



Case Study 2:

Engineering Recruiting Firm:

Client Overview:

- **Industry:** Engineering Recruitment
- **Annual Revenue:** \$2,000,000
- **Location:** United States

The Challenge:

The recruiting firm specializes in sourcing and placing candidates for highly technical engineering roles. However, the recruitment process was resource-intensive due to the complexity of the roles and the need for in-depth evaluations.

The firm's owner planned to hire a full-time recruiter at \$70,000 per year to manage these challenges. However, the role required extensive training in engineering terminology, tools, and workflows, which would be time-consuming and costly.

Additionally, the firm faced inefficiencies in its candidate evaluation process. Recruiters spent significant time manually reviewing candidate profiles, listening to interview recordings, and preparing evaluations, slowing down the hiring pipeline and driving up costs.

The Solution:

We introduced a streamlined system leveraging AI and standardized processes to transform the recruitment workflow:

1. **Standardized Questions and Procedures**
 - Designed detailed, role-specific question templates to ensure consistency in candidate evaluations across recruiters.
 - Created scoring rubrics to make assessments objective and easier to compare.

- Developed a streamlined workflow that minimized manual input and focused on high-priority tasks.
- 2. AI Automation**
 - Integrated AI tools to analyze recruiter-uploaded voice recordings from candidate interviews.
 - Automated transcription of calls, summarizing key candidate responses, and ranking them based on predefined criteria.
 - Configured Google Sheets to update with transcribed details automatically and ranked scores, allowing recruiters to focus on top candidates without manual data entry.
- 3. Cost Optimization**
 - Enabled the firm to hire a part-time recruiter at less than \$20,000 annually, as the AI-driven system handled much of the technical evaluation workload.
 - Reduced the need for specialized training by automating complex, engineering-specific assessments.

The Results:

The implemented system delivered measurable and lasting benefits:

- **\$50,000+ Annual Cost Savings**
 - The firm saved over \$50,000 annually by hiring a part-time recruiter instead of a full-time one, thanks to AI handling much of the technical evaluation.
- **Efficiency Gains**
 - Recruiters spent 40% less time on manual tasks like reviewing interviews and evaluating candidates.
 - The hiring pipeline became more efficient, with a faster time-to-placement for candidates.
- **Improved Hiring Outcomes**
 - The AI-powered system ensured that only the most qualified candidates, based on objective scoring, were passed on to the hiring manager.
 - Enhanced consistency and accuracy in candidate evaluations led to better overall placements and satisfied clients.

Key Deliverables:

- **Custom AI Workflow:** Integrated AI tools to transcribe, summarize, and rank candidates from voice recordings.
- **Standardized Evaluation Materials:** Templates and rubrics for consistent candidate assessments.
- **Automated Google Sheets Updates:** Real-time candidate rankings and summaries are updated automatically.

How the Automation Works:

1. **Voice Recording Upload:** Recruiters upload candidate interview recordings to Google Drive.
2. **AI Transcription & Analysis:** The AI tool automatically transcribes the audio, highlights key responses, and assigns scores based on predefined criteria.
3. **Google Sheets Integration:** Candidate details are instantly updated in Google Sheets, with ranked scores for easy decision-making.

