CASE STUDY

Ai-driven Recruitments

HR / RECRUITMENT

AI-orchestrated recruitment workflow: source candidates, screen resumes, shortlist and schedule interviews

KEY HIGHLIGHTS

- Reduce time-to-hire from weeks to days
- Increase recruiter productivity per role
- Improve quality of shortlist with AI scoring
- Eliminate manual coordination overhead
- Ensure bias-aware, auditable hiring processes

2 Days	↑ 4×	100%	Zero
Time-to-Hire	**Recruiter Productivity**	**Auditable Decisions**	**Manual Scheduling**
vs weeks previously	per role handled	with AI rationale	fully automated

AI AGENT WORKFLOW

Powered by Avintra

1 RESUMES SOURCING

Sourcing Agent

- Resume downloads from web
- Duplicate candidate detection
- Profile unification across sources

2 RESUME CLASSIFICATION

Screening Agent

- Skill, role, and experience extraction
- Education & certification identification
- Skill taxonomy mapping

3 JOB-CANDIDATE MATCHING

Screening Agent

- Match score per role
- Shortlist / reject / review recommendation
- Explainable 'why matched / why rejected'

4 CANDIDATE VALIDATION

Communication Engine (WhatsApp, email)

- Candidate interest verification
- Automated screening questions
- Compensation expectation & notice period validation

5 INTERVIEW SCHEDULING

Scheduling Agent

- Interviewer calendar availability sync
- Candidate time-zone handling
- Calendar invites (Google / Outlook / Teams)

6 EXCEPTION HANDLING

Recruiter Work-bench

- Candidate summary timeline
- AI recommendations + rationale
- Manual override with audit trail

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