

## Meet Russian robot Vera — the new AI tool in talent acquisition

**Notes & Cues:****Article:**

A Russian startup has created a new way to help companies connect with job-seekers and interview them.

Officially known as "Robot Vera, " the master recruiter is an artificially intelligent software technology that uses machine learning, allowing her to refine her conversational skills with more practice, according to Alexei Kostarev, 38, who co-founded Robot Vera with several partners in 2017.

She's able to interview as many as 1, 500 job candidates in a single work day, sorting through potential hires at a rate that would take most recruiters months to match.

The technology's primary benefit is that it saves recruiters time. Kostarev said a large portion of the résumés posted to job sites belong to people who are no longer looking for employment. Human recruiters waste hours filtering through candidates who aren't available.

Yet he still sees a vital role for human recruiters and face-to-face interviews.

"As far as searches for executive hires, I don't see any opportunities for the robot to do that job, " he said. "Humans can do it much better. What I do see is that recruiters will begin managing AI more and more and using it as a tool to do their job more efficiently."

**Summary:**