

Next Generation Recruiters

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Its all about discovering

Removing unconscious bias in recruitment



Different expectations \ views



Job description
Our Expectation

Skill set | Education | knowledge

Personality

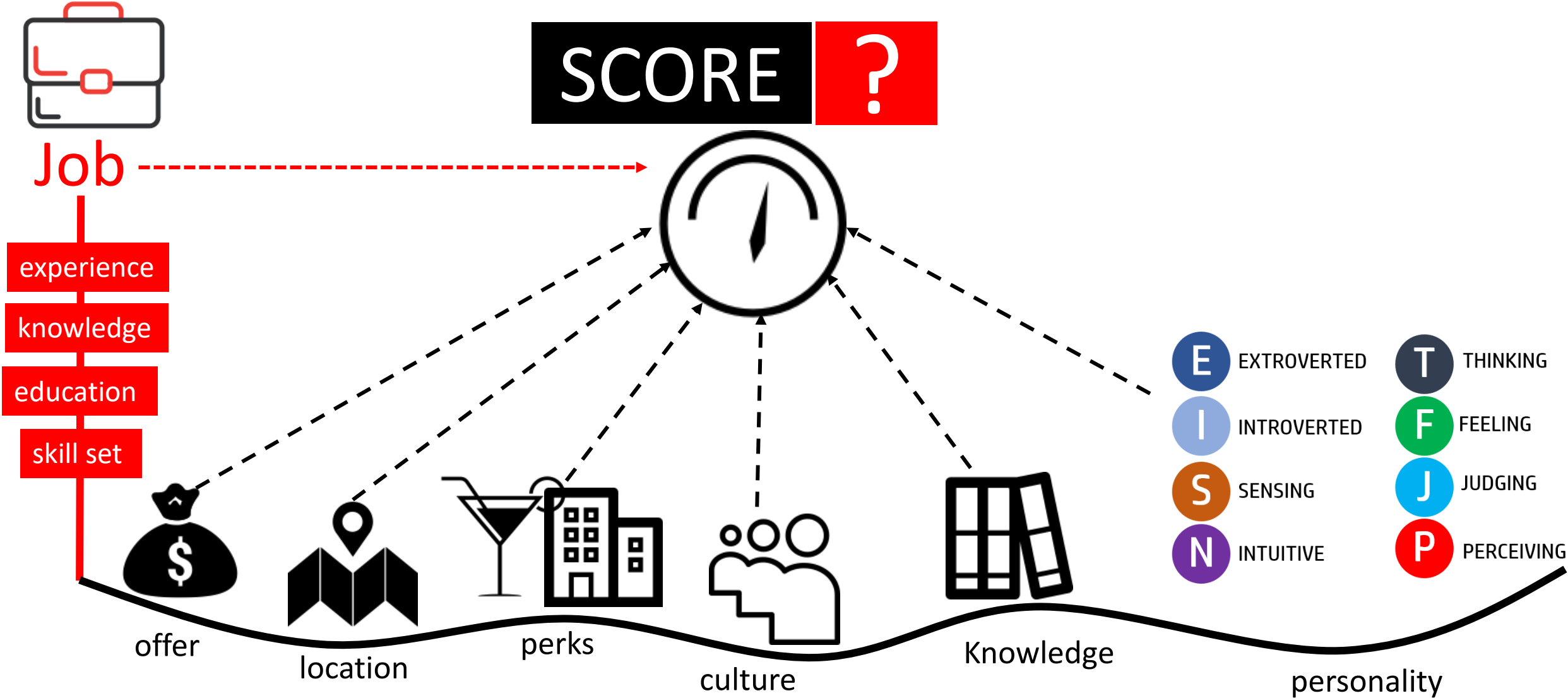
Age \ sex

See That... Done That

My Expectation

perks | offer | culture

Macheting elements -[SCORING]



The Role

THE VISIONARY

THE COUNSELLOR

THE DESIGNER

THE TEACHER

THE CHAMPION

THE INSPECTOR

THE PROTECTOR

THE SUPERVISOR

THE PROVIDER

THE CRAFTSMAN

THE COMPOSER

THE DYNAMO

THE MASTERMIND

THE ARCHITECT

THE COMMANDER

E N T P

I N F P

I N T J

The Personality

E EXTROVERTED

I INTROVERTED

S SENSING

N INTUITIVE

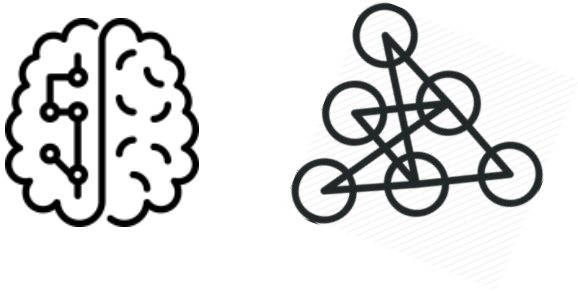
T THINKING

F FEELING

J JUDGING

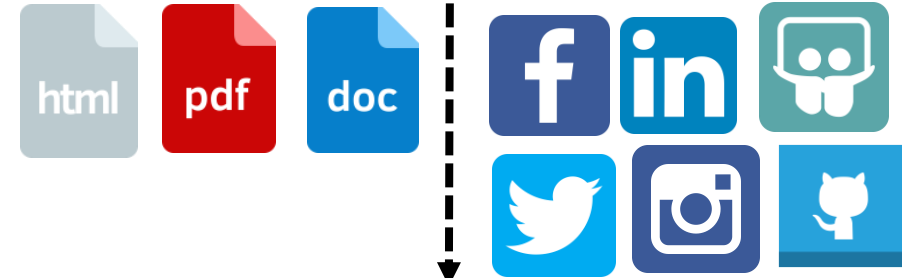
P PERCEIVING

The main process

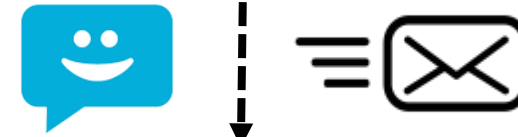


Eliminating irrelevant profiles!

Pick the "Right" Candidates



Engaging with "Right" Candidates



Uncovering valuable insights



ONLINE

OFFLINE

Private

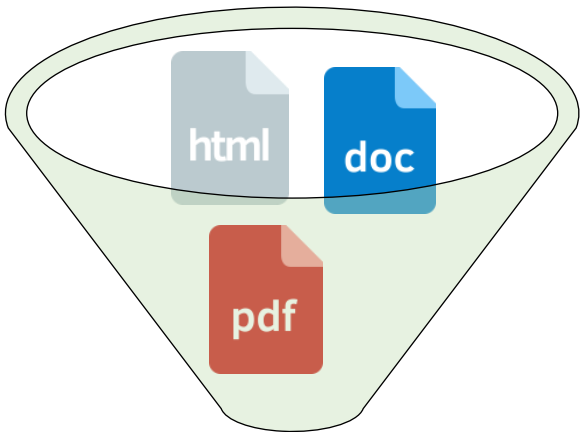
Public

Public

Private

Resumes

Natural Language Processing



- #Experience
- #Education
- #Age #Sex
- #Sentiment
- #Skill
- # Personality
- # Industry

Profiles

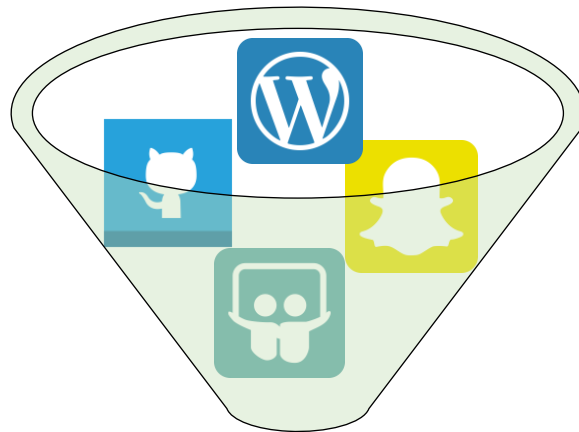
Social Media Data Processing



- #Interest
- #Connections
- #Location
- #Sentiment
- # Personality
- # Industry

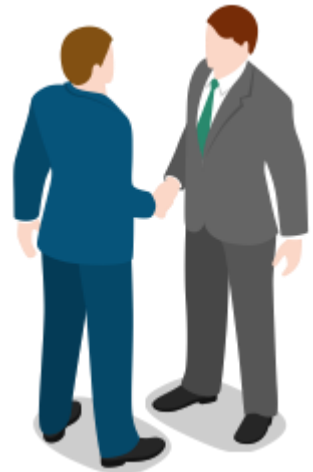
Publishing

Content\source code contribution

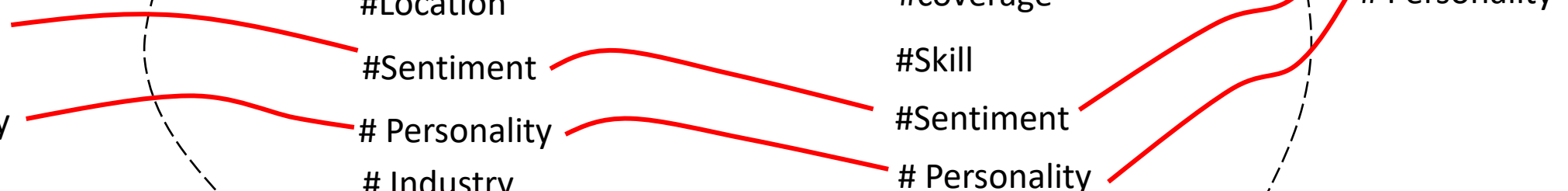


- #Interest
- #Rank
- #coverage
- #Skill
- #Sentiment
- # Personality

F2F



- #Sentiment
- # Personality



ONLINE

OFFLINE

Private

Public

Public

Private

Resumes

Natural Language Processing

Profiles

Social Media Data Processing

Publishing

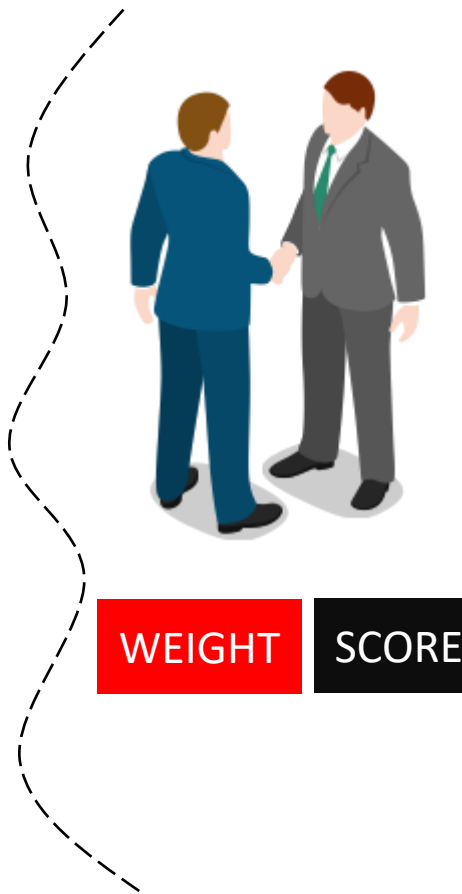
Content\source code contribution

F2F

14

WEIGHT	SCORE	Experience
WEIGHT	SCORE	Education
WEIGHT	SCORE	Age
WEIGHT	SCORE	Sex
WEIGHT	SCORE	Location
WEIGHT	SCORE	Connections
WEIGHT	SCORE	Industry

WEIGHT	SCORE	Skill
WEIGHT	SCORE	Interest
WEIGHT	SCORE	Personality
WEIGHT	SCORE	Sentiment
WEIGHT	SCORE	Contribution coverage
WEIGHT	SCORE	Rank (media, peers,...)



How this works...

The Job: We are looking for a visionary CTO to lead and manage our development team and build a new smart platform to support our partnership with Apple later this year.

- ✓ Background in a similar VP Engineering/CTO role in a fast paced, start-up/agile environment
- ✓ Extensive experience growing and leading teams, ultimately delivering high quality projects
- ✓ Smart with an entrepreneurial edge
- ✓ Ability to set the platform vision and roadmap and deliver against release and product launch dates
- ✓ Capability to translate customer insights and commercial strategy into technical requirements
- ✓ Excellent commercial awareness and able to act as an ambassador for the business
- ✓ Creative, self-starting, positive, down to earth, strategic, high integrity and fun individual

E N T P J

CTO

VISIONARY

STRATEGY

COMMERCIAL

VP ENGINEERING

ROADMAP

APPLE

PARTNERSHIP

AGILE

TECHNICAL REQUIREMENTS

CREATIVE

FUN INDIVIDUAL

CUSTOMER INSIGHTS

HIGH INTEGRITY

ENTREPRENEURIAL

PRODUCT LAUNCH

DOWN TO EARTH

SELF-STARTING

STARTUP

COMMERCIAL STRATEGY

Profile Search

Showing 119,223 results.

CTO at tastecard
York, United Kingdom
1 shared connections

CTO at HummingbirdUK
York, United Kingdom
6 shared connections

Matt [redacted] • 2nd
CTO at Dubit
Leeds, United Kingdom
8 shared connections

[redacted] • 2nd
CTO Academic Engagements at Microsoft
Manchester, United Kingdom
19 shared connections

[redacted] Kazakov • 2nd
Founder & CTO at SWOGO
London, United Kingdom
Current: CTO at Swogo
24 shared connections

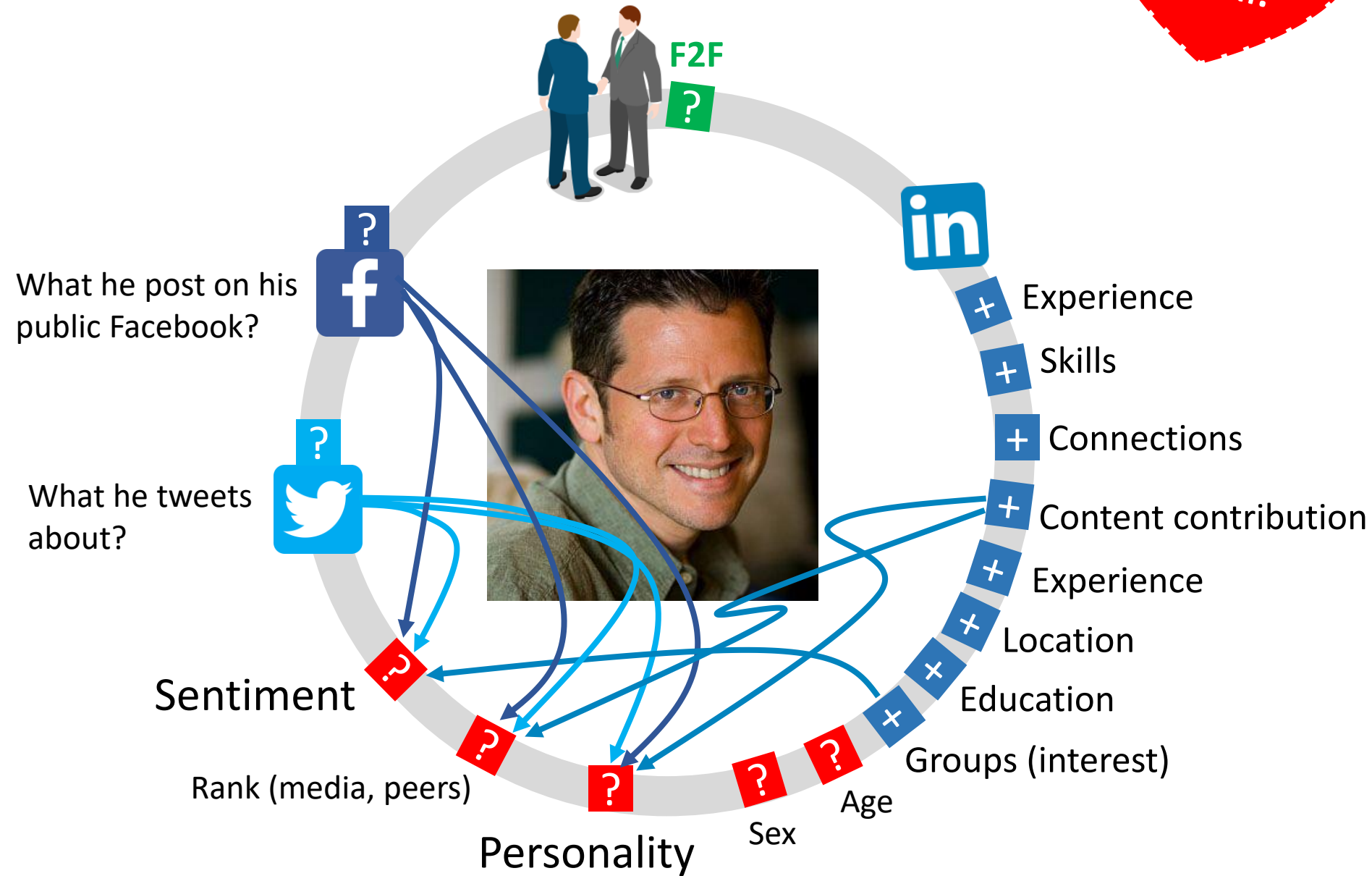
First we knock on LinkedIn's door- The first search



Background

- + Experience
- + Location
- + Connections
- + Skills
- + Education
- + Groups
- + Content contribution
- + Industry

We got 8 of 13 elements but not enough to discover the



Discover the



Remove unconscious bias

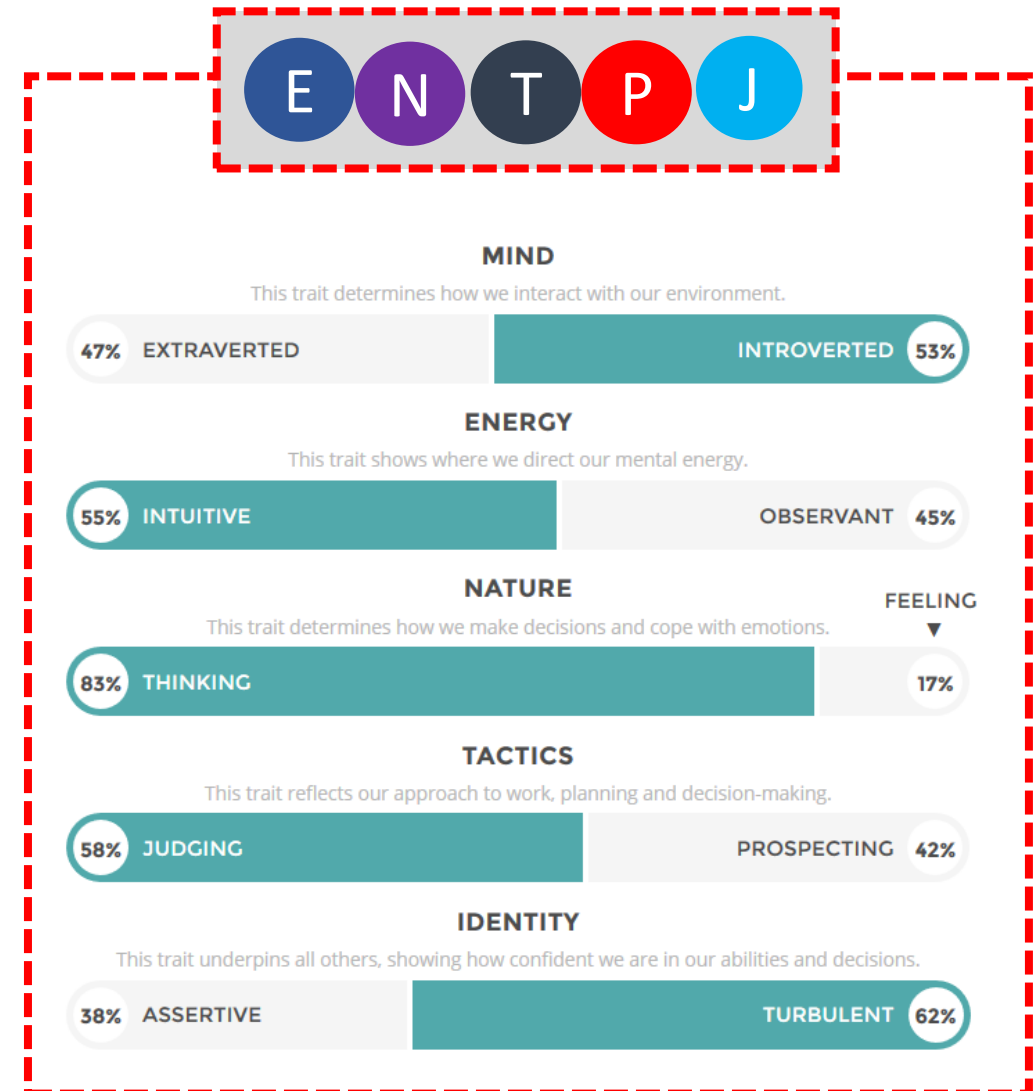
Someone who – knows **Apple** development platform and already manage and create **Technical requirements** and **Roadmaps** for other **4 Startup**. In 2011, worked 5 years for **Apple** as a **senior Java Developer**. Current position is **CTO** at [Company-Name].

In the past 3 year, filled position as [senior engineer] [senior developer]

Has [35] **1st degree connection with Apple employ** at senior level. Here is top 3 relevant connection for this job: [Name] [Name] [Name]

His\Her twitter account has **18K followers** and focused on following topics: [Apple] [DataPlatform] [Startup] [Hiking] [Democrat] [wine]. In the past 6 months interacts with: [@name, short twitter profile]

Now it's time to dig even deeper in personality:



FOLLOW
THE GOLDEN RULES



Don't Get Hung Up On Degrees And Credentials

**Get The Right People To
Talk To the Right Candidates**

Identifying the



through

Artificial Intelligence

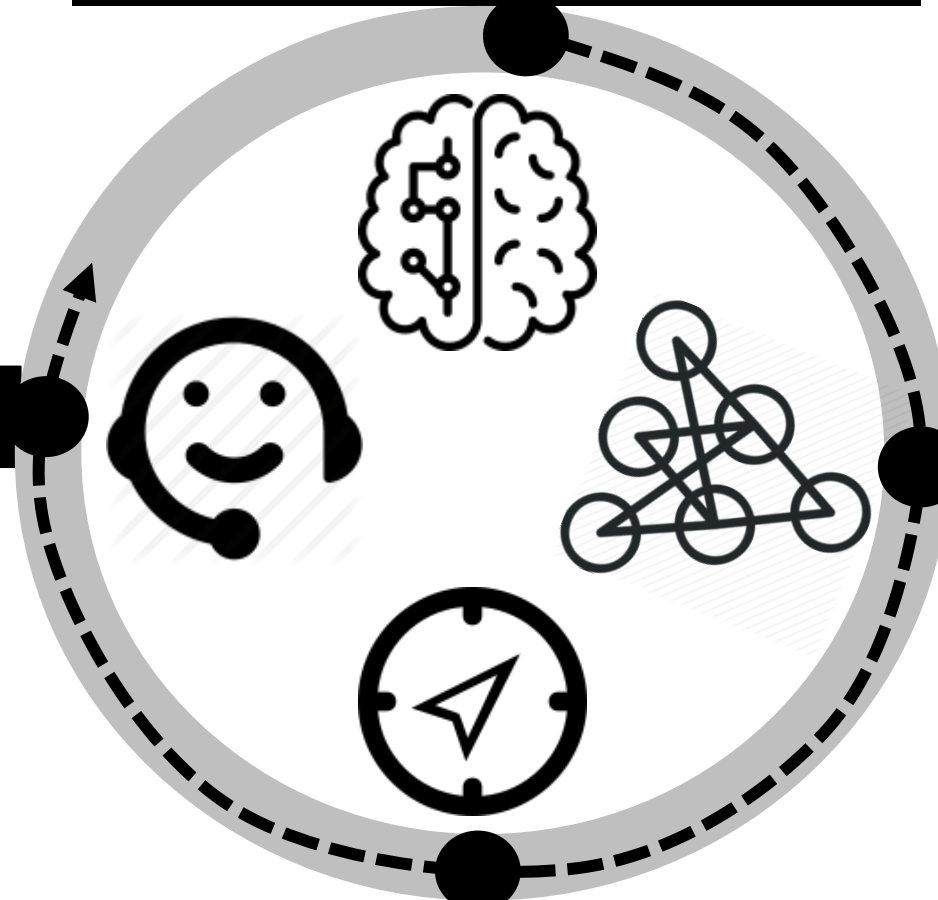
Automated Engagement

Instantly engages with applicants, poses contextual questions based on job requirements, and provides personalized updates, feedback, and next-step suggestions.

Machine learning

behavioural pattern recognition

GPS \ Location



The players – so far...

recrüter.AI

mya



CYRA



Stella

source{d}

