








OLEEO RECRUIT

INTELLIGENT SELECTION

An add-on module to Oleeo Recruit, Intelligent Selection leverages artificial intelligence to automatically score candidates for interview selection and next steps, reducing bias in selection, pinpointing top candidates, and improving quality of hire, while accelerating recruiting processes. Using data points found in CV/resumes, application forms and online test scores, Intelligent Selection applies proven machine learning algorithms to identify the candidates most likely to be great hires, while avoiding bias.



Oleeo Recruit: Intelligent Selection

CAPABILITY	DESCRIPTION
 Predictive analytics	Oleeo machine learning algorithms measure data on skills, cultural fit, offer acceptance probability and probable retention rates to predict which candidates will make great hires.
 Bias avoidance	During implementation, Oleeo data science experts identify areas of bias in your historic selection processes and ensure this bias is not replicated by the Intelligent Selection algorithms.
 Data science validation	After implementation, Oleeo data science experts validate the accuracy of Intelligent Selection.
 Candidate scoring	Intelligent Selection scores candidates, identifying who should be advanced to interview or assessment stages.
 Quality Improvement	Use the star ratings to spot quality applicants that convert into the best hires for your business
 Diversity compliance	Intelligent Selection algorithms are optimised to ensure no adverse selection and deliver regulatory compliance to laws such as GDPR in the EU and EEOC in the US.
 Analytic dashboards	Intelligent Selection includes pre-built analytics that show how candidate scoring is helping with diversity, quality and time savings in your recruitment process. It also provides details on the traits of successful job applicants.

How Oleeo removes bias from selection

Oleeo's Intelligent Selection algorithm looks at your available data (such as candidate achievements, education, past employment, and test results, as well as successful candidates' performance in role and retention), and uses this data to understand how decisions are being made today about who to invite to interview.

This insight is then used to tailor the selection algorithm to remove bias. Oleeo then performs a validation study using new data to ensure that scoring is accurate and bias is removed. Access to analytic insights gives you a real-time view into candidate selection and application features associated with with interview and hire success



Why Oleeo

Oleeo's data science team is composed of Data Scientists, Data Engineers, Researchers and Chartered Occupational Psychologists. The team applies robust methodologies, statistical techniques and rigorous testing to ensure that AI model performance meets accuracy, validation and bias removal standards.

This supports your business to benefit from this cutting edge technology with the assurance that it is used effectively for your recruiting needs.

With automation and intelligence built-in end-to-end, the Oleeo Recruiting Enablement platform is an award-winning recruiting technology solution that enables organizations to make great and diverse hires faster and more efficiently than ever before. The chosen solution of global enterprise brands, as well as leading government agencies, police forces, and health services, Oleeo is being used by hundreds of employers in over 145 countries, processing millions of candidates each year. Visit oleeo.com.

OLEEO WAS DESIGNED TO MEET YOUR UNIQUE NEEDS.



Comprehensive

Need a little or a lot? From ATS to CRM to event management and more, Oleeo offers the most comprehensive suite of talent acquisition solutions.



Inclusive

Focusing on Diversity & Inclusion? Oleeo helps you widen your talent pool, white routing out bias and enabling an inclusive candidate experience.



Configurable

Have complex or unique processes? Oleeo delivers an unmatched scope of capabilities with an unparalleled level of configuration.



Data-Driven

Want to put your data back to work? Oleeo's Artificial Intelligence and analytics give you key talent acquisition insights and enable better decision making.



Automated

Want to save recruiters for high-value work? Oleeo has built-in intelligent automation, reducing your admin work load.



Customer Obsessed

Believe in partnership? Oleeo is customer obsessed, focusing on ensuring customers achieve maximum and increase value year after year.



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