ChattyHiring

AI interviews to screen and assess job applicants

Business Innovation

Over the past decade, the global market has witnessed significant trends and transformations driven by globalization, the emergence of new economies, and the relentless rise of technology. These developments have led to increased competitiveness and reshaped industries in profound ways.

Companies now have access to vast amounts of data, enabling them to make informed decisions, tailor products and services, and optimize resources.

The process of talent acquisition has evolved considerably. Companies now grapple with critical challenges such as identifying the right candidates from a vast applicant pool, navigating time-consuming screening and interview procedures, ensuring cultural fit, and assessing essential soft skills.

These challenges are further amplified in a job market where candidates have more choices and leverage. The integration of technology into every facet of business has heightened competition, making talent acquisition a critical component for companies, and technologies play a key role in this area.

Market Evolution

Stronger competitors

The competitive landscape has intensified, with organizations vying for market dominance. This rivalry drives innovation and customer-centric strategies.

Time to market is key

Speed is paramount as companies race to bring products and services to market quickly, leveraging agile methodologies for rapid development.

Technology adoption

The rapid adoption of emerging technologies like AI, IoT, and blockchain is redefining productivity and enabling new business models.

UX in the center

User experience (UX) is at the heart of design and development, ensuring products and services meet evolving customer expectations.

The world has become more interconnected than ever before. The globalization of markets has opened up new opportunities for businesses to expand their reach internationally. Companies are now tapping into previously untapped markets, diversifying their customer base, and embracing cultural diversity.

Technological progress has been relentless. The last decade has seen the **proliferation of technologies** such as AI, automation, big data analytics, Internet of Things (IoT), robotics or Blockchain. These innovations have revolutionized industries, **enabling businesses to streamline operations**, enhance efficiency, and deliver personalized experiences.

As we move forward, staying competitive in this fast-evolving landscape will require adaptability, a focus on innovation, and a keen understanding of global market dynamics. The ongoing development of technology will continue to be a driving force, and **businesses must embrace these changes** to thrive in the new era of global competition.

New recruitment challenges

Recruiters face several challenges within the current business context. Market has evolved due to shifting dynamics in the job market and advancements in technology.

Specifically, the primary focus now revolves around:
 - **accuracy**
 - **time efficiency**
 - **cost-effectiveness**

74%

employers acknowledge they've hired the wrong person for a position.

89%

of recruiting professionals say that bad hires typically lack the right soft skills.

36 days

is the average time to fill a position.

10 days

is te average time that takes to top candidates to be off the market.

$17,000

is the average cost of a bad hire.

32%

drop in employee morale, and a 36% drop in productivity, can be produced as a result of a bad hire.

Candidates demanding more interaction

Candidates want more personalized interaction and feedback from their future employers. They expect much faster hiring times with a customized hiring experience.

Specifically, the expectations are based on:
- **immediacy**
- **personalized experience**
- **frictionless**

58%

of candidates have turned down an offer because of poor Candidate Experience

72%

of candidates say the smoothness of an interview process would affect their final decision on whether or not to take the job.

70%

of all global candidates said they were likely to refer others based on their experience.

34%

of candidates in 2022 reported not hearing back from employers two months after they applied.

65%

of candidates who are invited to provide feedback after the interview are more likely to refer others.

75%

of andidates consider employer branding before they begin to apply.

AI - The new Paradigm

Artificial Intelligence (AI) stands at the forefront of a **business revolution.**

These AI technologies are reshaping operations, delivering substantial productivity gains, and unlocking fresh business opportunities. Companies that embrace AI secure a considerable **competitive edge.**

In this era of **rapid innovation**, every department, including Marketing, Operations, Support, or HR, faces significant disruption.

Staying at the cutting edge is now more imperative than ever to maintain competitiveness.

| Automating repetitive tasks | Boosting efficiency | Facilitating data-driven decision-making | Neutral and non-biased |

ChattyHiring

ChattyHiring is an **AI Recruiter** designed to assist Talent Acquisition teams in expediting the recruitment screening process.

Utilizing an advanced algorithmic approach, we effectively i**nterview and rate candidates** applying for specific positions, providing **deep assessments** of their suitability for the role.

Our mission is to empower recruiters and companies to make more informed decisions, while also saving valuable time and resources.
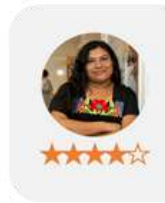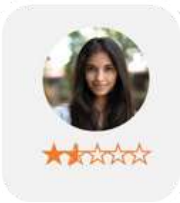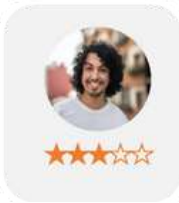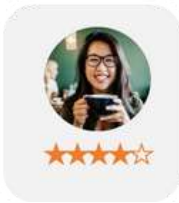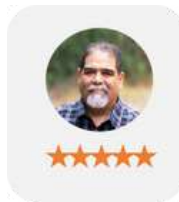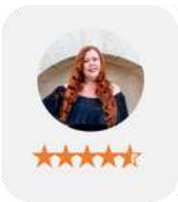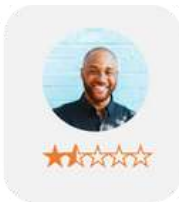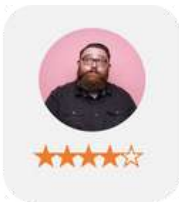
Core benefits

ChattyHiring addresses critical challenges in talent acquisition.

- **Quality:** We excel in the detection and assessment of candidate good fit

- **Speed:** We also expedite the prescreening phase, allowing companies to identify the most promising candidates more efficiently.

- **Branding reputation:** Furthermore, our platform enhances an organization's recognition by improving the candidate experience.

In this dynamic business context, recruiters must be adaptable, tech-savvy, and strategic in their approach to address these challenges effectively.

Embracing innovative recruitment solutions and staying informed about industry trends is crucial for success.

10 days
Hiring time reduction
Save time from checking CV and coordinating calls with candidates manually.

< 48h
Time to get information from candidates
Collect key information from candidates just hours after their application is submitted.

9,1/10
Candidate experience rating
Candidates love to talk and share their insights to help recruiters get a better impression of their skills.

How it works

1

Define your Job opening

- AI-generated interview script proposal
- Key questions for evaluating ratings
- Customization of AI Recruiter behavior

2

Load your candidates

- Provide unbiased information
- Utilize template emails
- Send invitations for the interview

3

Let the AI interview the candidates.

- Conduct interviews from mobile or desktop
- Use Whatsapp for interviews
- Allow candidates to respond with voice or text

4

Get comprehensive AI assessments

- Receive real-time ratings for each candidate
- Conduct bias-free assessments
- Access all interview transcripts

Adoption of AI in Human Resources

AI interviews are not merely a concept; they are rapidly becoming a reality. Professionals across industries are optimistic about the transformative power of AI interviews. This indicates a widespread recognition of the potential benefits that AI can bring to the recruitment process.

In a survey involving over 1,000 employees responsible for the hiring process at their respective workplaces, these were some of the results:

% of companies that use AI interviews

Year	Value
2022	10%
2023	17%
2024	24%

65%
Of hiring professionals believe AI interviews will enhance hiring efficiency
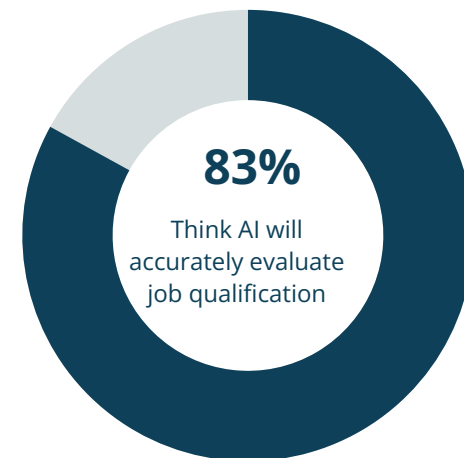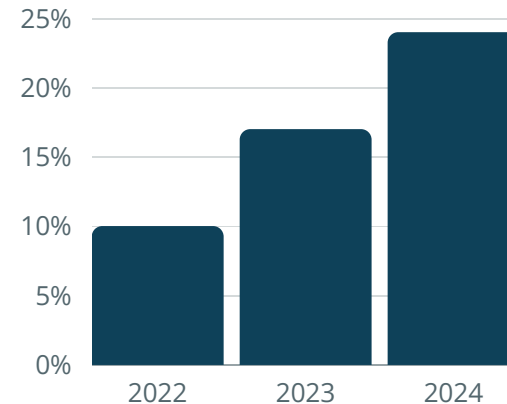
85%
Say AI will recommend candidates, but human judgment will make the final call.

40%
Expect the AI to assess cultural fit, indicating the expanding scope of AI in recruitment

83%
Think AI will accurately evaluate job qualification

Embracing the Future of Talent Acquisition

The world of **talent acquisition** is evolving rapidly, and AI interviews are at the forefront of this transformation.

ChattyHiring provides a cutting-edge solution to streamline the hiring process, improve candidate experiences, and ultimately help organizations secure the best talent in a competitive job market.

Artificial Intelligence has firmly established itself as a technology that is here to stay, and it's poised to elevate teams to new heights, effectively **addressing their key challenges**.

The future of talent acquisition is within your reach. Shape the future of your workforce and unlock new possibilities to build a stronger and more resilient team for the challenges of tomorrow.

Embrace the power of AI interviews, and position your organization for success in the ever-evolving world of recruitment.

Your journey to a brighter talent future begins with ChattyHiring.

Let's talk

www.chattyhiring.com
hello@chattyhiring.com
Barcelona, Spain - (+34) 699 755 029

ChattyHiring