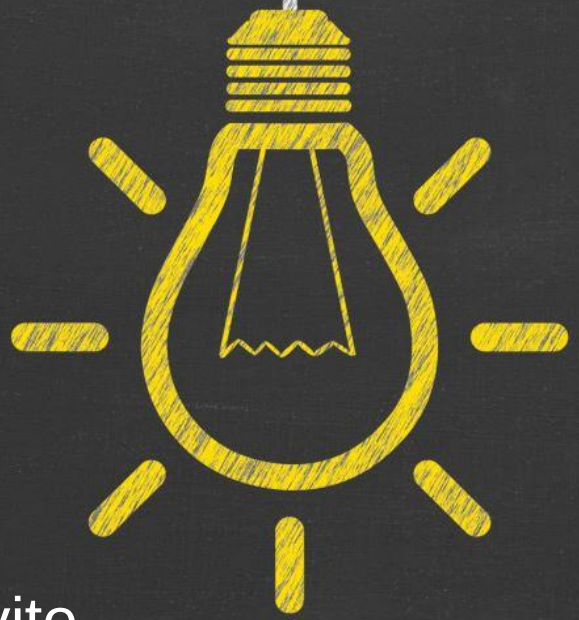
Empowering Recruiters with AI and Automation



Jesse Ofner, MBA, Solutions Consultant, Jobvite

Morgan Llewellyn, PhD, Chief Data Scientist, Jobvite

ABOUT JESSE

- Solution Consultant – Large Enterprise
- 15 years of experience – Recruitment Marketing and HCM Software
- Simpson College BA, Arizona State MBA
- Believes in technology's ability to improve our lives and create more equitable outcomes.
- Fun Fact: Recently made first sourdough

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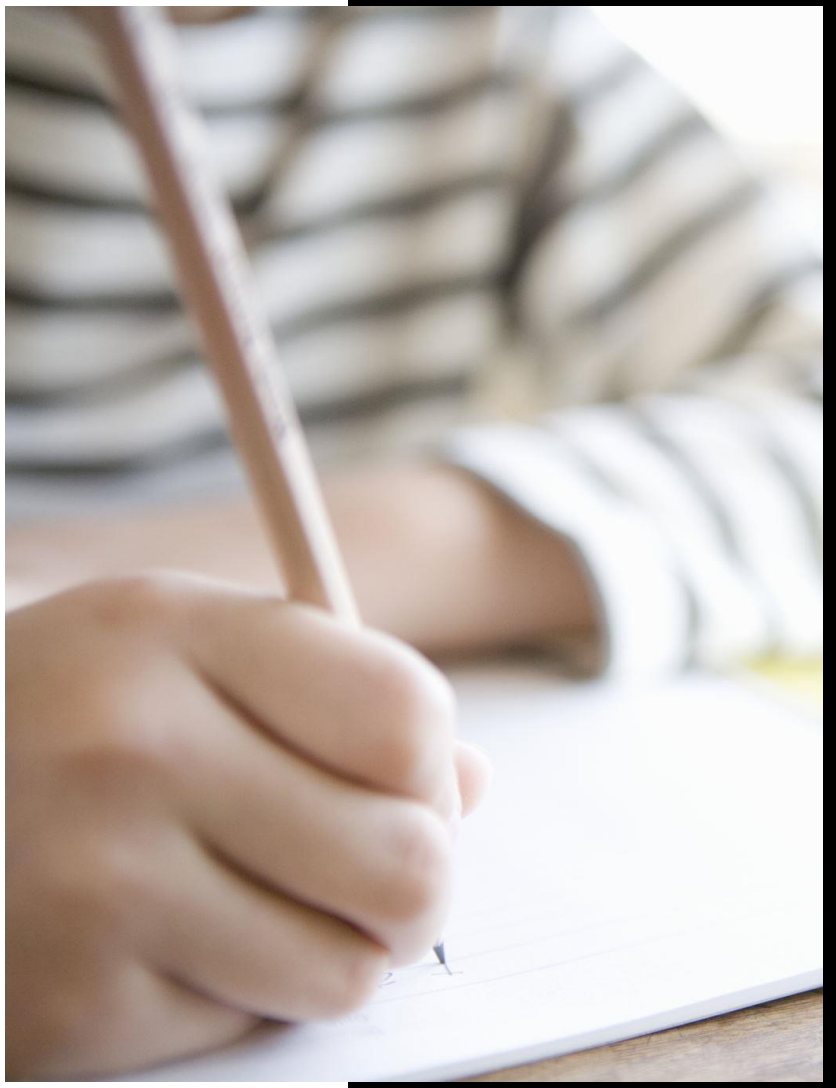
ABOUT MORGAN

- Leads Jobvite's AI team
- Nearly 20yrs experience
- Behavioral economist
- Hope College BA, Caltech PhD
- Believes in making AI accessible via the **Jobvite AI Innovation Lab**
- Fun fact: in college drove a forklift 3rd shift…and damaged a lot of Snapple

WHAT ARE WE TALKING ABOUT??

- An overview of the AI and automation landscape
- Key questions when applying new technologies to recruiting
- What the future of talent acquisition holds for candidates and employers



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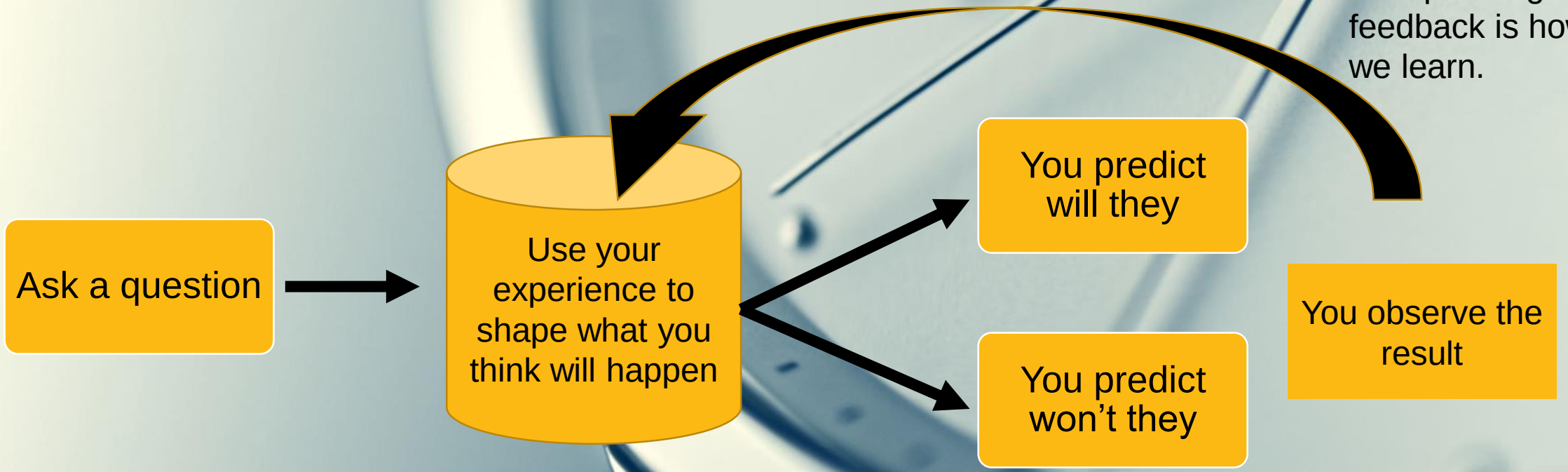
AN OVERVIEW OF AI

A 5-MINUTE OVERVIEW OF SIMPLE AI

- We're all familiar with the classic line,

  "There are two types of people in this world…".

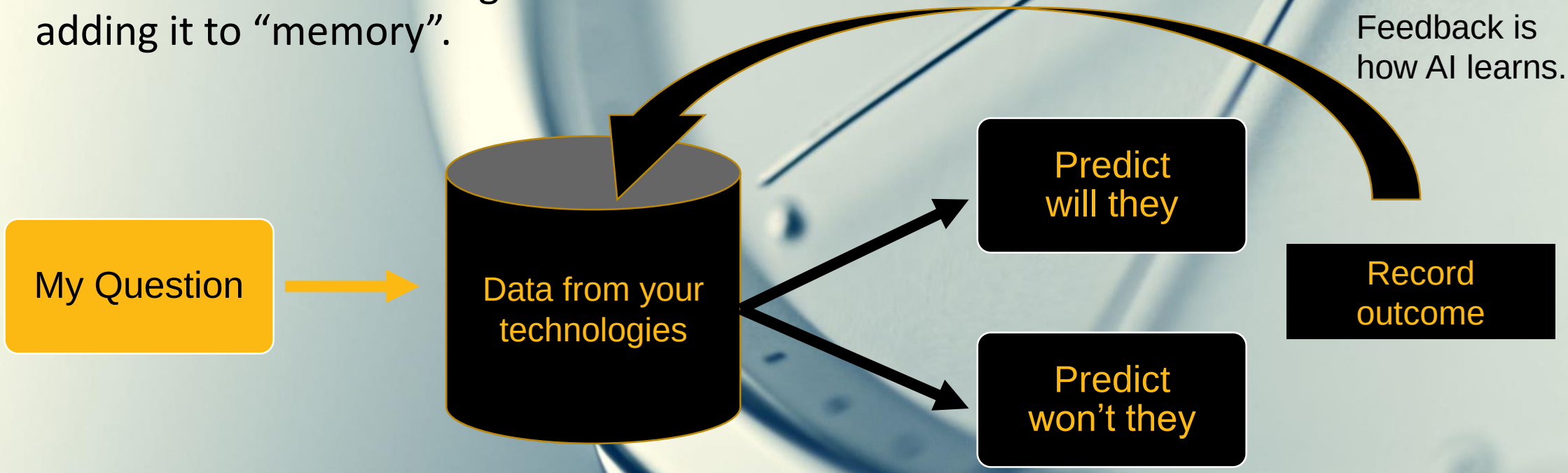
- So how do we solve this problem?



A 5-MINUTE OVERVIEW OF SIMPLE AI

In many cases, this is how AI works; *and it remembers everything!*

- AI takes our question and “carves” it up into two outcomes; A or B.
- Using the data, the AI algorithm predicts which is more likely.
- AI “learns” like us. Taking the outcome and adding it to “memory”.



HOW WILL AI AND AUTOMATION COME TOGEHER?

Marketing

- Optimized Communications
- Personalized Experiences

D&I

- Skills match without PII

Screening

- Inclusive vs Exclusive
- Speed and Efficiency
- Bots

Interviewing

- Scheduling
- Forms
- Recommended Questions

Onboarding

- Streamlined Experience

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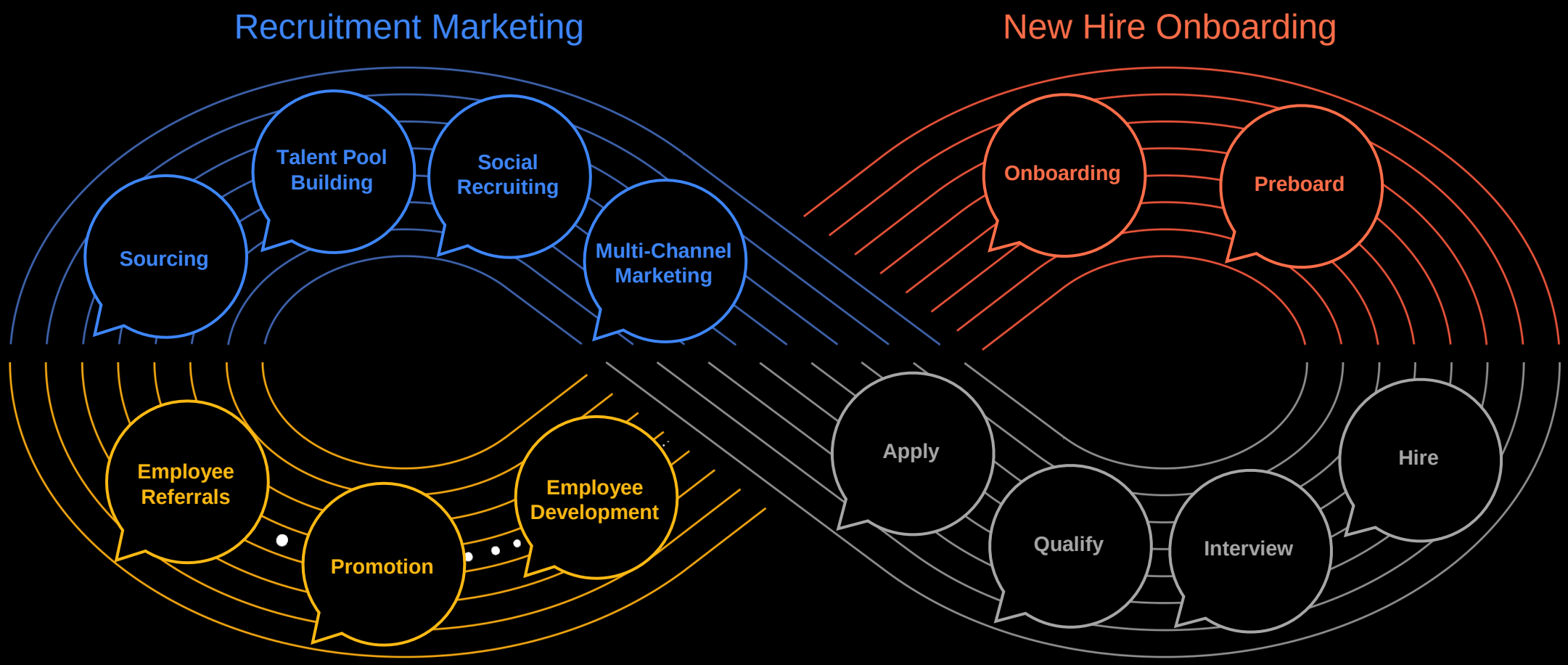
HOW SHOULD YOU BE THINKING ABOUT THE TA PROCESS?



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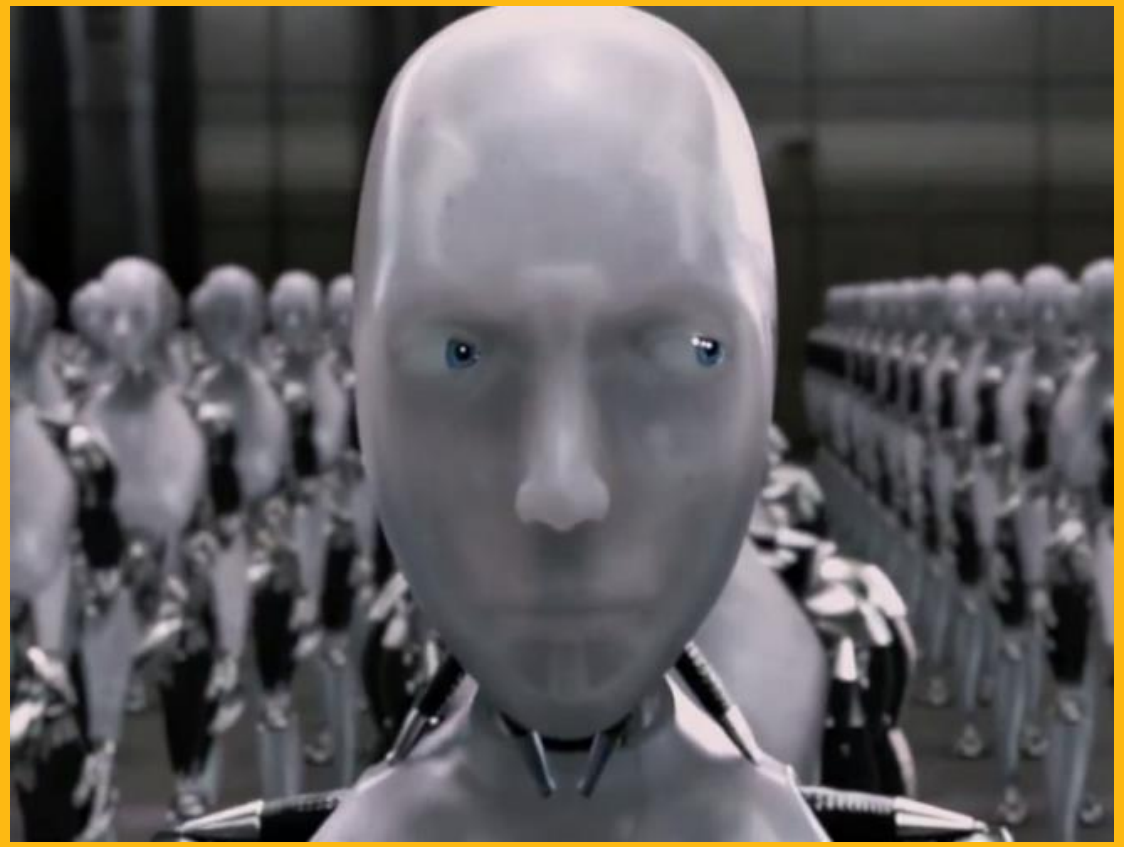
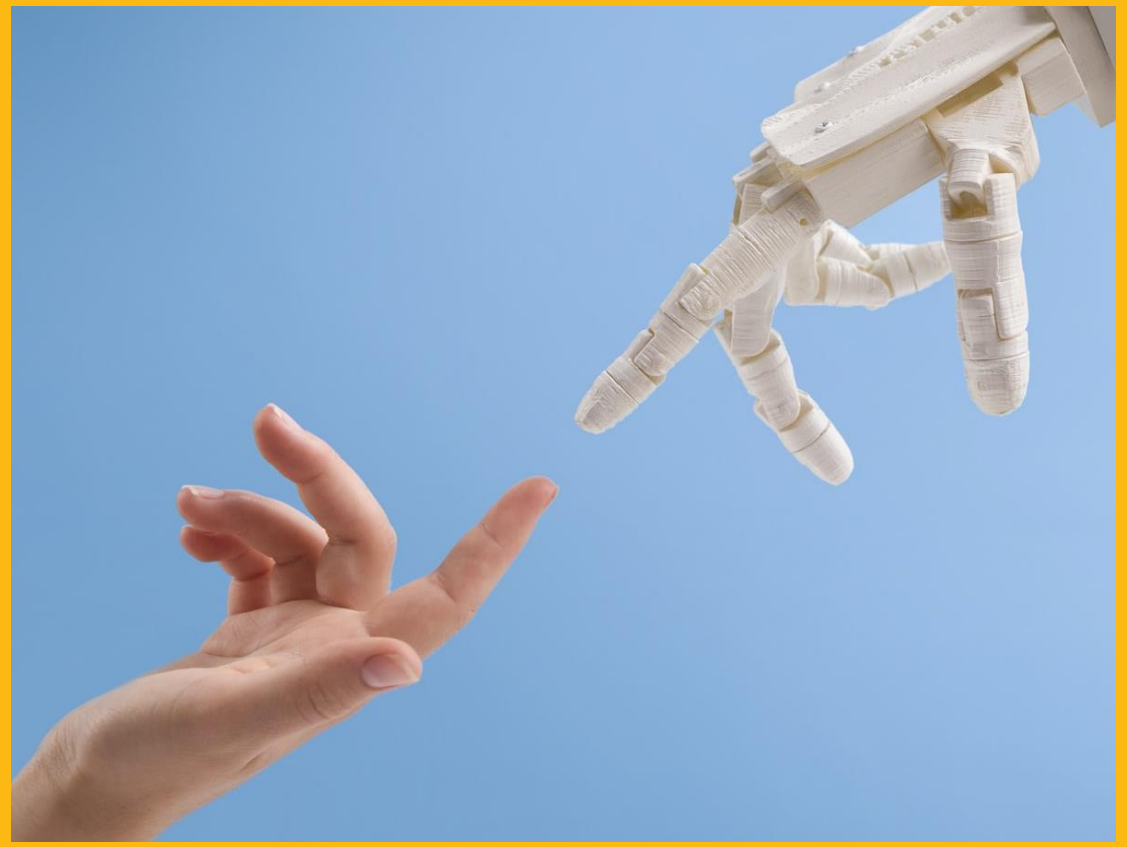
WHAT SHOULD YOU ASK?

QUESTIONS FOR YOU TO KEEP IN MIND

1) What do I need to get started?
2) Do I need to understand the technical details?
3) How is D&I incorporated into the solution?
4) Does my data leave the platform?

WHAT DOES THE FUTURE HOLD?





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TODAY'S PARTICIPANTS

Jesse Ofner, MBA
Solutions Consultant
Jobvite
linkedin.com/in/jesseofnermba/
Jofner@talemetry.com

Morgan Llewellyn, PhD
Chief Data Scientist
Jobvite
linkedin.com/in/morgan-llewellyn-3a838a89/
Morgan.Llewellyn@jobvite-inc.com

Find more resources on this topic at Jobvite.com

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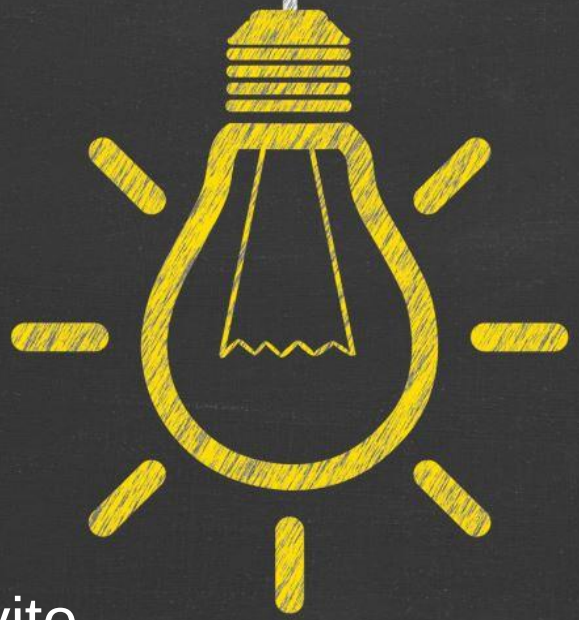

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