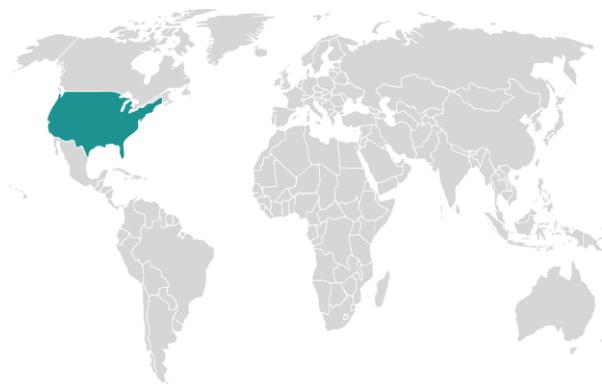


How AI automation cut time-to-hire by 42% for a global cloud computing provider

**Client:**

High-growth US based cloud computing firm with 1,500 employees across three continents

**Primary goal:**

Accelerate talent acquisition, reduce hiring costs, and enhance candidate quality through AI-powered recruitment automation

**Key services:**

- AI-enabled applicant tracking system (ATS) integration
- Resume parsing and candidate scoring
- Recruitment process automation
- GenAI-enabled communication



Problem

The client's rapid global expansion created major recruitment bottlenecks:

**Delayed hiring:**

Manual resume screening extended average time-to-hire to 60 days

**Staffing gaps:**

Project resourcing was delayed due to slow recruitment turnaround

**High costs:**

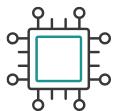
Heavy reliance on recruitment agencies increased hiring expenses

**Process inefficiencies:**

No centralized system to manage candidate data across platforms

Solution

We deployed an AI-powered recruitment automation framework to streamline hiring end-to-end:



AI-enabled ATS:

Integrated with LinkedIn, Indeed, Glassdoor, and internal HRIS for real-time data synchronization



Data engineering:

Built a unified recruitment data layer for centralized candidate tracking and reporting



Data analytics:

Applied machine learning to historical hiring data to rank applicants by predicted fit and success



AI & GenAI:

- AI improved candidate ranking and chatbot interactions
- GenAI explored for inclusive job descriptions and tailored candidate messaging

Impact

The recruitment transformation yielded fast and measurable results:



Time-to-hire:

Reduced by 42% — from 60 days to 35 days



Cost savings:

40% cut in external recruitment agency costs.



Conversion rates:

- CV-to-interview rate up by 30%
- Offer acceptance rate increased by 15%



Talent quality:

25% improvement in CV quality (based on hiring manager feedback)



Candidate experience:

Streamlined early engagement through automated scheduling and responsive chat



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