



ancor

**Recruitment agency
of the future**

Case solution

Glushkova Daria

The proposed initiatives will help to reduce recruitment circle time and to increase the accuracy of assessing the skills and abilities of candidates

1 Analytics

the speed of recruitment **increases by 2 times** with the involvement of a recruitment agency*



There are **many benefits** of using recruitment agencies, such as costs saving, efficiency increase



but the selection process is not yet perfect and **can be improved**



2 Key initiatives

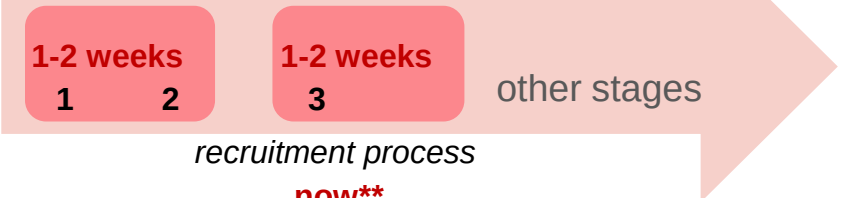
Creation of a profile of skills and experience for each candidate

Automation of resume screening and first phone interviews

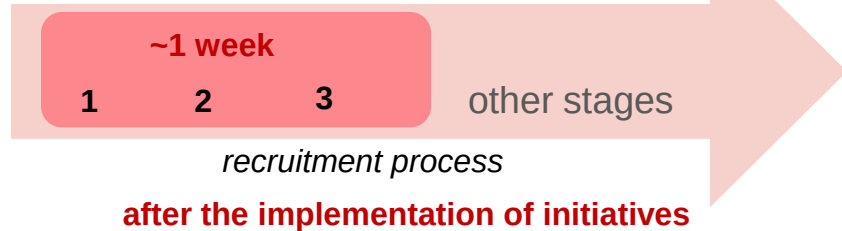
Gamification of processes for attracting and testing candidates



3 Results

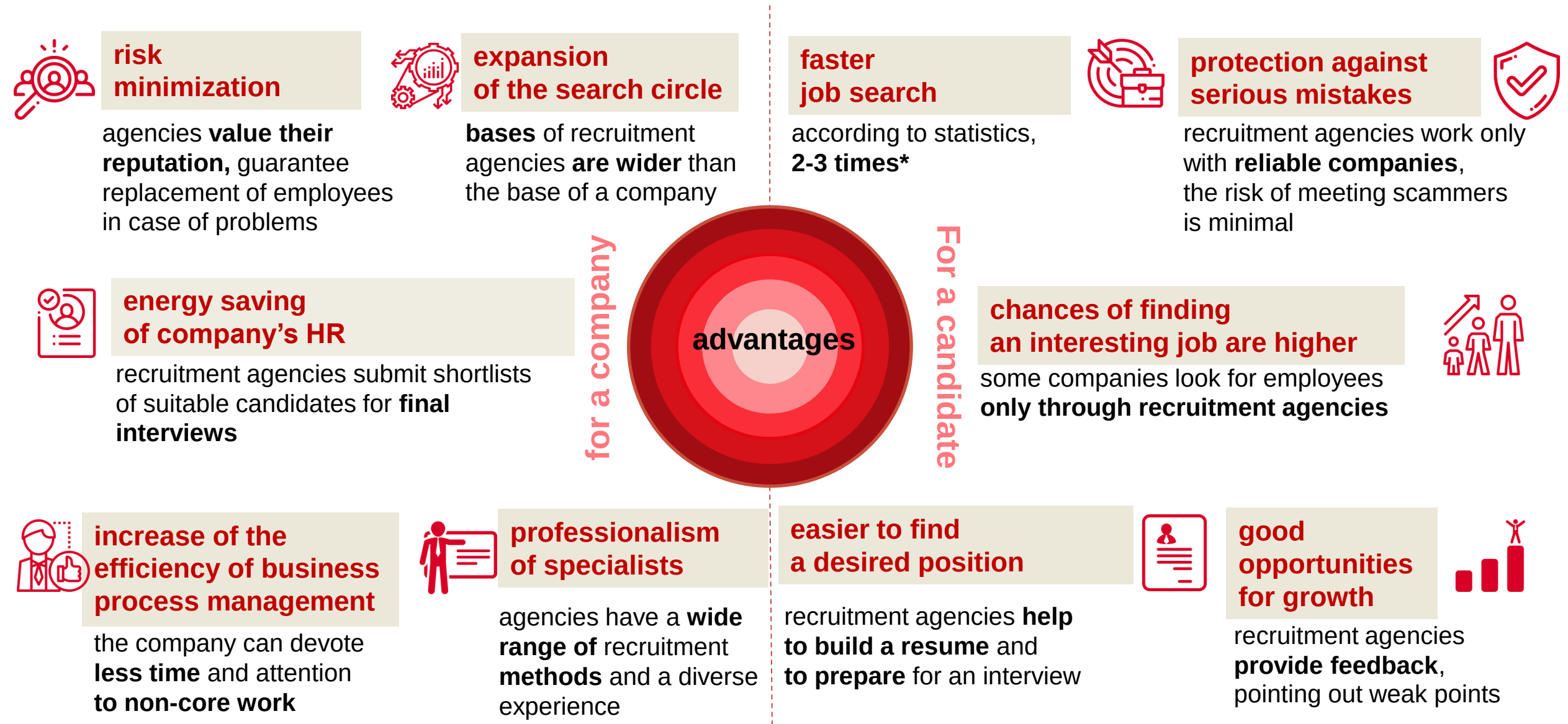


- now****
- 1. Preparation for the search
 - 2. Search for candidates
 - 3. Telephone interviews conduction



~ level of accuracy of the main methods used in the selection***	0,497
~ the level of accuracy of the methods used in the selection + proposed initiatives	0,7

Cooperation with recruitment agencies brings advantages to both clients and candidates



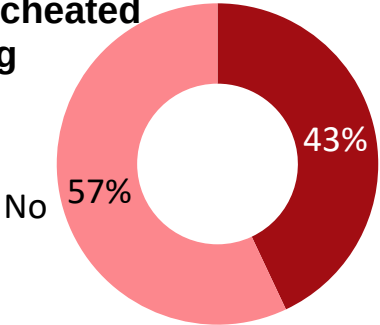
* источник: suhorukov.com

However, the work of recruitment agencies is not without common problems that exist in the field of recruitment, it is worth to think about the solution

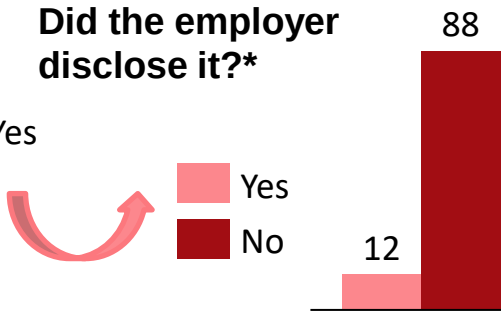
1 Analytics

The main directions for improving the efficiency of recruitment can be identified on the basis of statistics

Have you ever cheated while searching for a job?*



Did the employer disclose it?*



24% leave after probation***
4% at the employer's initiative)***



On average, an HR specialist spends 23 days recruiting 1 employee**

2 Identified areas for improving the efficiency of the recruitment process

The number of days spent on recruiting gives a ground for thinking about finding ways to reduce the time spent on filling vacancies

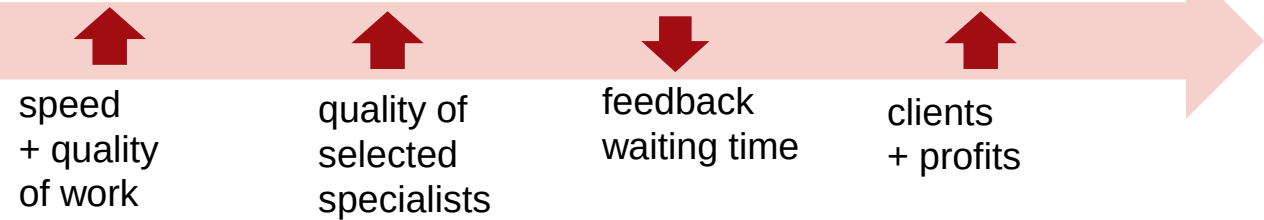


And a significant percentage of unsolved scams and a significant proportion of people leaving work after probation speak to the desirability of rethinking some recruitment practices



3 What will successful work in these areas give?

HR-specialist company candidate recruitment agency



Blockchain and robotization will help to reduce the time spent on a vacancy by 1-3 weeks

1

Tree of Most Likely Subgoals

time spent on 1 vacancy

1

time of verification of the info provided by candidates

2

resume screening time

3

time spent on phone interviews checking interest in a job

Why HR professionals verify the information

- recommendations are too general and do not provide an objective assessment of performance

- recommendations may not be reliable

- candidates tend to embellish their biography

2

Creation of a single base of experience and skills, based on blockchain*, will help to achieve the 1st sub-goal

How will it work

the educational institution / employer / etc adds information about the skills acquired by a person and the tasks solved to the database

a profile of each person is formed

a database is created from such profiles

The HR specialist learns about the candidate's abilities from this database

Advantages

• data transparency;

• reliability of information;

• process automation

Important risk

incomplete information (there are freelancers, informal employment, etc)

Leveling

link to profile + CV with missing information

3

Tasks delegation to a 'robot' will facilitate the achievement of 2d and 3d subgoals

Machine learning has made it possible to create recruiter robots. For example, the Vera* robot, which is able to

• select a resume according to the main requirements of the employer;

• conduct telephone interviews and ask if the job offer is relevant to the candidate;

• answer the questions.

How long does it take to make 100 calls**

30 min

2 days

a human

a robot

Important risk

to miss the right candidate

Leveling

not necessary, the risk is negligible

Positive effect

the proposed technologies will reduce the time spent working on a vacancy by 1-3 weeks***

And gamification of recruiting processes will improve recruitment methods

How will it work?

revision of some recruitment methods

What for?

To improve the reliability of the results

To make selection tools look more modern

To eliminate situations in which candidate answers questions using prepared before drafts

Option 1: candidates are attracted, it is necessary to choose the best of them

Initiative

regular interview (short form)

+

tests in the form of computer games

Test examples

job vacancy	test type
analyst	logic + thinking
business assistant	memory + attention
SMM manager	thinking

Implementation example: wikium.ru

Important risk	Leveling
method inaccuracy	system testing period: the HR specialist will compare the conclusions drawn on the basis of the old and new method

Option 2: it is necessary to create interest in the vacancy among certain people

Initiative

usage of virtual reality technology

Where?

- at career fairs;
- at the web.

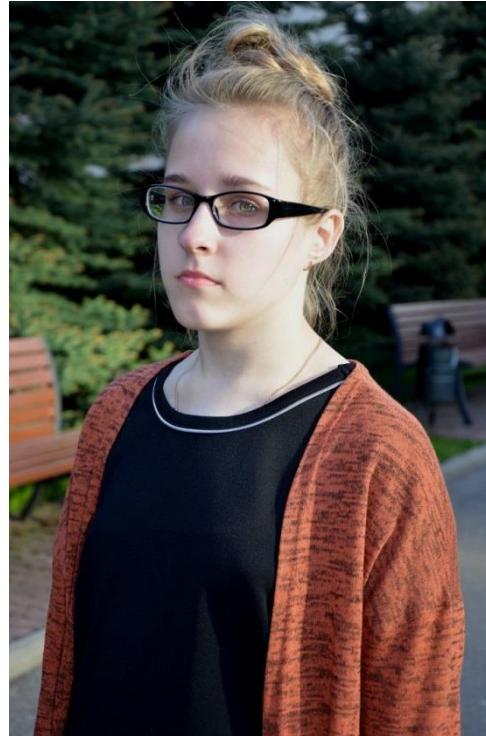
In what forms?

- introduction to a day in the life of a company's employee;
- tour of the company's office.

Twist: interactive tasks to a potential candidate, results evaluation and opportunity to leave contact details to the recruiter

Important Risk - ?	Note: mostly for junior positions
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HR-consulant



**ex PM Nissan
ex PM Megafon**



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