



# How to build a successful AI strategy



By Frank Allen



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## Intro

HR is among the fastest-adopting sectors of AI in the UK. But for its processes to fully benefit, HR needs a viable AI strategy.

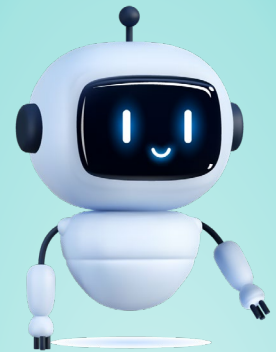
AI is rapidly reshaping how companies hire, prompting some HR teams to automate everything, while others, in the face of this change, are choosing to ignore AI entirely. Neither approach is a good AI strategy.

A good AI strategy should be broken down into these three simple steps:

1. Start with goals. Not tools.
2. From planning to implementation: Integrating AI
3. Audit your AI strategy continuously

In this age of AI, you need a strategy that uses AI to accelerate human judgment, not replace it.

AI isn't just a shortcut to efficiency. It should accelerate and facilitate smarter hiring.



### HR leading the way

#### Workload

**67%**

HR professionals say the biggest benefit of AI is the reduction of their workloads

HR Magazine

#### Productivity

**49%**

Of HR leaders maintain the use of AI has improved their productivity

HR Magazine

## Start with goals. Not tools.

To build an effective AI strategy that accelerates human judgment, you need to ask yourself this simple question:

*What is your reason for using AI?*

*Do you want to cut time-to-hire*



*Do you want to expand your talent pool*



*Do you want to improve the quality of hires*



*Do you want to improve the candidate journey*



*Do you want to screen 100 people instead of 10*



Once you've decided on your goals, what will be your measurable targets? To work this out, you'll need to know the answer to these kinds of metrics...

1.

*What is your current time-to-hire?*

2.

*What is your current cost-per-hire?*

3.

*What is your candidate drop-off rate?*

4.

*What are your current diversity metrics?*

## Aligning the right tech

You have your goals. Now, you need to audit your tech.

Why?

You can't force pioneering AI over legacy tech. That's a recipe for friction, not efficiency.

Is your tech ready for AI?

If you're layering AI over old tech, its usefulness diminishes. For example, AI screening tools can achieve high accuracy, but accuracy drops if integration isn't straightforward. Which is to say, if your team is having to learn a new interface or manually transfer data between systems, you moderate AI: It's no longer an accelerator. It's not even cost-cutting.

New tech forced onto old skills adoption, lessens productivity and causes unnecessary bottlenecks.

If you want your AI strategy to succeed, audit your existing hiring tech.

With your current tech, are you:

Talent pooling via an Excel spreadsheet?

Over-reliant on generic keywords for CV parsing?

Struggling with static Boolean keyword searches?

Restricted to minimal HRIS connectors?

Limited to basic reporting?

Adding more module bolt-ons to disguise your ATS limitations?

Weighted down by over-manual processes and a lack of automation?

Screening manually?

The giveaway signals that you're still operating from a legacy ATS:

1. Poor time-to-hire metrics – 40/60 days are indicative of legacy ATSs
2. Low candidate quality
3. Manual screening and repetitive tasks
4. Limited and basic data output
5. Reactive bias monitoring

Recent studies indicate that an effective ATS can decrease the average hiring cycle by as much as

**60%**

**SelectReviews**

## Building a business case for an AI-ready ATS

For an AI strategy to work, you need AI-ready tech. And to do this, you need to build a business case that outlines why an AI-ready ATS will benefit the whole organisation, not just HR.

Consider these scenarios:

**36%**

Of professionals believe that inadequate technology leaves them unable to streamline their hiring process

**Think Learning**

We don't know where our best hires are coming from because we can't extrapolate this data from our ATS. This means we're hiring in the dark, wasting valuable budget.

We're relying on static keyword matching that limits our CV parsing - meaning we're losing out on quality candidates.

Recruitment agency costs and outsourcing are taking up a high proportion of your budget in the pursuit of quality candidates.

Our team is spending too much time sifting through irrelevant applications as we're relying on manual screening.

The back-and-forth between HR and hiring managers over interview scheduling is adding days onto our time-to-hire metrics.

Our talent pool spreadsheet requires excessive maintenance and upkeep for it to remain current and relevant.

Feedback and communication to our candidates is painfully slow - we're losing them to competitors.

We're wide open to bias as our screening process isn't anonymised.

# From planning to implementation: Integrating AI

Good planning makes for smooth implementation.

But what parts of your process will you hang your AI strategy on? For an AI strategy to be effective, unify AI with the five pillars of your candidate attraction and hiring strategy.

The five core pillars of candidate attraction and hiring:

**70%** of hiring challenges stem from not having the data for the current talent market

**HRForecast**

1. Sourcing
2. Advertising
3. Screening
4. Interview
5. Reporting

These five strategic requirements will form the building blocks of your robust future-proof AI strategy.

**Note:** Restricting your AI strategy to one, and not all, of these pillars, will limit the effectiveness of your strategy.

## Sourcing



'I'm **Tali the analyst.** Would you like to see how I can help...'

For talent sourcing, you'll need AI that can broaden your talent search, helping your business leverage global talent data to provide you with the tools to:

- Identify key skill sets of suitable candidates
- Attract diverse, qualified candidates
- Accelerate recruitment timelines

This Analytical AI accesses thousands of data points to support your workflow and provide you with:

1. A broader talent pool from which potential candidates may be chosen
2. Information on active candidates in your area
3. Insight into similar job ads from competitors
4. Average time-to-hire metrics for the roles you have available
5. Job board data, and which is the best performing for the roles you have
6. Hiring history trends for the roles you want to recruit to
7. Keyword suggestion for your roles, based on data
8. Breakdown on demographics – gender, ethnicity and experience for your roles
9. Salary insights for the role you want to advertise

## Advertising

The biggest obstacle to candidate attraction starts at the very beginning of the attraction journey – namely, poorly written job adverts.

Here are some of the reasons why your adverts aren't performing very well:

- ✗ You've made a habit of copying and pasting ad copy from previous roles
- ✗ You've buried the roles' perks/benefits, pushing candidates elsewhere
- ✗ You've not mentioned anything about salary
- ✗ You've hidden the salary, giving candidates more reason to pass over your ads
- ✗ You're not optimising your job ads – which means your job ad is languishing further down listings on job boards
- ✗ You're using unusual job titles – these may not be industry-relevant, meaning candidates are more unlikely to search for them
- ✗ You've barely mentioned benefits of any kind
- ✗ You've combined multiple roles or levels within the job ad itself
- ✗ You've listed far too many essential criteria, roles and responsibilities
- ✗ You've neglected to list key information about the role
- ✗ You've made the job advert all about your company and left very little room to describe the job itself – in other words, it's boring
- ✗ You've littered the ad with jargon

**65%** of candidates are frustrated by anonymous adverts

### Talos360

**80%** of candidates want as much information about the job as possible

### Talos360

**72%** of job seekers say salary is the most important factor when choosing a job

### Totaljobs

Clearly, job ad writing remains a blocker to attraction. So, simplify the process. Work with AI to develop your job ads and make this part of your long-term AI strategy.

Make job ad curation AI's job. Let AI simplify the process, reposition your job adverts, tailor them precisely, and ensure your adverts stand out.

Within modern ATSs, this is how it's done:

1. Generate job descriptions based on key aspects of the job role
2. Don't remove human oversight. Look at the results. Tweak using your own prompts.
3. Not happy with the tone? Make it more formal, or more friendly – whichever suits.

What could take a few hours now takes **5** minutes.

**78%** of our clients use this feature within Talos ATS and report favourably on its accuracy.

**92%** of Fortune 500 companies are using generative AI to help with job ad curation - Forbes



'I'm **Tali the writer.** Would you like to see how I can help...'

## Screening

A screening process that relies solely on human intuition, or 'gut feeling' will be inconsistent and unnecessarily elongate time-to-hire metrics.

It'll also be wide open to bias.

Bias toward familiar companies, for example, or previous work titles, gender, academic credentials and even as granular as familiar CV formatting.

In addition, unconscious bias can also have a huge influence on decisions. Names, hobbies, places of education, location – all of these and more can directly, and unconsciously, impact hiring decisions.

These widespread screening challenges can harm a business's ability to hire right the first time and could increase the likelihood of missing out on top talent. Needless to say, this gut-led approach will significantly impact diverse recruitment.

To combat this, a major part of your AI strategy should include intelligent, autonomous candidate screening.

To ensure success, always define what you're screening for before activating your strategy. Feed that collective data into your search criteria and let AI rank candidates against it.



**Note:** Accuracy depends on the level of detail in your data.

**Best practice:** Sync your screening and scheduling with an AI chatbot to reduce manual coordination and surface top candidates for human review.

**Remember:** A good AI strategy accelerates human judgment, not replaces it.



'I'm  
**Tali the scheduler.** Would you like to see how I can help...'

**89%**

Of HR managers who use AI maintain that AI has improved HR standards

**HR Magazine**

# Interview

“If done effectively, the interview enables the employer to determine if an applicant’s skills and personality meet the job’s requirements.”

**SHRM**

**53%**

Of interviewers admit to being distracted during interviews

**HireVue**

**83%**

Of candidates say a negative interview experience changes their mind about the role

**Forbes**

Interviews are a potential minefield. Too many times, gut feeling plays too prominent a role, devaluing the process. Open to bias, they can easily become a choke point in your hiring process.

Common mistakes that can sabotage your hiring:

1. General inconsistencies in your demeanour
2. Interview fatigue [especially when bulk hiring]
3. Your natural bias
4. Lack of review/follow-up
5. Gut judgments/decisions

As video interviews become the norm and the go-to for many organisations, the next part of your AI strategy must incorporate ways to sidestep these various pitfalls you can easily fall into when interviewing.

So, consider AI that can provide you with interview insights.

 **AI interview support**

- AI can auto-recorded interviews [giving you full visibility to allow for faster feedback and quicker decisions]
- AI can provide instant transcriptions [no more notetaking – enabling you to stay fully engaged]
- AI can issue a summary of the entire interview [Recap important moments in seconds]
- AI will monitor talk time [ensuring interview consistency]
- AI will timestamp recordings [pinpoint specific parts of the interview]

Three obstacles your AI strategy should help with:

1. **Expedite the hiring process**
2. **Facilitate easier decision-making**
3. **Improve compliance**



‘I’m **Tali the notetaker.** Would you like to see how I can help...!’

## Reporting

'Data is fast becoming the new currency in recruitment. Analytics, metrics, ROI-driven recruitment – HR want to know what works, how, why, where and when.'

### Talos360

Recent research by Thomas International highlighted significant and ongoing issues for recruitment. Surveying 500 senior hiring managers and recruiters in the UK, the group found:

**57%** of all hires made in the last 12 months weren't working out

**25%** of all hires weren't working out at all

**46%** of UK recruiters found a poor fit between candidate and role

**44%** found a poor fit between the candidate and the culture

But what are the causes of these poor hires? Where did they come from?

Why are so many hires not working out? Were they onboarded properly? Were they hired too fast?

Is there any correlation between these bad hires? For example, what was their source of hire?

If your business can't answer these questions about its poor hires, how can it improve its future ones? Bad hires happen – **95%** of businesses admit to making at least one every year [Brandon Hall Group] – but if the issue is recurrent, you need access to the right data to understand why.

Therein lies the problem. Many businesses can't access recruitment data. As part of your AI strategy, embedding AI reporting must be a priority.

Working with an AI hiring agent, businesses can begin to ask questions like:

*'Which hiring manager is progressing candidates fastest?'*

*'Where are our least performing candidates being hired from?'*

*'What is the best quarter for hiring successfully?'*

As more external pressures are heaped upon hiring, you need to get better at understanding and interpreting the data you have and can access. AI will make the data work for you, and not the other way around.

In today's talent landscape, data isn't just useful - it's essential. From managing daily workflows to shaping a long-term workforce strategy, HR leaders depend on clear, actionable insights to make informed decisions.

Without data, you're left guessing. With it, you gain the power to drive performance, spot trends early, reduce time-to-hire, and demonstrate ROI on every recruitment initiative.



**'I'm Tali the reporter. Would you like to see how I can help...'**

## HR leading the way

AI is reshaping our world quicker than any other invention since the dawn of the internet. The myriad ways that HR is adapting to AI, and in many cases, leading the implementation of AI, mean the implementation of an AI strategy is now more important than ever.

Why?

According to HR magazine, **68%** of HR professionals are already using AI at work.

The same study noted that HR professionals reported time savings of over three hours per week, with **89%** of AI users maintaining that AI has improved HR standards.

But without a viable AI strategy, this initiative and drive risk becoming siloed, alienating progress and growth.

**40%**

Of HR are looking to enhance their recruitment processes by utilising an interview co-pilot

**Talos360**

**55%**

Of recruitment professionals are actively looking to implement AI into their business and recruitment processes

**Talos360**

**47%**

Of HR professionals are using AI for gathering and analysing data

**HR Magazine**

*"It's not surprising that HR is leading the way with AI adoption in the workplace. This makes the sector well-positioned to implement AI tools that enhance recruitment and workforce management."*

**Charles Butterworth**

Managing Director, Access People



### Most impacted areas

- 1. Data** – **47%** of HR professionals use AI for gathering and analysing data
- 2. Idea iteration** – **46%** reported that AI helped them generate ideas
- 3. Reduced workloads** – **67%** said the biggest benefits of AI were reduced workloads
- 4. Increased productivity** – **49%** maintained the use of AI had improved their productivity

## Audit your AI strategy continuously

Even with the right HR tech and AI in place, if your business lacks discipline in governing its AI, then your carefully curated AI strategy will derail.

1. Don't assume now that you have AI in place, everything will work as you intend.
2. Don't assume that because you now have AI helping with job ads, the best candidates are applying.
3. Similarly, now that you have AI screening tools in place, don't imagine only candidates with skill-matching are being screened.
4. And never expect that bias has truly been eradicated.

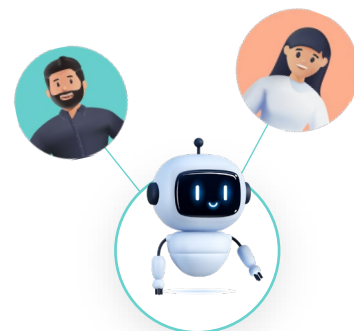
If you don't monitor these processes and if you never stop and ask your candidates about their hiring experience, the results of your newly applied AI strategy could turn out differently than you imagined.

Faster hiring, but with worse outcomes:

- Higher candidate drop-off rates
- A smaller and less diverse pipeline
- A strategy your team no longer trusts.

Just because you have an AI strategy doesn't mean you remove human oversight.

**84%** of candidates would prefer that hiring oversights remain in human hands – **Totaljobs**



## AI isn't a human replacement

Don't treat AI as a human replacement.

***It's an accelerator.***

If you implement an AI strategy to reduce human involvement, you'll create a false sense of objectivity.

For example...

### **Your screening should rank candidates; you should validate them**

- Is AI sidelining candidates with relevant skills but less experience?
- Are candidates with certain educational backgrounds creeping through at the expense of other qualified candidates?

30 seconds of a recruiter's time per candidate is all it will take to eliminate potential AI bias.

### **Your co-pilot should summarise the interview; you should re-listen**

- Has AI incorrectly summarised the interview, misquoting a candidate?
- Are candidates from different ethical backgrounds properly understood, with comments attributed properly?

Don't rely on the AI summary. Go back and check timestamped recordings to fact-check the summary. It will take minutes to validate.

### **Don't assume your hiring is bias-free; you should pull regular reports**

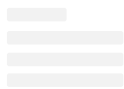
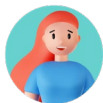
- If one gender is advancing to interviews 45% more than the other, you have an issue.
- Are candidates with experience and skills but without traditional education disappearing after screening?

Don't just check summary numbers. Pull regular reports. Use your AI reporting function to pull up your hiring metrics.

Bias monitoring isn't the job of AI. It's your job. Keep checking and tweaking, and AI will accelerate your hiring, not derail it.

## Checking in with candidates

After you've implemented your AI strategy, you must, with regularity, ask your candidates for their feedback on your process. Candidates have the power to endorse or sabotage your brand in seconds, and if your AI strategy isn't performing, the damage could be lasting.



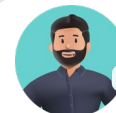
### What candidates won't like:

- Generic answers from your chatbot
- Being screened out when they're qualified to be screened in



### To avoid sabotage:

- Check in with all unsuccessful candidates – what did they think of the process? Are they aware of the reasons why they weren't selected? Would they apply again?
- Track candidate drop-off rates at each stage of your recruitment journey.
- Don't just collect the candidate feedback; read it, and act on it.



### Putting feedback into action:

- When multiple candidates comment on vague chatbot responses, you need to expand its knowledge base.
- If candidates are confused about your selection criteria, improve your communications.
- If AI bias has crept into your process, put human measures in place to mitigate it.

## Candidates and AI

While **82%** of candidates appreciate faster processing by AI [Glassdoor], **74%** still want human involvement in final hiring decisions [starred].

Gallup reports that just **26%** of candidates trust that AI will evaluate them fairly, while **32%** are concerned that AI could fail their applications.

With candidates wary of AI and how HR is already using it, you may think they'd be reticent about using it themselves to apply for your roles. They're not.

Facts you should know:

**72%**

Of candidates are using AI to create a cover letter

**CharityJob**

**65%**

Of jobseekers are using AI tools to assist with their applications

**Career Group**

**68%**

Of candidates are using AI deceptively to script answers, or to hide CV text

**People management**

The average number of job applications a candidate sends has risen by **239%** since 2022

**The Economist**

**53%**

Of candidates are using AI to help them in their current job search

**Capterra**

**64%**

Of candidates said they'd use AI to help them with a job application

**CharityJob**

**40%**

Of candidates would never think to check an organisation's AI policy before applying for a role

**CharityJob**

With candidates using AI to muscle themselves to the front of the queue, there's even greater urgency for your organisation to develop and implement your AI strategy sooner, rather than later.



## Final thoughts

For your AI strategy to be effective, it must rest on the three principles we've already discussed:

1. Start with goals. Not tools.
2. From planning to implementation: Integrating AI
3. Audit your AI strategy continuously

If you'd prefer, your AI strategy can be rolled out piecemeal. Identify one major pain point and focus on it. It could be:

- Your job ads
- Excessive screening time
- Candidate drop off after interview
- A lack of diverse hires

Whatever your pain points, measure your desired outcome against your current benchmark. For example, introducing a co-pilot to write your job ads could improve your application rate by **65%**.

Taking one step at a time will build confidence to broaden the scope of your AI strategy to include all facets of your recruitment. Adapting and reviewing this strategy will keep it relevant, streamlined, and most importantly, free of bias.

So, if you're committed to measuring results and willing to readjust based on candidate feedback. And if accelerating human judgment, not replacing it, is your goal, your business will transform its use of AI from a mere cost-cutting, efficiency tool into one that gives it a competitive recruitment advantage.

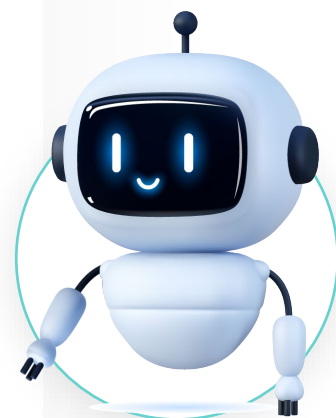
**68%**  
Of global HR professionals plan to upskill themselves through self-exploration of AI tools

### AIHR

**30%**  
Of HR professionals actively use AI to streamline their candidate journey

**14%**  
Of HR professionals actively use AI to streamline their candidate management

### Talos360



# Introducing Tali:

## *Your autonomous hiring agent*



✓ Tali the analyst

✓ Tali the writer

✓ Tali the scheduler

✓ Tali the notetaker

→ **Tali the reporter**

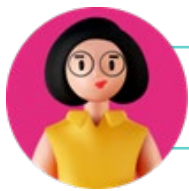
To help you implement your AI strategy, we'd like to introduce Tali, the brain behind our AI mission.

Powering insights, interactions, and automating the entire candidate journey, Tali lifts the administrative burden from your team.

Say goodbye to repetitive manual tasks, inconsistent decision-making, slow hiring cycles, and bias introduced through traditional recruitment processes. Say hello to ethical AI that will empower you and your team to make better hiring decisions that build higher-performing teams.

Enhancing every stage of the recruitment process, Tali's job is simple: Make your job easier.

*Read on to see how Tali helps Helen, a People Director at a top-level corporation, hire a General Manager...*



**Helen, People Director**

Helen, People Director at a leading corporate company, needs to recruit a General Manager to start on 1 May. It's now mid-February. She needs a solid plan of action. So, she turns to Tali, Talos ATS's autonomous hiring agent.

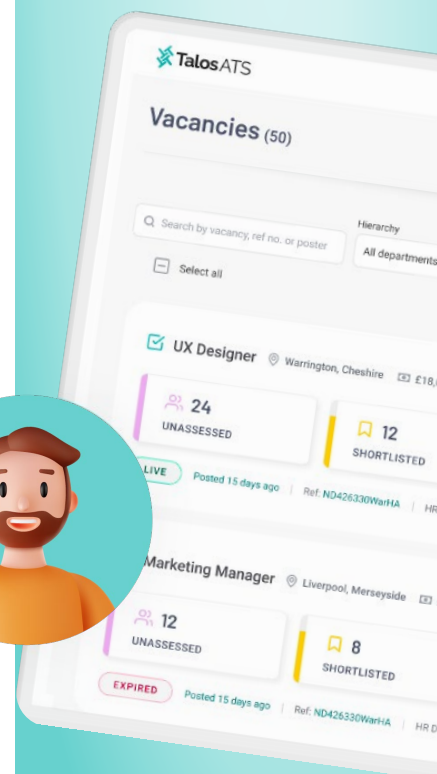
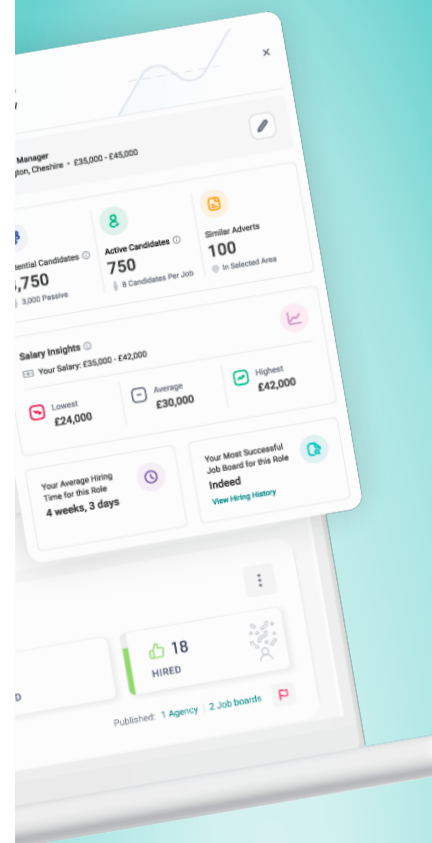
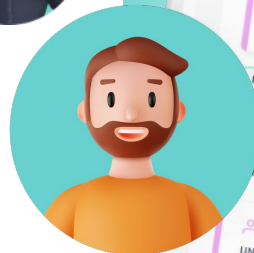
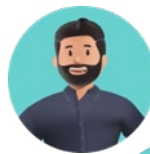
She asks Tali the following:

*'I need to hire an HR Manager by 1 June. Based on data from the last three years, give me a recruitment timeline.'*

Within seconds, Tali has generated a clear visual projection of what to expect and when.

Considering time-to-post, reviewing and shortlisting applications, conducting interviews and assessing candidates, and time to make an offer, together with notice period, Tali suggests a **57-day** timeline with a built-in buffer to mitigate any risk.

Hi, I'm Tali - your autonomous hiring agent





'I can provide expert intel for your next recruitment campaign...'

## Tali the analyst

Helen knows competition for high-level candidates is high. To elevate her recruitment campaign, she needs the best intel she can get on the current recruitment landscape.

So, to size up the market, Helen turns to Tali the analyst and enters the job title and location she wants to hire from.

Tali instantly provides Helen with data on the candidate marketplace, including...

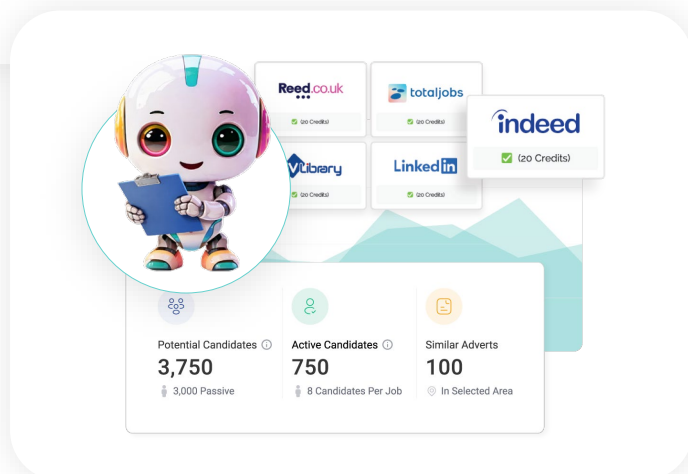
- *Salary benchmark data*
- *Average time-to-hire*
- *Hiring competitors*
- *Similar job posts*
- *The number of skilled candidates available*
- *The best keywords to use in your ads*

Until now, Helen's answers to these data points were guesswork, or rather, gut feeling.

Not anymore. Tali the analyst, has provided these insights instantly, helping Helen make key strategic hiring decisions at the very beginning of the recruitment process – helping her lower costs.

Thanks to Tali's innumerable data points, Helen now knows...

- ✓ How many skilled candidates reside in the catchment area – broken down into gender, ethnicity and experience
- ✓ The current salary benchmarking for this role and location
- ✓ The competitor landscape and how her business compares
- ✓ Which keywords will give her the best chance of getting her ad seen
- ✓ Which job board will provide the best return



Using HR analytics improves the quality, cost, and time of hiring by **48%**

**OnHires**



## Tali the writer

Helen knew her company were offering an incompatible wage. But she had no idea that competition for General Managers was so high.

Based on Tali the analyst's intel, Helen can now best position her ad for maximum exposure. Turning to Tali the writer, Helen asks Tali to write her a job ad based on its analytical intel.

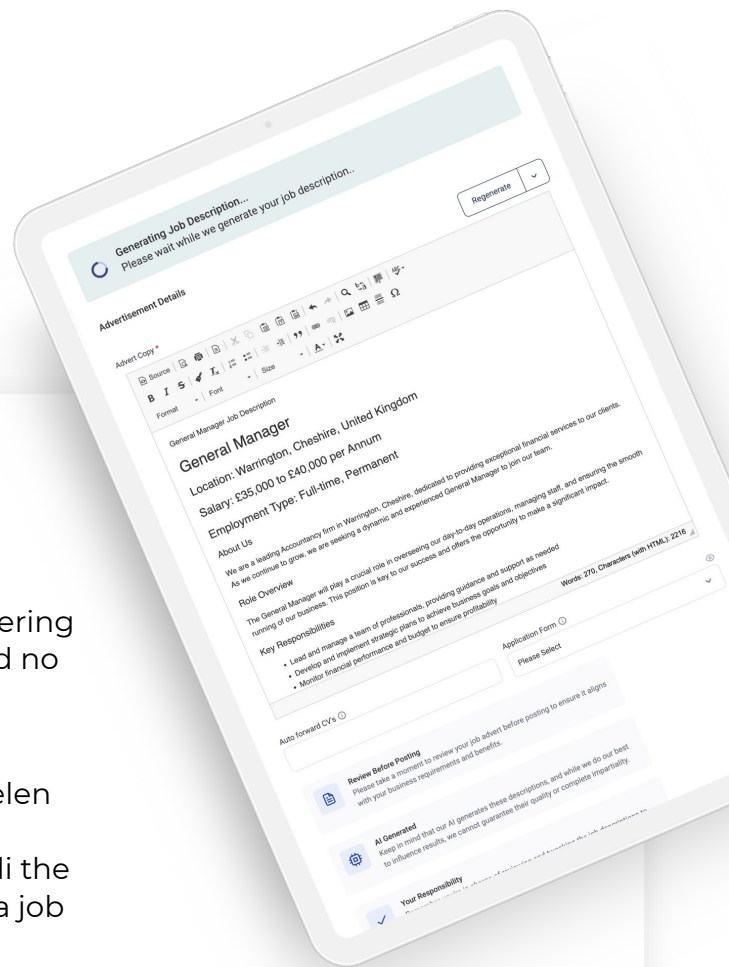
In seconds, Helen has a job ad ready to go that contains:

- A better salary than her direct competitors
- More keywords to catch a wider candidate audience
- No bias [Tali the writer has removed gendered language]

Thanks to Tali the writer, Helen hasn't had to spend hours drafting an ad that may not even get seen. Instead, she's drafted and sent out her ad to the best-performing job boards within minutes.

And thanks to Tali, Helen's ad:

- ✓ Has been written in the company's tone of voice
- ✓ Has been expertly optimised
- ✓ Has been tailored to the industry and location



'Did you know that over **40%** of applicants drop out of your process because job titles seem unclear? And that **65%** of candidates are frustrated by anonymous adverts? I can change that: Let me help you write your ads...'

## Tali the scheduler

Helen's ad for the General Manager position is starting to attract a flood of applications, and it's time to schedule interviews. But for Helen, interview scheduling has always been one of the most frustrating parts of the recruitment process, as the back-and-forth between hiring managers nearly always stalls it.

So, Helen turns to Tali the scheduler.



'I can help streamline your recruitment...Did you know, I'm a great help when you're volume recruiting or running assessment centres. I also sync with **Google** and **Outlook** calendars...'

Tali the scheduler, integrates directly with Helen's calendar, letting candidates pick a time that works for them based on Helen's real-time availability.

And if Helen wants to tighten control, she knows she can send out handpicked time slots, with Tali generating the correct link automatically.

No manual copying, no mix-ups. The best thing for Helen?

Tali doesn't just send invites: It follows up.

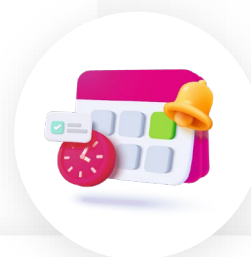
If a candidate hasn't booked their interview with Helen, Tali sends automated reminders, helping reduce Helen's admin as well as lowering no-shows.

Thanks to Tali the scheduler, Helen has improved the candidate experience and kept the process moving with minimal effort.

**51%**

Of professionals cite negative interview experiences, including the scheduling process

**Hays**



The screenshot displays the Tali scheduler interface. On the left, a calendar view shows interviews for September. On the right, the 'General Manager' job details are shown, including the job title, location (Warrington, Cheshire), and a list of interview details. The 'Interview Details' section shows a '2nd Stage Interview' on Tuesday, 26 September 2023, at 11:00 - 11:30 GMT (30 mins). The 'Candidate' section lists Rick Jones as 'Tentative'. The 'Interviewers (4)' section lists Shaun Kirk (Accepted), Iyobosa Moronkeji (Tentative), Helen Gregory (Accepted), and Andy Gregory (Tentative). The 'Organiser' is Paul Rainier.



## Tali the notetaker

Helen has always been an insightful interviewer. She has a good ear and is intuitive. However, she finds the balance of giving the candidate her full attention and taking notes a real problem. And even when she does take notes, they're often illegible post-interview.

Not anymore.

Helen has Tali the notetaker, who:

- Automatically transcribes the interview in real time
- Provides a discussion summary for Helen to review
- Timestamps key insights for Helen to check back on

Thanks to Tali, Helen doesn't have to scribble pages of illegible interview notes anymore. Instead, she can give her full attention to the interviewee because she knows Tali is recording and transcribing the interview.

Post-interview, Helen can drill into the data Tali holds, even asking Tali specific questions like, *'Did the candidate talk about team leadership?'*

Tali will instantly find and highlight the relevant answer from the interview, helping Helen and the hiring team base their decisions on evidence, not impression.

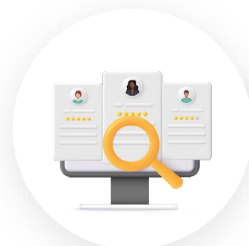
'I look after your notes in interviews. But I don't stop there...I make performance management easier, too...

Did you know that according to Betterworks, companies with continuous performance software are **50%** more likely to exceed their goals?

For most managers, performance management conversations are the easy part. It's the hours spent writing up notes that's the issue.

Well, I take on that burden.

With me as your notetaker, the biggest pain point in performance management is solved. I take the notes, and free up your time to keep doing what you do best: focusing on people, not paperwork.



### Transcript

- HS** Helen Shaw  
Good morning, Deborah. Thank you for joining us today. How are you? 00.00
- DG** Deborah Gallagher  
Morning. I'm doing well, thank you Shaun. How about you both? It's nice to meet you finally Paul after our initial conversations. 00.23
- PR** Paul Rainger  
Yes, you too thanks Deborah, and thanks for joining us at such short notice. To start with, could you please tell us a bit about your background and what attracted you to this role? 00.56
- DG** Deborah Gallagher  
Absolutely. I have a background in software engineering with over five years of experience in project management. I was particularly drawn to this role because of the innovative projects your company is known for and the opportunity to work with cutting-edge technologies. 01.04

## Tali the reporter

Thanks to Tali, Helen's autonomous hiring agent, Helen and the hiring team have hired a General Manager within 40 days - 17 days quicker than Tali's initial projection.

Curious to know why, Helen asks Tali the reporter to build a report that breaks down the following:

- The job board from which the General Manager was hired
- The percentage of overall hires from this job board

Next, Helen asks Tali if the hiring manager she worked with on this recruitment campaign has a better time-to-hire than others in the company.

Tali builds a report that clearly demonstrates that the hiring manager working with Helen to hire a General Manager has the best time-to-hire ratio in the company. The report also shows the average time to hire for all hiring managers.

Helen then asks Tali, 'What are they doing differently from other hiring managers?'

Tali the reporter reveals that this hiring manager regularly communicates throughout the process, on top of the automated communication sent out by the ATS.

Thanks to this level of detail, Helen can now present a training session to all hiring managers using Tali's reports and findings to improve the average time-to-hire for all hiring managers. When presenting Tali's reports, Helen drills down into a more detailed analysis while in presentation mode.

With instant, tailored AI insights and a detailed explanation of what her data shows, Helen ensures all her hiring managers can make smarter, better-informed hiring decisions in the future.



'Let me help report on your previous recruitment campaigns to help you improve your future ones...

Did you know, according to People Management, **85%** of UK companies that use data to inform their hiring decisions were satisfied with hires made in the last 12 months?

Your data will help fill empty chairs. Data helps you attract, hire and onboard great people based on fact, not gut!

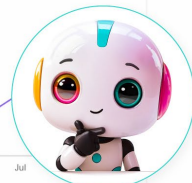
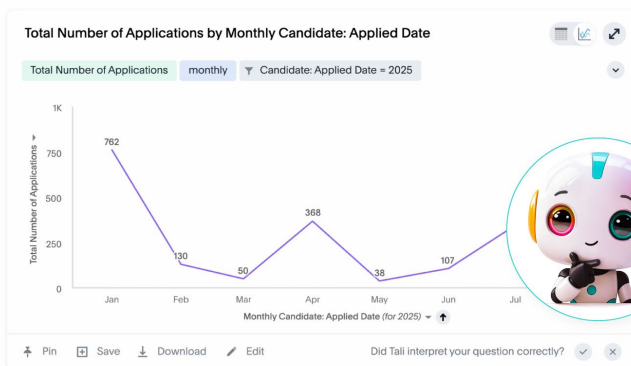
Can you tell me the total number of applications from Indeed in 2025 by month?



Tali 08/21/2025 11:08 AM

Got it, you want to see the total breakdown of applications from candidates from Indeed for the year 2025? I will add a monthly date bucket to the previous tokens to show data month by month, while retaining all previous filters and output columns. Here are the changes I have made:

Added: monthly



# Say hello to autonomous hiring software

At Talos360, we combine embedded analytics and ethical AI to give you real-time access to your hiring data.

You shouldn't need to work for your data. Your data should work for you. Understanding your pipeline performance, your conversion rates, and your recruitment bottlenecks will help your business make faster, data-driven people decisions.

Because your ATS and AI strategy shouldn't be segmented: It should work in tandem. At Talos360, it does, thanks to Tali, our autonomous hiring agent.

With the help of Tali, your business will:

- ✔ Attract the best candidates
- ✔ Automate fast, compliant hiring
- ✔ Maximise employee performance

*Tali's job is simple: make your **job** easier!*

[Get your FREE demo](#)

