



STARTECH INOVATORI 2021.

AI RECRUITING SYSTEM

Proizvod nov za svet / Informacione tehnologije & HR

ZenHire

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ZenHire ima za cilj da omogući kompanijama i kandidatima koji apliciraju za poslove da ostanu zen u tom izuzetno stresnom procesu. Ovaj proces je stresan za kompanije i HR odeljenja zbog dugotrajnog i teškog procesa pronalaženja pravih kandidata dok je za aplikante bolan jer retko kada dobijaju personalizovan feedback ili se muče sa nepotrebno dugačkim procesom intervjuisanja i kompleksnim psihometričkim testovima. ZenHire će biti B2B digitalna aplikacija čiji će glavni deo biti regruter u vidu veštačke inteligencije – hiperrealistični video lik koji će intervjuisati kandidate u realnom vremenu, i izvlačiti sve relevantne parametre o njihovim karakteristikama na osnovu kojih će donositi objektivne, etičke odluke zasnovane na podacima. ZenHire će takođe automatizovati većinu repetitivnih poslova HR-a poput skeniranja CV-a, slanja e-maila kandidatima, potpisivanja dokumenata, filtriranja kandidata i generisanja izveštaja, čime će smanjiti količinu radnog vremena HR-a i do 90% a povećati kvalitet odluke do 5000% osiguravajući dugoročni fit i motivaciju kao i poboljšanje imidža kompanije.

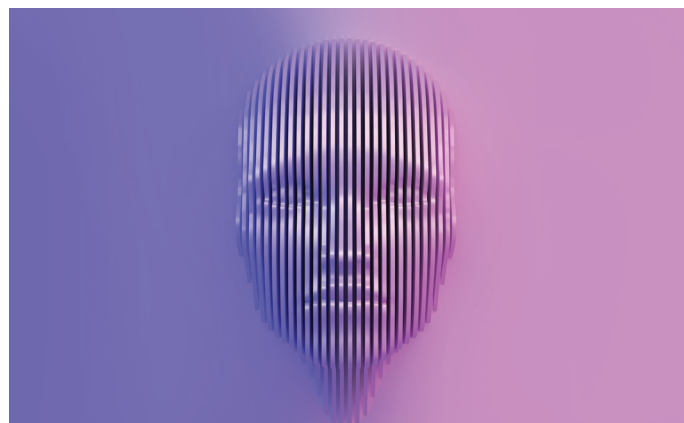
Kroz StarTech program se razvija beta verzija aplikacije i postavlja arhitektura za skupljanje podataka na kojima će se kasnije trenirati algoritam veštačke inteligencije, a paralelno se osposobljava inicijalni prodajni tim da praktično primenjuje aplikaciju sa realnim, internacionalnim klijentima. Projekat u budućnosti planira zapošljavanje srpskog HR kadra koji će snabdeivati internacionalne klijente kroz regruting usluge dok će se paralelno trenirati AI algoritam koji će učiti da imitira taj ljudski proces.

TRŽIŠNI FOKUS I POTENCIJAL

Tržište obuhvata sve kompanije koje koriste digitalne alate i softver prilikom zapošljavanja. S obzirom na Covid-19 digitalnu transformaciju celog sveta kao i prelazak na rad od kuće i online intervjuisanje, tržište se odnosi na gotovo 86% kompanija koje intervjuisu kandidate u prvoj rundi intervjua putem video konferencijskih alata.

TIM

Tim uključuje mlade profesionalce sa do 10 godina iskustva u oblasti elektrotehnike, dizajna i razvoja proizvoda uz Design Thinking principe, programiranja, digitalne transformacije, psihologa sa pet godina iskustva u HR-u i stručnjaka sa 15 godina međunarodnog iskustva u razvoju start-upova.





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ZenHire aims to enable companies and job applicants to stay Zen in this extremely stressful process – stressful for companies and HR due to the length and difficulty of finding the right candidates, and painful for applicants because they rarely get personalized feedback and struggle with lengthy interviewing process and complex psychometric tests. ZenHire develops a B2B digital application, with its main feature being an artificial intelligence recruiter – a hyper-realistic video character that will interview candidates in real time, generate all relevant parameters on applicants' suitability for the job, and make objective, ethical, data-based decisions. ZenHire will also automate most HR repetitive tasks such as scanning CVs, emailing candidates, signing documents, filtering candidates and generating reports, reducing HR working hours by up to 90% and increasing decision quality by up to 5,000%, ensuring long-term fit and motivation as well as improving company's brand image.

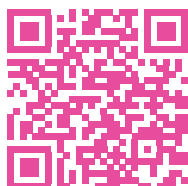
Within StarTech program, the team is developing a beta version of the application and setting up architecture for data collection, which will further serve to train the artificial intelligence algorithm, and enable the initial sales team to apply the application with real, international clients. Further plans include employment of Serbian HR staff who will supply international clients through recruitment services, while in parallel training an AI algorithm that will learn to mimic this human process.

MARKET FOCUS AND POTENTIAL

The market includes all companies that use digital tools and software when hiring. Considering the Covid-19 digital transformation of the whole world as well as the transition to home offices and online interviewing, our market encompasses almost 86% of companies that interview candidates in the first round of interviews via video conferencing tools.

TEAM

The team involves young professionals with up to 10 years of experience in the field of electric engineering, product design and development using Design Thinking, programming, digital transformation, a psychologist with 5 years of HR experience, and an expert with 15 years of international experience in startup development.



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