



BrightMove

Hire The Right Talent Quickly



Today's Kickoff

Inspiration for Today's Topics

"Nothing is quite so useless as doing with great efficiency what should not be done at all."

Peter F. Drucker

- **Introduce CAB Members (30 mins)**
 - What are we asking of the CAB
 - Can we get to know you?
 - Name, Company, Role, Geography
 - What book are you reading currently?
 - What music is on shuffle in the car or in iTunes?
- **How we see the problem (30 mins)**
 - Initial thoughts on AI, Terms & Tools
 - Problem Statement
 - Personas
 - Framework: Pain points and the impact on business
 - Solution Concepts: Talent Acquisition Funnel
 - Prototypes: Discussion on design thoughts
 - What's next
- **Open Discussion (30 mins)**
 - What are we missing?
 - What are your biggest consumers of time in the hiring process?
 - What are your biggest areas of waste?
 - What are your hardest engagement challenges with customers?

Some initial thoughts on AI

Some foundational views

- We see AI as a potential *Force Multiplier*, and we're not looking at it as a tool to reduce workforce.
- Tasks once thought to be too labor heavy to take up, can now be accomplished in seconds. This presents a new set of things to consider.
- We are concerned about authenticity, bias and ethical use, hence our measured rollout.
- It is a very exciting time, with rapid evolution and advancement.

Some foundational terminology

- Generative AI, LLM, DSM
- ChatGPT (OpenAI), CoPilot (Microsoft), Gemini (Google), Grok (X), Claude /Bedrock (AWS)
- **What is a Workflow?** A process with a fixed set of steps
- **What is an Agent?** A dynamic process that works towards an outcome, continuously looping until achieved.



Problem

Slow hiring is costly. Bad hiring is worse.

Companies take an average of 42 days to fill a position.

Hiring managers struggle to efficiently track job applicants, leading to delays and poor hiring decisions. The replacement cost of a bad hire is between 30%-150% of the original salary.

Job seekers are frustrated and resent the process.

The system is broken.

Personas



Candidate Carl
Role: “job seeker”

“Find the right job for me with the right company.”



Recruiter Robin
Role: “match maker”

“Reduce the time to hire of the right candidate.”



Hiring Manager Harry
Role: “hiring decision maker”

“Get my team in place and project back on track.”

Framework

“A graph of nodes and edges”

Recruiter-Candidate Edge

Current challenges:

- Application black holes
- Impersonal screening
- Delayed updates

Engage solutions:

- Transparent process
- Automated status updates
- Personalized communication
- Recommendations

Recruiter-HM Edge

Current challenges:

- Misaligned expectations
- Slow feedback loops
- Fragmented communication tools

Engage solutions:

- Collaborative eval tools
- Streamlined feedback mechanisms
- Priority alignment

HM-Job Seeker Edge

Current challenges:

- Limited direct interaction
- Formal / stilted communications
- Missed opportunities for connection

Engage solutions:

- Facilitated authentic engagement
- Guided interview process
- Contextual communication

Recruiter Robin



Candidate Carl



Hiring Manager Harry

All **are** using or **should be** using AI agents

Solution Concepts

AI Powered Hiring Platform for HR

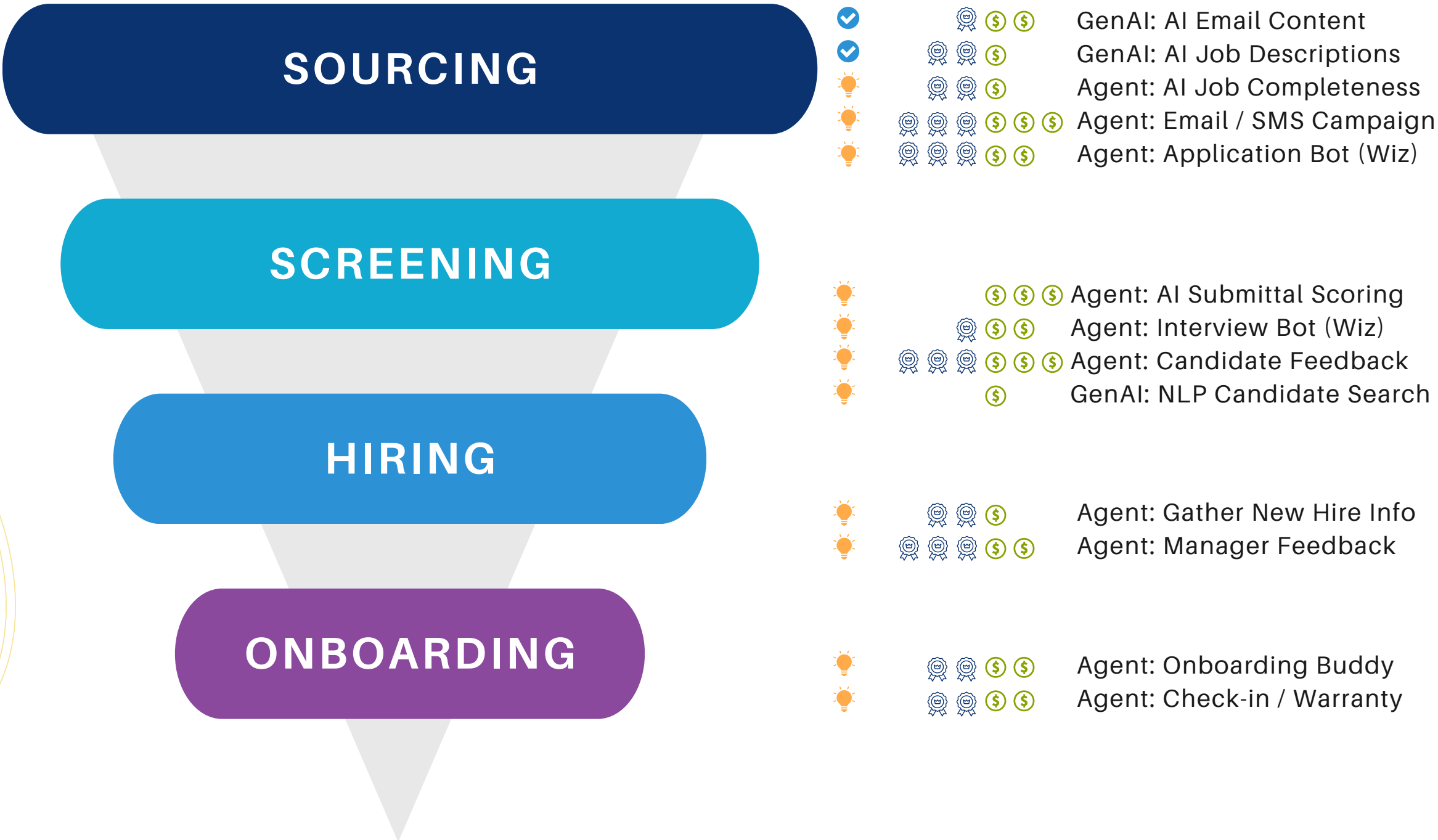
BrightMove Engage powered by Wiz

Engage is a solution that ...

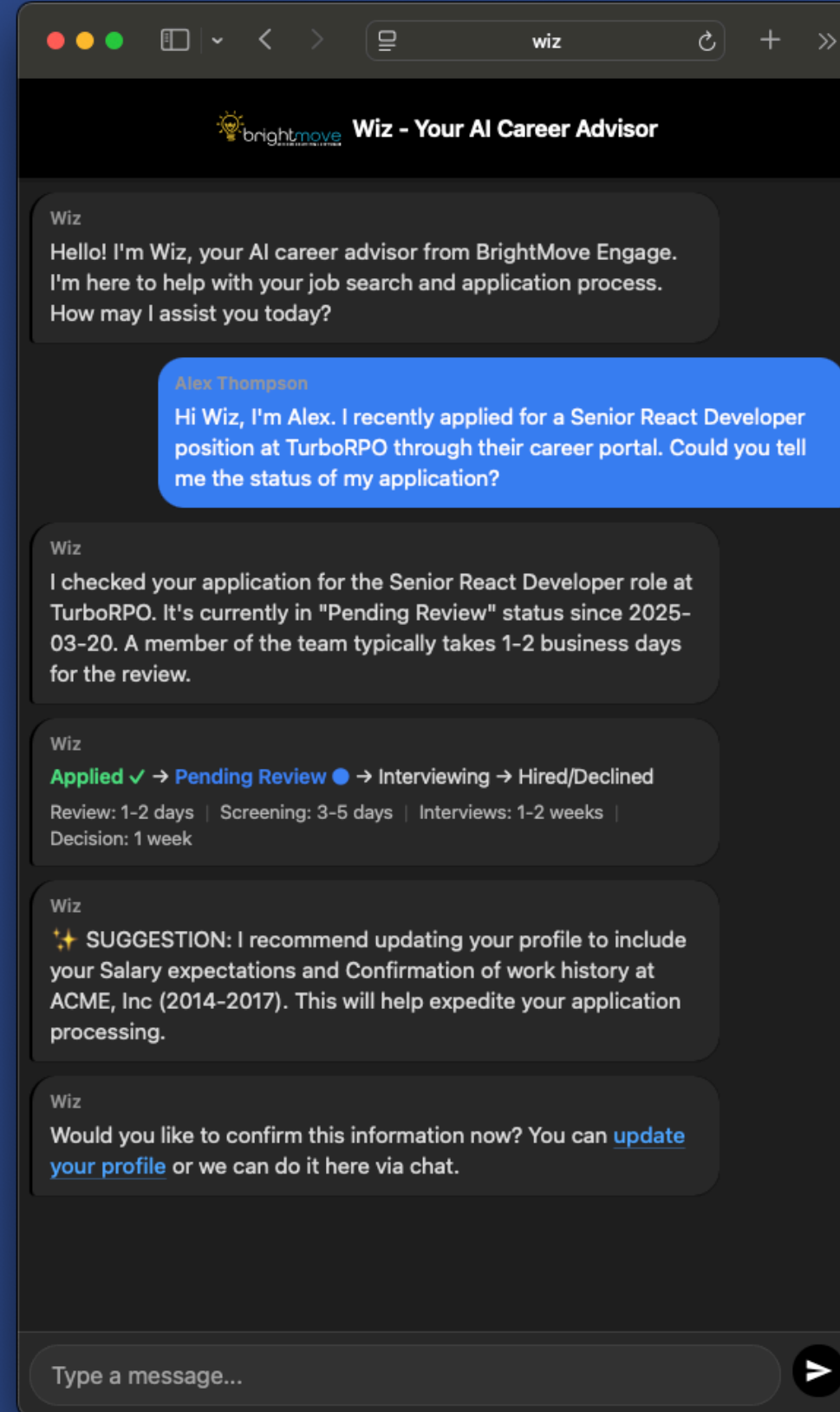
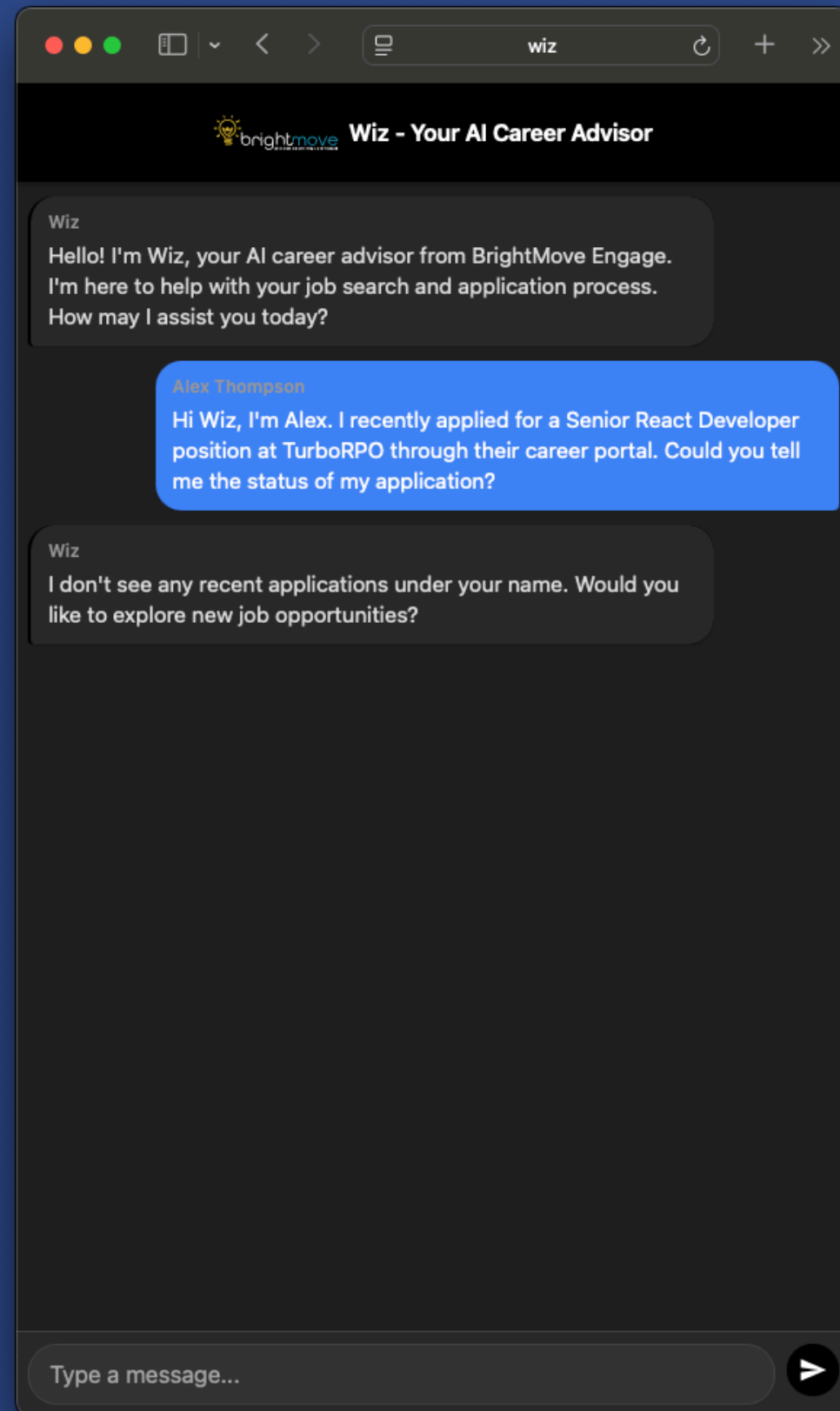
- is based on an **AI Agentic** strategy to streamline the hiring process
- has an agent named Wiz that monitors and manages all communication channels
- optimizes communication timing and content using natural language
- provides a consistent, authentic AI presence across the entire graph
- has an incremental cost based on usage, like ChatGPT and others

Imagine the scenario with Engage and Wiz...

“A one month period with 100 open jobs & 20:1 candidate to hire ratio”



Concept: Wiz Chatbot



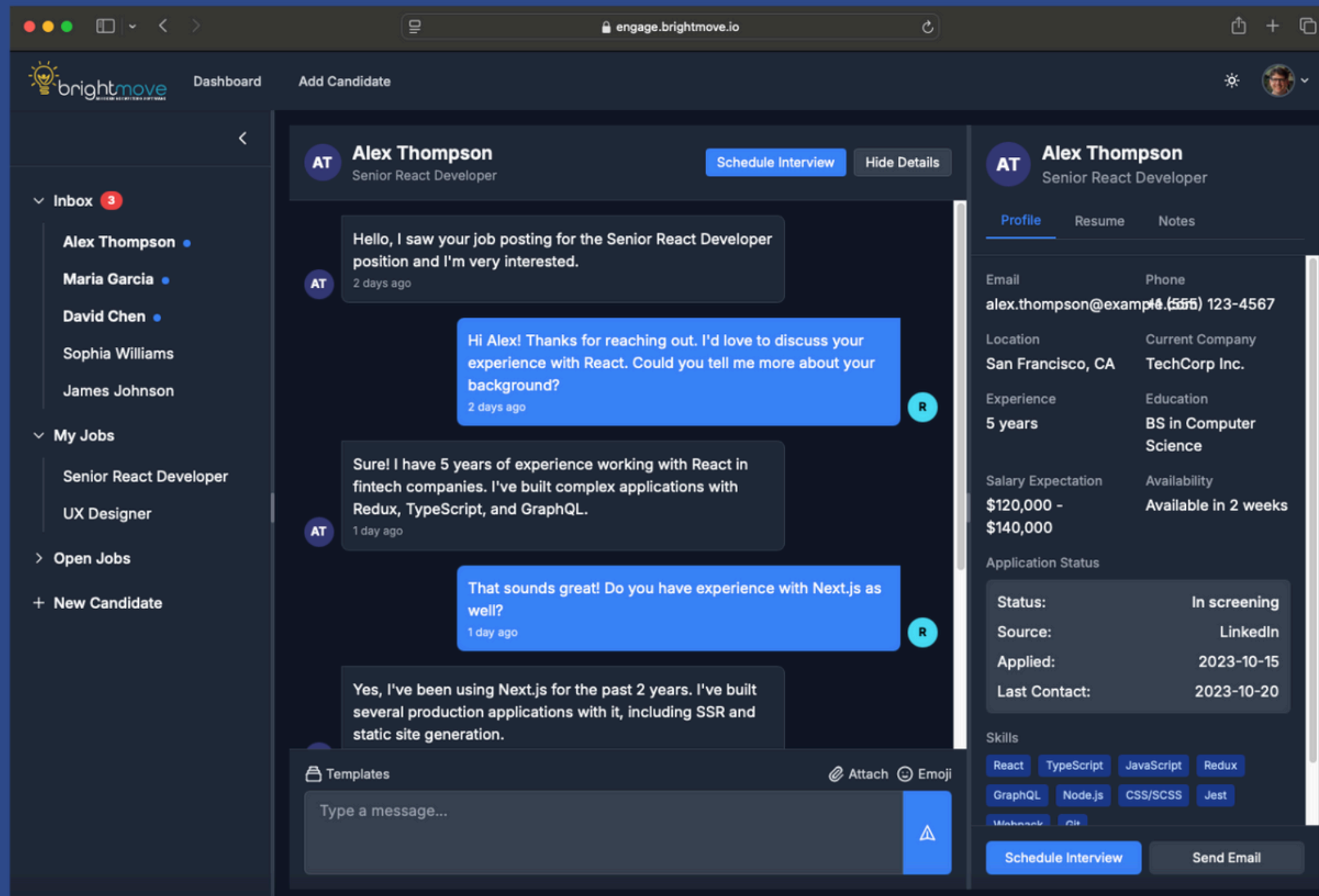
Thoughts & Inspiration

The design of Chatbot comes from popular tools in the market

- Candidate facing, mobile friendly
- A simple widget that can be deployed on any website
- Aware of candidate experience portal
- AI agent makes personalized recommendations for candidate's consideration
- AI agent evaluates candidate's hiring journey, time to hire and likely expectations
- Connects to Recruiters & Hiring Manager's Inbox
- Human in the Loop: Connects Recruiter, Hiring Manager and Wiz communications with candidate

Could Wiz bring about a career portal extinction event?

Concept: Inbox



Thoughts & Inspiration

The design of Inbox comes from popular tools in the market

- Single page framework with vertical scrolling
- Collapsible *Details* pane
- Simple and intuitive message box to add to conversation
- Design aims to reduce clicks and scrolling
- Minimalist approach to component selection, only what's needed for task at hand

What's Next

Please take the survey and be honest

Next CAB meeting in ~4 weeks: (end of April 2025)

Development Sprint will take up feedback from survey

March

CAB Kickoff

April

Feedback 1

May

Feedback 2

MVP

June

Release 1

July

Release 2

August

Release 3

GA

Link to Survey

Please provide feedback via the link below.

<https://forms.gle/PWakQs2P5qJYTyjB6>



**THANK
YOU!**

We value your honest &
constructive feedback.

Next Meeting

Date TBD, Jimmy will socialize after survey analysis