AI in recruitment the gamechanging personal assistant

We are
on a journey...

...a journey towards

the next world of work

Start

Let’s go on a journey together to unlock the power within AI

to elevate our expertise, enhance client service
and enabling recruitment touch

Recruiters will be replaced by AI

LinkedIn
https://www.linkedin.com/pulse/case-replacing-r...

The case for replacing recruiters with AI - LinkedIn

Web 9 feb. 2023 · The case for replacing **recruiters** with **AI** Aurelie Vanstappen Designing and delivering scalable, innovative Talent Acquisition solutions to global companies - RPO | MSP | VMS | HRIS | Services...

TechTarget
https://www.techtarget.com/whatis/feature/Will-AI-replace-jobs-9-job...

Will AI replace jobs? 9 job types that might be affected - TechTarget

Web 3 nov. 2023 · These nine job types -- including administrative, customer service and teaching -- might be **replaced**, augmented or improved by the latest artificial intelligence wave. ...

Will AI replace jobs?

AI is already replacing jobs, responsible for nearly 4,000 cuts made in May 2023, according to data from Challenger, Gray & Christmas Inc. OpenAI -- the company that created ChatGPT -- estimated 80% of the U.S. workforce would have at...

Will AI replace jobs? 9 job types t...
www.techtarget.com/whatis/feat...

More than half of recruiters will be automated by AI

agree

disagree

WE ARE HEADFIRST GROUP

Our data set is expansive and will continue to grow...

Our goal is to double our digits with the same amount of people...

170.000
Professionals in database
↑ **3.500** monthly growth

17.500
Suppliers
↑ **200** monthly growth

25.000
Job requests per year:
↑ **1.750** new every month

70.000
Joboffers

25.000
Professionals on assignment

Let’s accelerate tech and enable our touch

Mentimeter

I’m using AI in my recruitment process at this point in time

agree

disagree

The core areas of artificial intelligence (AI)

- Machine learning
- Natural language processing
- Computer vision
- Expert systems
- Robotics
- Game AI
- Conversational systems

AI as a gamechanging personal assistant

Elevating **recruiter expertise, enhance client services and enabling recruitment touch**

AI as a personal assistant in recruitment:

- Predicts recruitment feasibility
- Explains certificate uses
- Creates skill-based recruitment profiles
- Diversity and inclusion
- Automates matching
- Generates interview questions
- Can do CV screening

Unlock the Value Within Recruitment Data...

... To rekindle the personal touch

Ensuring faster, more accurate candidate selection, providing tailored candidate experiences to give you a competitive edge in talent acquisition

We are implementing our digital and AI strategy

1

Clear tech roadmap

'Set your goals'

Forge an AI strategy to realize your organisaton's digital transformation

2

Data driven organization

'Get the organization ready'

Unlock the hidden potential in your information assets

3

Continuous improvement

'Every iteration fuels innovation and success'

Continuous improvements with data-driven apps

4

Ethics and compliance

'Responsible usage of AI'

Ensure responsible and trusted innovation

5

Communication and training

'Empower your team in the AI journey'

Foster open communication and comprehensive training

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So, what's next for

Search and Match?

Automate
Until Shortlist

One click to
get in Touch

Once your goals are set

The journey begins to turn aspiration into accomplishments...

The hurdles of implementing AI as a frontrunner

- Data complexity and quality
- Lack of expertise
- Regulation and ethics
- Selection of the right application
- Scalability
- Project lifecycle
- Change in business processes
- Privacy and security

Start small,

Dream big,

and unlock the potential of AI.

LLM chatbot, Customer eXperience sentiment analysis, transcription and summarization of interviews and meetings

RECRUITERS AT HEADFIRST GROUP BE LIKE

4 key take-aways for today

- Data quality and ethics are essential
- Be realistic, start small, work with experts
- Continuous evaluation and optimization drive success
- Transparency and communication are key

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One more thing...

DON’T FORGET TO EMBRACE AND ENJOY THE AI JOURNEY!

HeadFirst

Group