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Future of Tech Recruiting: How AI Will Change Recruiting

Future of Tech Recruiting: How AI Will Change Recruiting

Automation has impacted recruiting for quite some time. However, the next several years may bring recruiting's biggest shift in decades, thanks to the evolution of generative AI and the increasing adoption of conversational AI, which may prove pivotal for recruiting teams and staffing firms. Here's how generative AI has already changed recruiting, how it's evolving, and which AI applications recruiters can start adopting now. We'll also share how organizations can prepare for the transformations and greater recruiting efficiencies promised by conversational AI. Here are the topline benefits recruiters have reaped from AI, how those benefits came about, and where the future of AI and recruiting is heading. Generative AI has been a game changer for recruiting Core metrics like cost per hire, time to hire, redeployment (for staffing firms), and candidate satisfaction have been drastically improved by AI over the past five or so years, as it reduces mundane, repetitive tasks and frees recr

Business Analyst: Job Description Template

Business Analyst: Job Description Template

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Back End Developer Skills You Need to Know

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Back end developers have a vital task: they must build and maintain the infrastructure that allows the front end of a website (i.e., what the user sees) to operate. While those end users may never think about all the work necessary to have a site load instantly, back end developers are obsessed with ensuring servers, applications, and databases can handle anything. Organizations everywhere need their web infrastructure maintained, which is why there's intense demand for back end developers with the right mix of skills and experience. According to Lightcast, which collects and analyzes millions of job postings from across the country, organizations posted some 28,865 back end developer job openings over the past 12 months; projected growth for the profession is estimated at 19.2 percent over the next decade. What Skills Do Back End Developers Need? Lightcast also offers a breakdown of back end developer "distinguishing skills," which are defined as the advanced skills these tech profess

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