

Case Study | STAFFING

Automated Candidate Matching for a Temporary Staffing Agency



Problem

Manual matching of candidates to job openings was time-consuming and subjective.

Recruiters faced challenges in quickly identifying the most suitable candidates from a large talent pool, leading to delays and potentially missed opportunities.

Solution

Implementation of AI-powered matching within an Applicant Tracking System (ATS):

- ✓ **AI Matching Algorithms:** Semantic search and skill analysis techniques for accurate matching of resumes and job openings.
- ✓ **Natural Language Processing (NLP):** To extract relevant information and nuances from resumes and job descriptions.
- ✓ **Integration with ATS:** Seamless integration of AI-matching capabilities into existing recruiter workflows.

Results

- ✓ Significantly reduced time-to-fill positions by streamlining the candidate matching process.
- ✓ Improved match quality, leading to greater recruiter satisfaction and better hiring decisions.
- ✓ Enhanced the overall recruitment experience for both candidates and recruiters by prioritizing relevant matches.



Technology Stack

- ✓ **Applicant Tracking System:** Core ATS like Bullhorn, iCIMS, or similar.
- ✓ **AI Matching:** Specialized AI modules within the ATS or integrations with third-party recruitment tools.
- ✓ **Natural Language Processing (NLP):** Libraries and tools (e.g., NLTK, SpaCy) to analyze text data.



Software Development

- ✓ **Model Training:** Leveraging historical hiring data to train AI matching models.
- ✓ **Dashboard Development:** Intuitive interfaces for recruiters to interact with AI recommendations.
- ✓ **ATS Integration:** Robust integration of AI tools with existing workflows.



Before Metrics

Time-to-fill: 7 days

Match quality (based on recruiter satisfaction): 70%



After Metrics

Time-to-fill: 4 days

Match quality (based on recruiter satisfaction): 85%