DOES IT REPLACE BEHAVIOURAL TESTING?



QUICK POLL

How long do you spend, on average, reviewing an application?

- Under 1 minute
- 1-5 minutes
- 5 minutes +
- I don't read applications

**IS THIS GOING TO SAVE MY
TEAM TIME WHEN REVIEWING
APPLICATIONS?**

IN SUMMARY

- AI in recruitment
- How to use the tool
- Gain deeper insights
- How to use as it part of your processes
- Used in conjunction or exclusive from behavioural testing



QUESTIONS

THANK YOU!



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