# traicie
Unlock more talent

Het 'oneerlijk voordeel' van AI in recruitment

Hoofddorp, 9 november 2023

Jaarcongres AI in recruitment
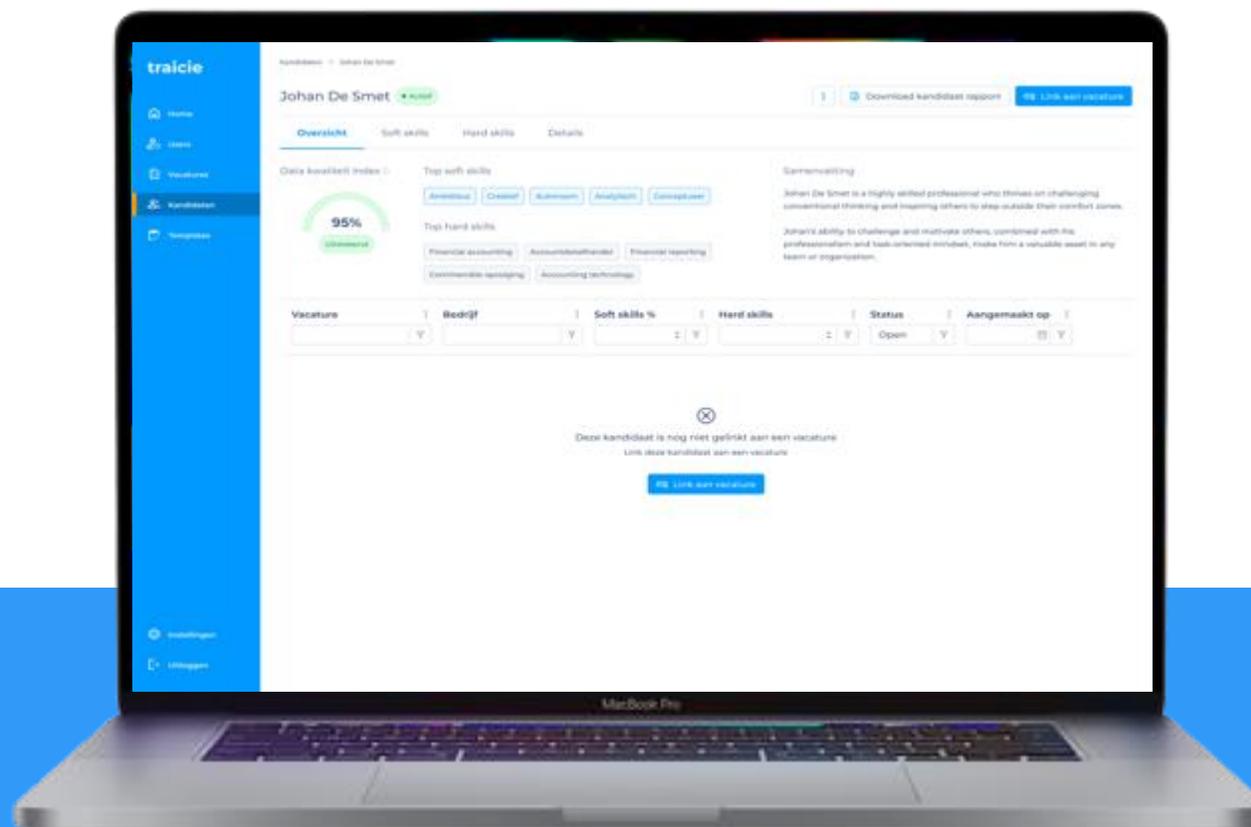
DE UITDAGING

De 'war for talent' maakt het vinden van gekwalificeerde kandidaten wereldwijd uitdagend

>80% van de rekrutering data is ongestructureerd en ondersteunt geen wervingsbeslissingen

Bedrijven lopen achter op hun business plan en recruitment doelstellingen

INTERN 'GEVECHT' 1

De huidige arbeidsmarkt nodigt ons uit om verder te kijken dan diploma en identieke rolervaring en talent breder te definiëren

GELIJKE SKILLS

EVENWAARDIGE ROL

IDENTIEKE ROL

DIPLOMA

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INTERN 'GEVECHT' 2

SKILLS

Upskilling & reskilling wordt het nieuwe hiren

"In de komende jaren zullen werknemers 40% van hun vaardigheden moeten bijwerken om zich aan te passen aan de veranderende arbeidsmarkt"

--

WORLD ECONOMIC FORUM

APTITUDE

Aptitude is de oorzaak achter 89% mismatches

'Waar gebrek aan skills 11% van de bad hires verklaren, is aptitude verantwoordelijk voor 46% van de vertrekken binnen de 18 maanden

--

WWW.LEADERSHIPIQ.COM

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INTERN 'GEVECHT' 3

Objectief rekruteren

THE COGNITIVE BIAS CODEX
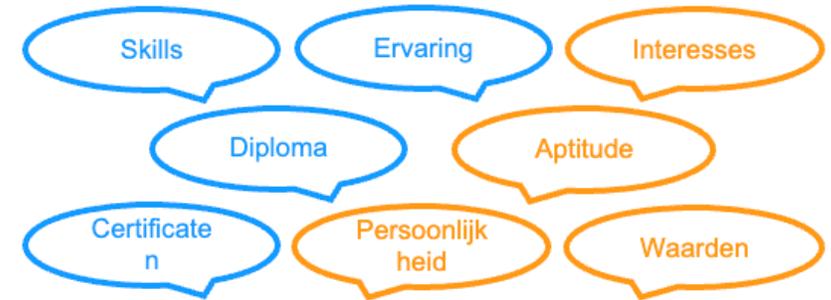
AUGMENTED RECRUITMENT

In het tijdperk van tekort aan arbeidskracht en kunstmatige intelligentie is de vraag NIET of mensen machines te slim af kunnen zijn, of dat machines mensen te slim af kunnen zijn.

De echte vraag is hoe mens én machine ongekende synergie kan creëren, wat leidt tot hoogwaardige, biasvrije wervingsbeslissingen die meer mensen in staat stellen een baan te vinden die past bij hun natuurlijke gaven.

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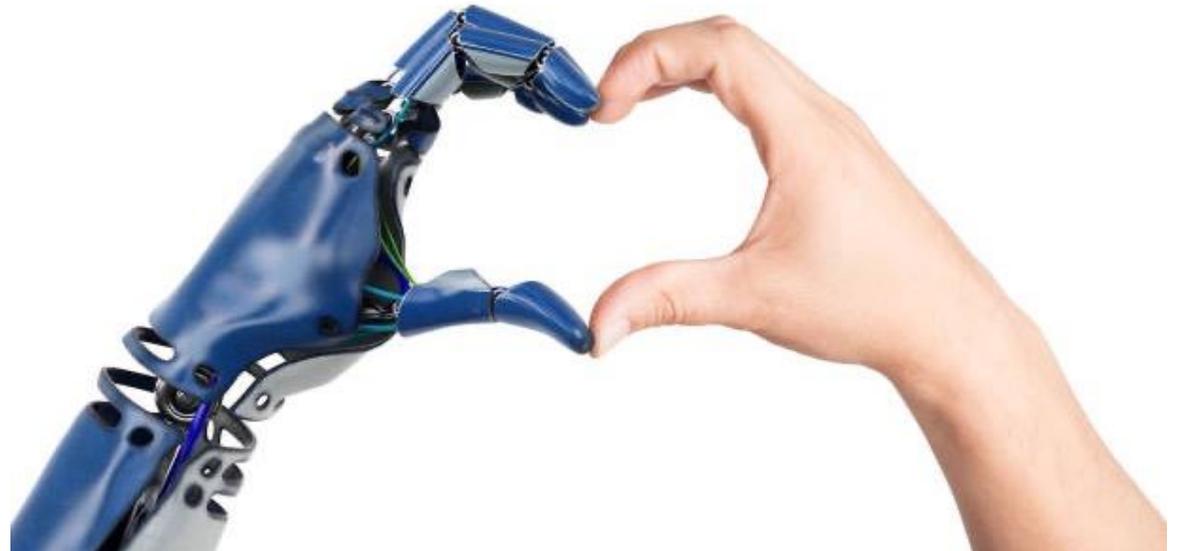
DATA IN HR & RECRUITMENT

GLOBAAL

- Gepubliceerde vacatures
- Publieke cv's
- Job families
- Skill clusters en & trends

ORGANISATIE

- Kandidaten data
- Assessment data
- Performantie data
- Exit data

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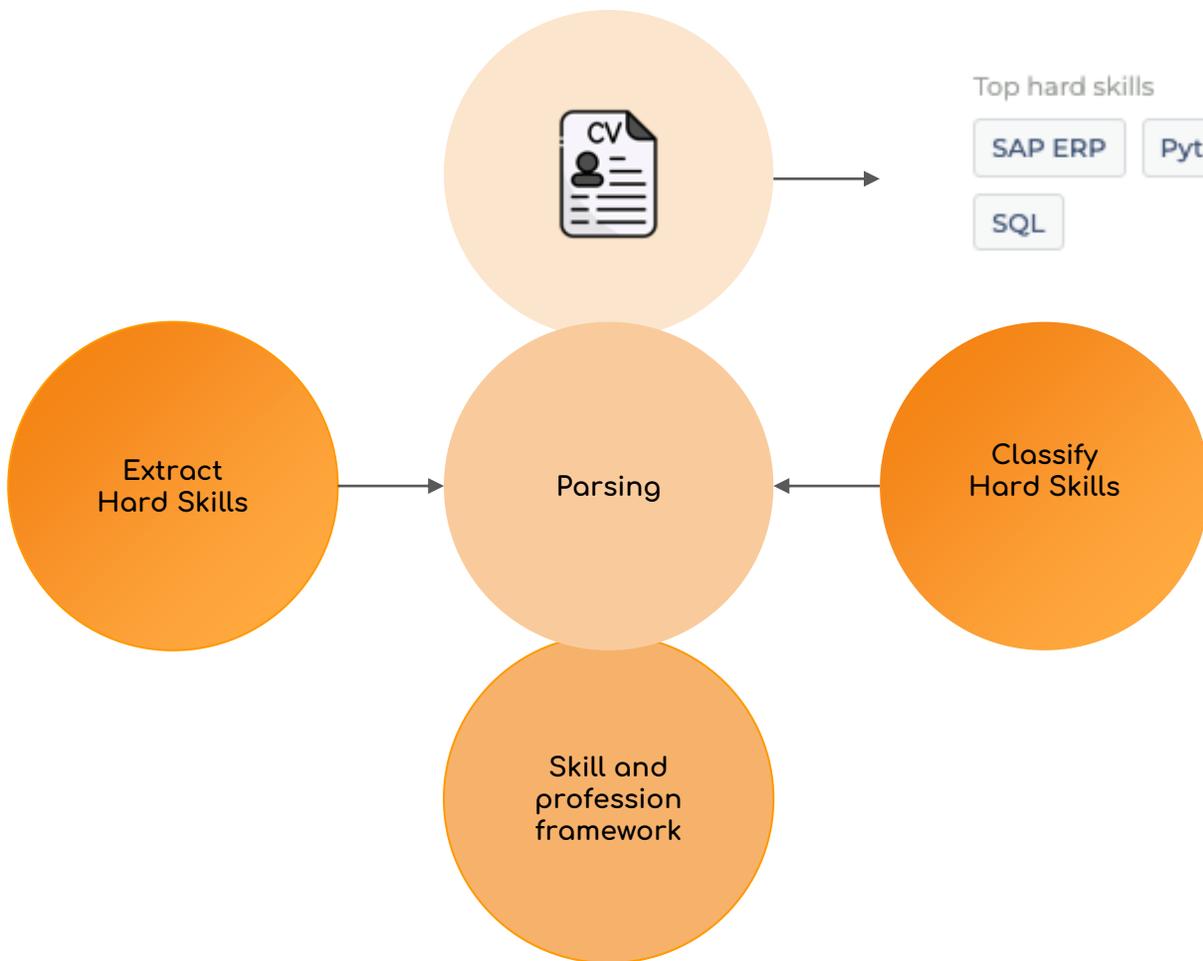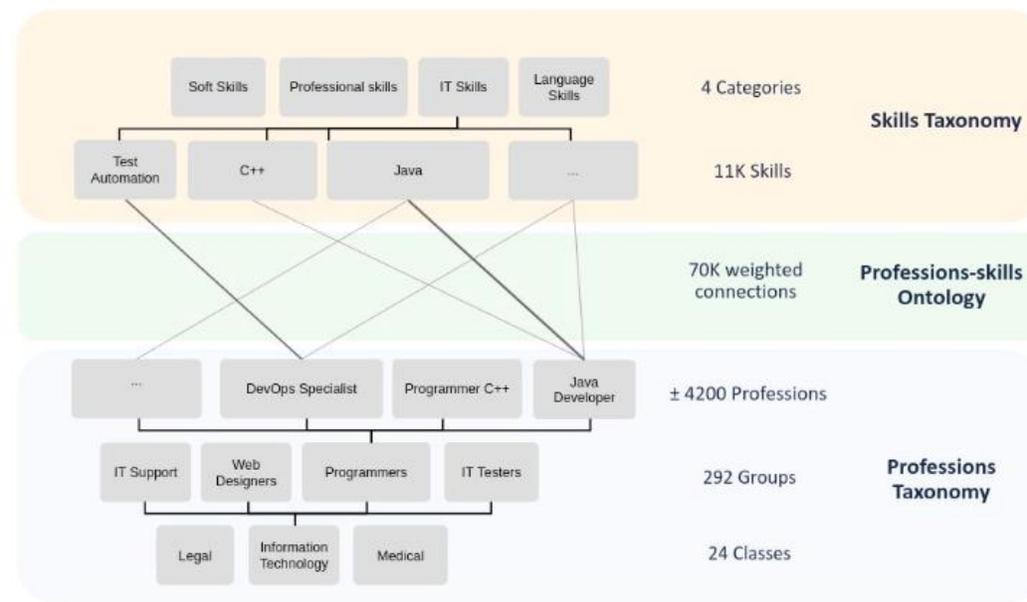
SOFTSKILLS ANALYSE
WOORDENSCHAT EN SYNTAXIS GEKOPPELD AAN GEDRAGSTIJL

VOORBEELD

Kandidaat 1

Ervaren consultant met passie voor klanten ondersteuning. Op zoek naar een uitdagende functie in een marketing- of communicatieteam.

→

Top soft skills

Introspective | Stress resistant | Autonomous | Persuading | Goal-oriented

Kandidaat 2

Ik ben een professional met ervaring in het ondersteunen van klanten en ik wil mijn competenties graag inzetten in een marketeer of communicatie rol die me laat groeien.

→

Top soft skills

Professional | Challenging | Technical - Scientific | Task-oriented | Rational
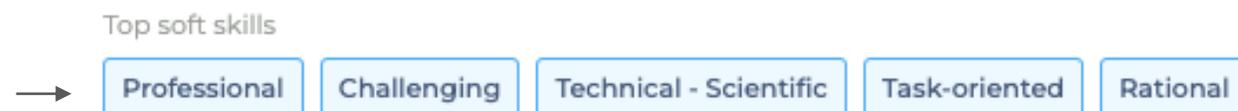
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ONZE AI TALENT ENGINE

TRAICIE lost de strategische en operationele uitdagingen van het werven van talent op.

Het efficiënt vinden en objectief inschatten van de juiste mensen, is nog nooit zo eenvoudig geweest.

We bouwden een op taal gebaseerde **rekrutering 'engine'** die bedrijven helpt bij het structureel en proactief vinden van diverse kandidaten door middel van geautomatiseerde **benchmarken, sourcing, prescreening en matching** op CV, LinkedIn en Whatsapp
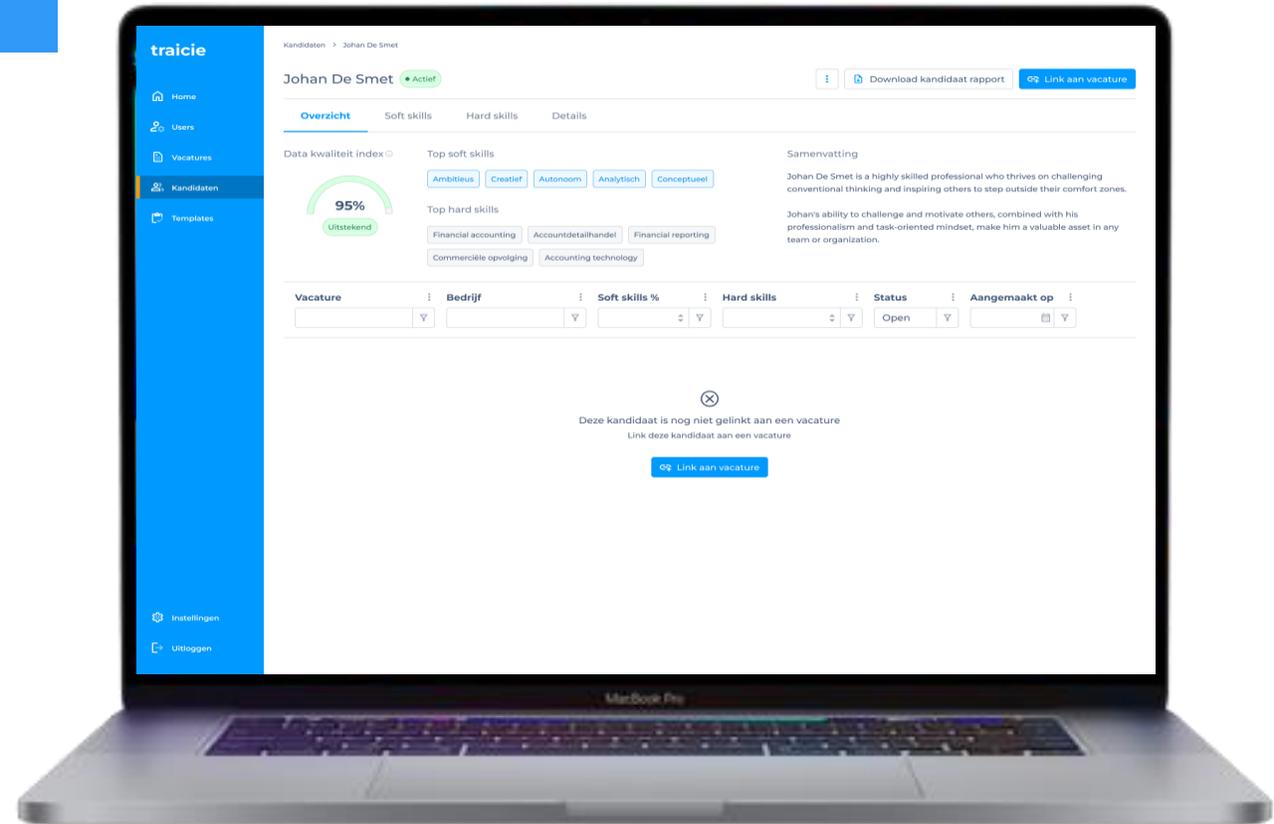
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TRAICIE DOORHEEN HET WERVINGSPROCES

1

BEGRIJPEN

Objectiveer onderscheidende eigenschappen en vaardigheden die direct verband houden met succes in de rol

Competence analysis

Behavioral analysis

Benchmarking Module

2

VERBREDEN

Creëer proactief een grote talentenpool op basis van vaardigheden, talent en laagdrempelig sollicitatieproces

CV database analysis

Whatsapp Module

AI sourcing

3

VOORSPELLEN

Screen groepen van kandidaten proactief en match ze met één of meerdere vacatures

Matching Module

Multi-matching Module

Culture Module

4

UITREIKEN

Neem contact op met relevante kandidaten op een gepersonaliseerde en tijdbesparende manier

Smart Enrichment

Personalised Messaging

Automated Outreach

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AI-verrijkte analyse en sourcing voor Amazon

Challenge

Grote moeite met het invullen van IT vacatures

Vacature tekst **3+ pages, 60+ competences**

Geen instroom en uiterst moeizame sourcing

Grote drop-out bij het 'culture fit' assessment aan het eind van het process

Voornamelijk identical role sourcing

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AI-BENCHMARKING

1

BEGRIJPEN

Objectiveer onderscheidende eigenschappen en vaardigheden die direct verband houden met succes in de rol

Competence analysis

Behavioral analysis

Benchmarking Module

The job

We are looking for an enthusiastic **Customer UI Architect** and expert who has a clear vision and who can convey this well. You can hit the ground running, work independently and in a structured way. You have an insatiable drive to learn new things, but also to share your knowledge! You'll join the AH Customer Technology Platform Architecture team and are responsible for governing the architecture boundaries for your responsible domain or focus area.
• Go to person for Customer UI related topics, such as Albert Heijn/Gall and Etos, plus various other Customer Touchpoints (web, app, Handscanner, POS)
• Ensuring the rollout of the Customer experience and customer UI Vision (Whitelabel components, Flutter)
• Conducting (technical) team meetings and monitoring key-deliverables for Customer UI

You also engage intensively with colleagues in the whole AH Tech department. In short, this is a fantastic and challenging role in which you work on great projects and help us to deliver on our promise to our millions of shopping customers. As for the setting: we actively promote autonomy and experimenting. At AH Technology you work with the brightest minds in the data, digital and tech domains, so inspiration is never in short supply.
You contribute directly to building a state-of-the-art self-service eco-system of products and automation. A mission you won't take on solo – there will be a team of experienced architects. You will work with other architects, users and maintainers throughout the whole organization and represent your platform in various architecture governance boards to fit your ideas into the bigger picture. You help to accelerate our product teams, so they can deliver quality customer value faster and autonomously.

Your key responsibilities include:
• Design and maintain the architecture in cooperation with the architecture community (Product Architects, Platform Architects and Lead Engineers).
• Ensuring privacy and security compliance by design.
• Go to person for Customer UI related topics.
• Supporting and governing the rollout of the Customer experience and customer UI Vision (Whitelabel components, Flutter).
• Contributing to Platform and Enterprise architecture.
• Leading major engineering decisions as the knowledge leader on the latest technologies.
• Interaction with the key business domains to ensure business/technology alignment.

Your profile
• University or Master's degree in Computer Science, Computer or Electrical Engineering, Mathematics or other relevant study
• 8+ years of experience designing and implementing technology platforms and solutions.
• Avid technologist, who cultivates innovation, acts as a thought-leader, able to concisely and articulately present to both technical and non-technical audiences.
• A deep understanding of software engineering (technologies, architecture and engineering principles and culture), and a track record of hands-on developing and shipping software.e
• A deep understanding of modern integration and cloud architecture
• Experience with Flutter, React and Java and/or Kotlin is a strong asset
• Excellent verbal and written communication skills in English. Dutch is strong asset.
• Good exposure to Agile software development methodologies and DevOps practices such as Infrastructure as Code (IaC), Continuous Integration (CI) and automated deployment
• Strong interpersonal skills and able to deal with complexity of large organizations, not afraid to speak up when sub-optimal choices are being made.
• Solution oriented and results driven.

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- Home
- Vacancies
- Candidates
- Templates

Save as draft   Cancel

✓ Basic setup > ✓ Description > 3 Hard skills > 4 Soft skills > 5 Finish

Basic setup
⭐ based on top performer

Hard skills

Competences (7/7 selected)

We have found the following competences.
Please select or add a maximum of 7.

☑ Technology Architect ☑ Architecture Design ☐ Privacy ☐ Security Compliance ☐ Software Engineering ☑ Integration ☑ Flutter ☐ React ☐ Java ☐ Kotlin

☐ Agile Methodologies ☑ DevOps Practices ☐ Modern Integration ☑ Infrastructure as Code (IaC) ☑ Continuous Integration (CI) ☐ Automation ☐ Cloud Architecture

+ Add competence

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Save as draft

Can

| ✓ | Basic setup | > | ✓ | Description | > | ✓ | Hard skills | > | 4 | Soft skills | > | 5 | Finish |

Basic setup
★ based on top performer

Self management ⓘ

flexible	————————●————————	conservative
eager to learn	———————————●———————	productive
optimistic	———————————●———————	realistic
expressive	————————●————————	controlled
stress resistant	———●————————————	stress sensitive

Group Dynamics ⓘ

introspective	———————————●———————	extrospective
team-oriented	———————————●———————	individualistic
loyal	———————————●———————	mercurial
sensitive to public praise	————————●————————	insensitive to public praise
self-confident	———————————●———————	modest

Leadership ⓘ

| critical | | accommodating |

Top soft skills

- Innovative ⓘ
- Accommodating ⓘ
- Autonomous ⓘ
- Goal-oriented ⓘ
- Hunting ⓘ

Show more ▾

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DE TALENTPOOL VERBREDEN

2

VERBREDEN

Creëer proactief een grote talentenpool op basis van vaardigheden, talent en laagdrempelig sollicitatieproces

CV database analysis

Whatsapp Module

AI sourcing

CULTURE

APTITUDE

SKILLS

SIMILAR ROLES

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Technology architect ● Open

Company	Top soft skills				
Ahold Delhaize	Innovative	Autonomous	Goal-oriented	Hunting	Strate

Name	Soft skills % ↓	Hard skills

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Sourcing

Start sourcing ✕

Sourcing for
📄 Technology architect

Location

City

Rotterdam

Similar jobtitles

We load the most relevant similar job titles here.

Include

Please select what you would like to include

- ☑ Software Architect
- ☑ Technical Lead
- ☐ Solutions Architect
- ☑ Network Architect
- ☐ Infrastructure Architect
- ☑ Database Architect
- ☐ Cloud Architect
- ☑ Security Architect
- ☑ DevOps Architect
- ☑ Systems Architect
- ☑ Enterprise Architect
- ☑ Big Data Architect
- ＋ Add job role

Exclude

Please select what you would like to exclude

- ☐ Network Architect
- ☐ System Engineer
- ☐ Software Developer
- ☐ Database Administrator
- ☐ IT Manager
- ☐ Cyber Security Analyst
- ☐ Technical Support Analyst
- ☐ DevOps Engineer
- ⊠ Web Developer
- ⊠ CEO
- ⊠ President
- ⊠ Owner
- ⊠ Founder
- ⊠ Freelancer
- ☐ Consultant
- ⊠ Student
- ⊠ Intern
- ＋ Add job role

Cancel   **Start sourcing**

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Technology architect ● Open

⋮   Follow   Add candidate ▾   Source candidates

Company	Top soft skills					Required hard skills						
Ahold Delhaize	Innovative	Autonomous	Goal-oriented	Hunting	Strategic	Continuous Inte...	Infrastructure as...	DevOps Practices	Flutter	Integration	Architecture Des...	Technology Arch...

Name	Soft skills % ↓		Hard skills			Distance	Last job title	Status	Actions
Koos Pol	73	High	Configuration Management	Satellite Systems Engineering		60 km	ICT Architect	● New	% ⦸ ⋮
André Dames	73	High	SOA	TFS	Software Development	81 km	Solutions Architect	● New	% ⦸ ⋮
Elize van der Riet	71	High	Mobile Applications	Multithreading	Requirements ...	60 km	Senior Software Engineer	● New	% ⦸ ⋮
Jasper Scholten	71	High	Requirements Analysis	Unix	Outsourcing	57 km	Principal Consultant Enterprise Architecture	● New	% ⦸ ⋮
Danny Versluis	71	High	Switching	General Packet Radio Service	Ethernet	35 km	Architect	● New	% ⦸ ⋮
Dennis von Bannisseht	70	Average	Business Support System (BSS)	Internet Protocol (IP)	U...	57 km	Consultant	● New	% ⦸ ⋮
Sabrina Paes	69	Average	Physical properties of foods	Thickeners	Gel	60 km	Head of Technology - Nutrition Dressings and Wet Savoury	● New	% ⦸ ⋮
Ashkan Yarmoradi	69	Average	Language Integrated Query (LINQ)	Windows Server	S...	0 km	Senior Software Engineer	● New	% ⦸ ⋮
Hakan Biroglu	69	Average	Data Conversion	Oracle ADF	Fusion ERP Cloud	20 km	Application Architect	● New	% ⦸ ⋮
Antoon Tuijl	69	Average	EDI	RUP	Windows Azure	35 km	Freelance Microsoft Integration Consultant	● New	% ⦸ ⋮
Piet Kasius	69	Average				60 km	Senior Software Developer, IT Specialist, Database Administrator, Functional Expert Marine	● New	% ⦸ ⋮
Wolter Wolters	68	Average	Storage	Enterprise Architecture	IT Management	67 km	Business Technology Architect	● New	% ⦸ ⋮

1 - 150 of 213 candidates

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Technology architect ● Open

Company	Top soft skills	Req
Ahold Delhaize	Innovative Autonomous Goal-oriented Hunting Strategic	Co

Name	Soft skills % ↓	
Joeri Abbo	94	High
Edwin Derks	93	High
Luc Gorissen	92	High
Ronald van Meer	90	High
Guido Vrijdag	85	High
Sander van Veluw	81	High
Jainendra Kumar	80	High
Pourya Naderi	80	High
Erwin Ostendorf	79	High

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3

VOORSPELLEN

Screen groepen van kandidaten proactief en match ze met één of meerdere vacatures

Matching Module

Multi-matching Module

Culture Module

Jainendra Kumar

👤 Candidate detail   ‹ › ✕

Soft skills   Hard skills

80% Match

Most corresponding

Communicative   Autonomous   Stress resistant   Expressive   Hunting

Least corresponding

Creative   Conceptual   Innovative   Reactive   Accommodating

Summary

Jainendra Kumar possesses strong soft skills that align with the requirements of a Technology Architect, with a 80% match. He is communicative, autonomous, and stress resistant, making him a good fit for the role. However, his preference for a predefined approach and lack of interest in innovation may not be ideal for the position.

Self management ⓘ

● Candidate ● Vacancy

flexible		conservative
expressive		controlled
stress resistant		stress sensitive

Group Dynamics ⓘ

| sensitive to public praise | | insensitive to public praise |

Leadership ⓘ

| critical | | accommodating |

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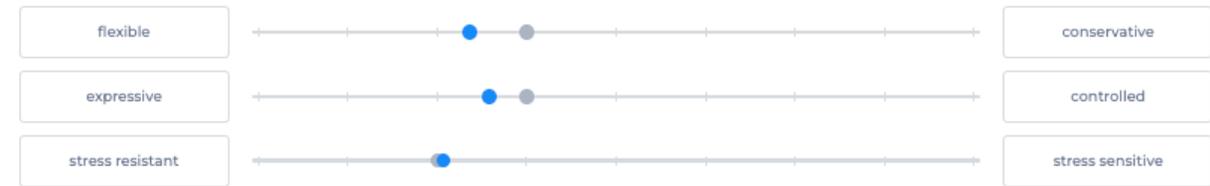
Jainendra Kumar ● New

| Overview | Soft Skills | Hard skills | Details |

Data Quality Index ⓘ

95 %

Excellent

Top soft skills

Goal-oriented   Task-oriented   Extrospective   Autonomous   Stress resistant

Top hard skills

SOAP   Oracle   Web Services   Enterprise Architec...   Pre-sales

Summary

Jainendra Kumar is a highly driven individual with a strong focus on achieving his goals efficiently. He is task-oriented and always finds the most direct path to reach the desired outcome. With his determined mindset, Jainendra is able to consistently deliver results and exceed expectations.

Vacancy	Company	Distance	Soft skills % ↓	Hard skills	Status	Creation Date	Actions
Technology architect	Ahold Delhaize	20 km	80 — High	Continuous Integration (CI) Infrastructure as Code (IaC)	● Open	10/15/2023	🔗
Insurance agent	KBC		65 — Average	Financial Analysis Problem Solving Negotiation	● Open	10/15/2023	🔗
Verzekering Agent	KBC De Vriese		65 — Average	Tijdmanagement Organisatorische vaardigheden A...	● Open	10/15/2023	🔗
Zelfstandige verkoper B2B	Hyla		52 — Average	Risicobestendig Stressbestendigheid Flexibiliteit	● Open	10/23/2023	🔗
Project Manager	Blinc		49 — Low	Stressbestendigheid Teamgeest Probleemoplossen...	● Open	10/21/2023	🔗
Senior Software Developer	traicie		44 — Low	.NET Azure DevOps C#	● Open	10/16/2023	🔗

1 - 7 of 7 vacancies

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GEPERSONALISEERDE BERICHTEN
TEGEN EEN LAGE RESPONS VAN DE KANDIDAAT

4

UITREIKEN

Neem contact op met relevante kandidaten op een gepersonaliseerde en tijdbesparende manier

Smart Enrichment

Personalised Messaging

Automated Outreach

Conversation with Olesia Stanovska

New InMail — Using **1** of **50** remaining credits

C# Software Developer at Amazon

Hi Olesia,

I didn't land on your profile by accident. In our quest to delight our customers and make their lives easier, we at Amazon are always on the lookout for software developers that aim to build what others believe to be impossible. 🌈

Our teams consist of solution oriented, proactive and 'big thinking' engineers that want to create positive impact. I believe you might fit this profile, am I right?

You can find more info on the job requirements here https://www.amazon.jobs/en/software-engineers/us?INTCMPID=DAAJCZ100008B Looking forward to meeting you soon!

Jochen Roef ✏️

585 / 1,900   **Send**

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BIJKOMENDE UITDAGING
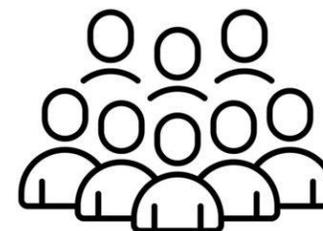
Er is een enorme kloof tussen jobboards / bedrijfsvacaturesites en kandidaten,
wat een negatieve invloed heeft op de instroom van kandidaten

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CONVERSATIONEEL SOLLICITEREN
## GEMAK VOOR KANDIDATEN VOOROP

Getting started at bpost
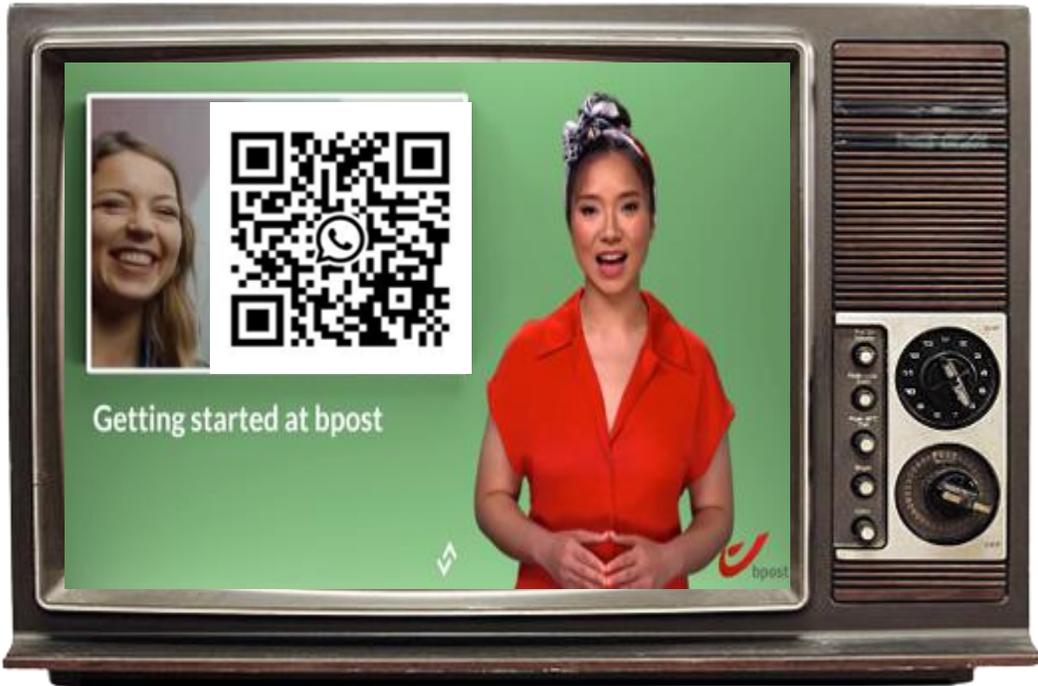
Uitdaging met standaard sollicitatie

- Hoge drempel voor alle kandidaten
- Houdt passieve werkzoekenden tegen (72%)
- (Update CV / eerste contact is menselijk)
- Complex voor arbeiders

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WHATSAPP PRESCREENING

Het voor kandidaten gemakkelijk maken om te solliciteren
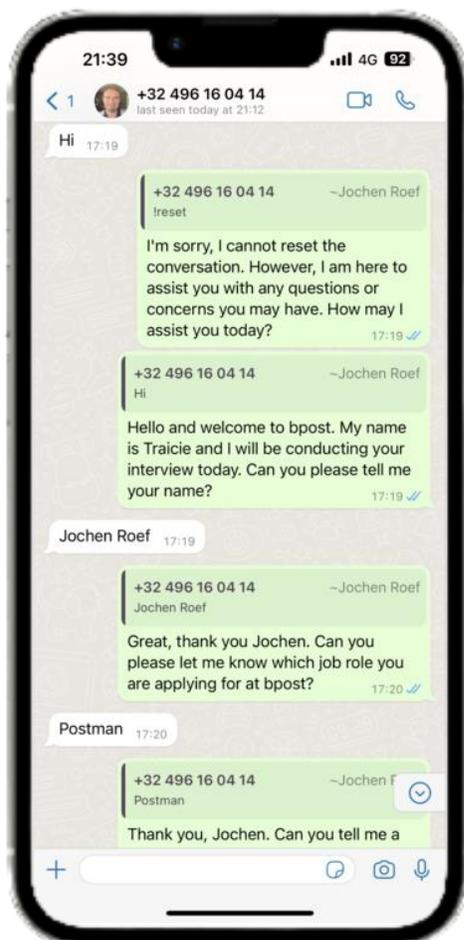
- Vergemakkelijkt het verkennen en solliciteren van werkzoekenden

- Maak van mobiele/conversationele applicaties de standaard

- Prescreen kandidaten zonder CV of LinkedIn-profiel, via Whatsapp

- Intuïtief chatgesprek

- Haalt harde en zachte vaardigheden uit dat gesprek

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