

The Impact of AI on Recruitment

Recruitment as a career is the epitome of the phrase “trying to find a needle in a haystack”. Economic fluctuations, demand in a particular sector, an overabundance of graduates with a particular qualification – all of these things and more can lead to some jobs having hundreds or even thousands of applicants rushing for a single position when it crops up. With so many individuals competing for a dramatically smaller number of jobs, this is where artificial intelligence (AI) can play a role.

Uses of AI in recruitment:

- An AI-powered Applicant Tracking System (ATS) to scan through hundreds of CVs and look for keywords or phrases is now fairly common. As such, AI technology presents a great way for recruiters to thin the herd quickly and efficiently.
- AI can help with the sourcing, pre-selection and onboarding parts of hiring process.

Pros of AI:

- ✓ It removes bias
- ✓ It saves time
- ✓ It improves the candidate experience
- ✓ Quality hiring

Top AI Recruiting Software:

- Fetcher
- XOR
- Eightfold