

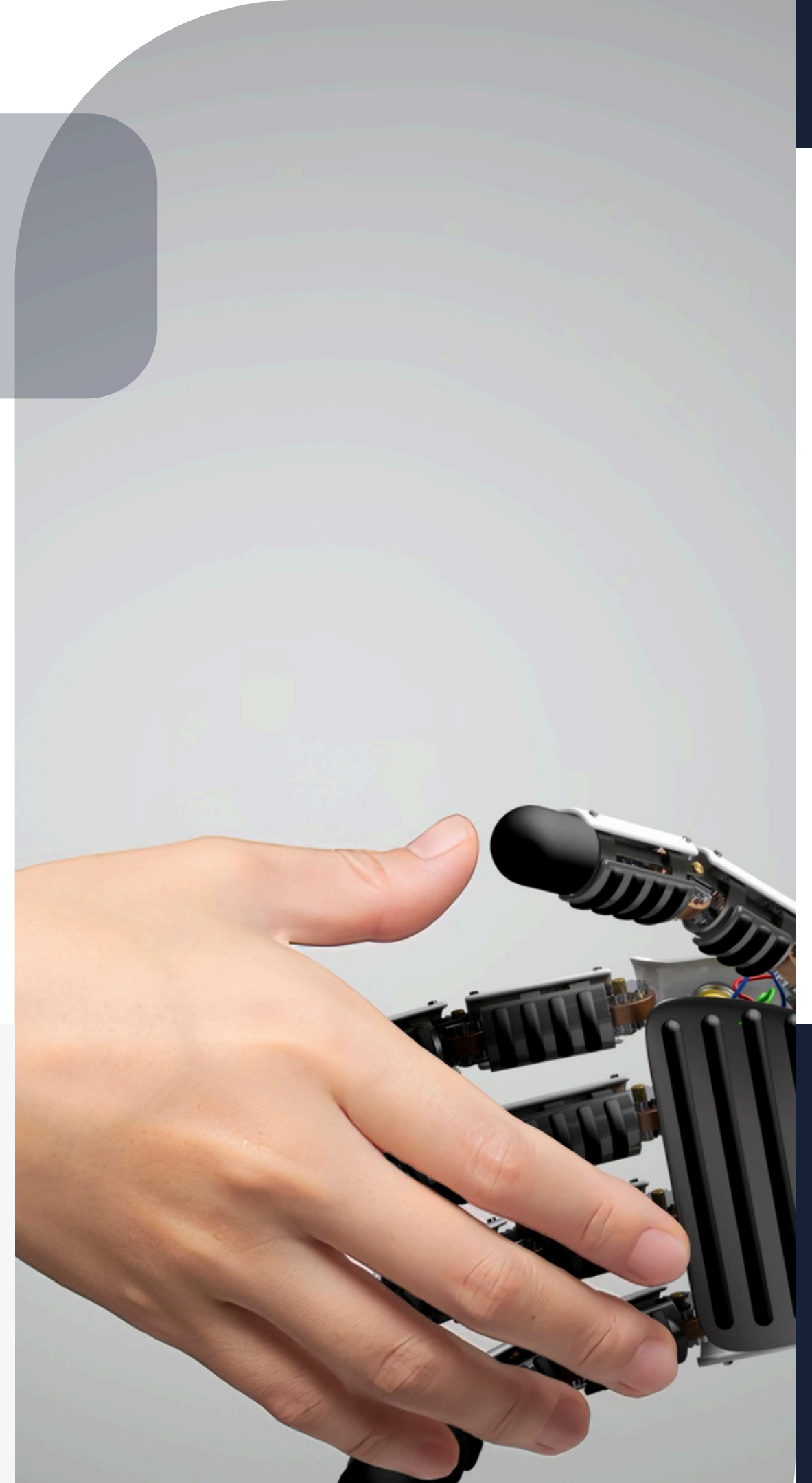


AI-POWERED CANDIDATE RELEVANCE ENGINE FOR HIRING TEAMS

July 2025

Client Background:

A global enterprise with 30K+ staff needed to streamline high-volume hiring across regions and languages. Ulises delivered an AI-powered CV intelligence engine that not only surfaces top talent faster through smart, multilingual search but also automatically ranks the best matches, significantly cutting time-to-hire.





USE CASES: AI-POWERED CANDIDATE RELEVANCE ENGINE FOR HIRING TEAMS



RESULTS

- Up to 75% reduction in screening time after AI adoption.
- 40% improvement in candidate-job fit ratings when using AI match scoring.
 - Reduced shortlist creation time by 68% using a GenAI screening agent.
 - Instant feedback via AI.
- Reduce demographic bias by up to 25–30% when AI properly governed.
 - Up to \$2,000 savings per hire in high-volume recruiting processes.

ULISES DRIVES PRODUCTIVITY FOR HUMAN RESOURCES



Process Acceleration & Time Efficiency

Our GenAI solution screened and ranked candidates in minutes, dramatically reducing time spent on manual CV reviews and enabling faster time-to-hire across roles.



Workload Optimization for Recruiters

Unlike keyword-based tools, GenAI understands the meaning behind roles, achievements, and skills, surfacing candidates who are a strong match even if their CV wording is non-traditional.



Consistent Evaluation at Scale

Our AI-compliant solutions ensure consistency on the screening criteria all along the recruiting process. We apply blind screening techniques to reduce bias and improve hiring fairness.

PHASES OF IMPLEMENTATION



Stakeholder

Discovery & Alignment

We analyze your current recruitment workflows, candidate data formats, and tools, then identify bottlenecks and define specific goals like faster screening or bias reduction. Once the definition is clear, we design a tailored GenAI flow aligned with your compliance, privacy, and hiring strategy.



Implementation & Optimization

We connect GenAI with your relevant data sources and integrate with your applicant tracking systems and dashboards. We calibrate your AI model to ensure proper scoring, perform bias mitigation tests and validate outputs with recruiters and HR leads.

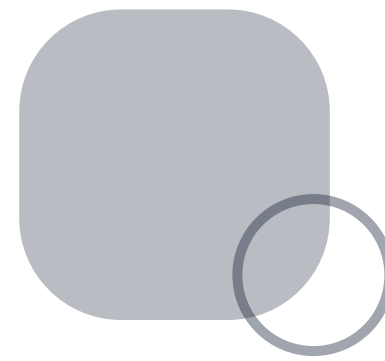


Enablement & Continuous Improvement

We roll out your GenAI solution in a controlled environment, starting with a few roles or business units. Then we train recruiters on how to interpret and work with the AI solution. We establish a continuous feedback loop with your HR resources to refine the system and expand user adoption.

SAFETY: SECURITY AND COMPLIANCE

We take the EU AI Act and AI Ethics principles very seriously. Our AI systems are designed with transparency, accountability, and human oversight at their core. We continuously review our processes to ensure compliance with evolving regulations and uphold the highest standards of security and ethical responsibility.



01 **Fairness:**

To ensure fairness, our solution includes an anonymizer that removes personal information from resumes, such as names, gender, and age. This helps prevent bias during automated processing. We also use a Human-in-the-Loop approach, where final decisions are reviewed by HR professionals to ensure transparency and accountability.

02 **Custom Model for Resume Ranking**

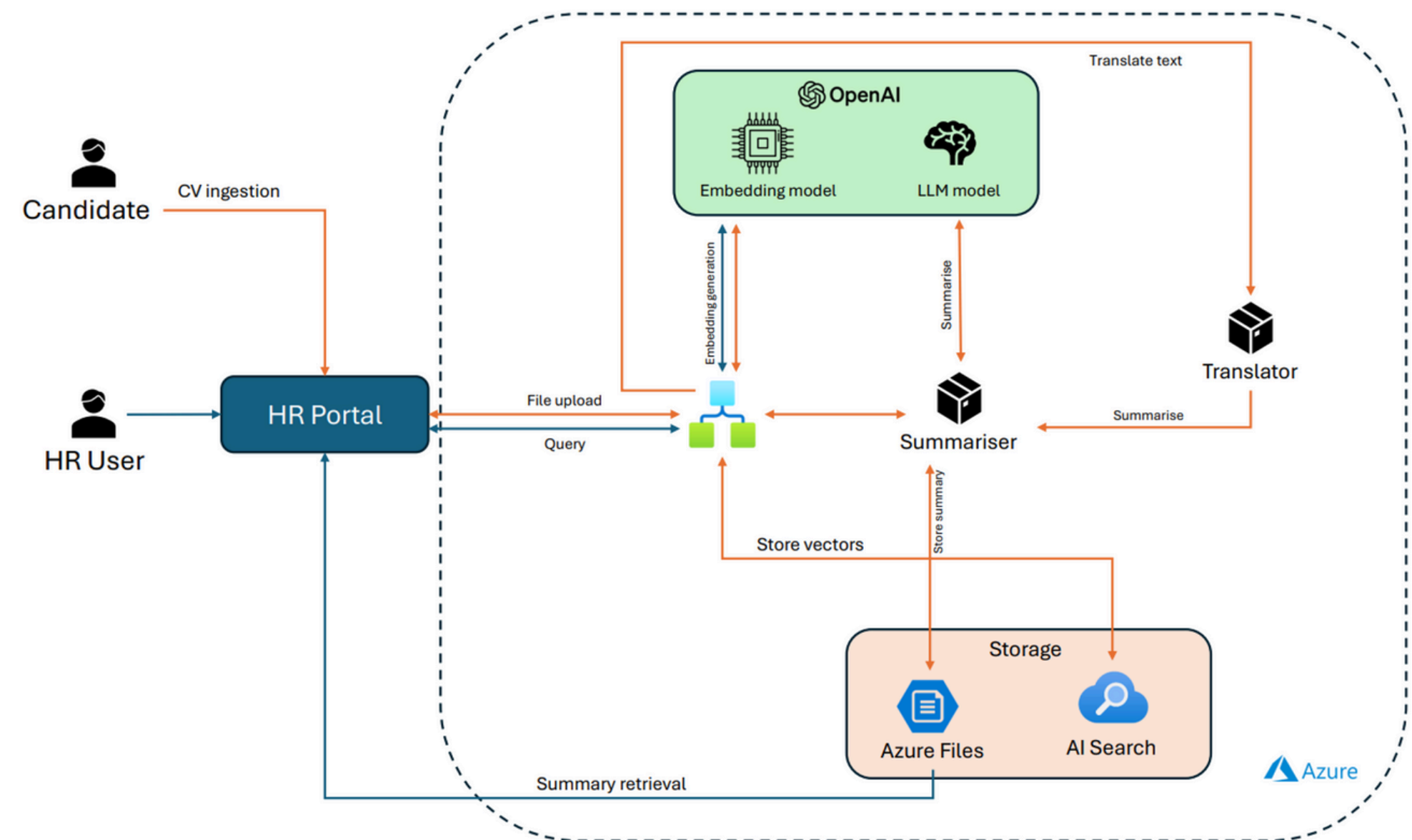
Instead of using a general-purpose GPT model, we fine-tuned a domain-specific model tailored to our hiring criteria. This approach improves relevance and consistency in resume ranking while giving us better control over performance, fairness, and explainability.

Automated CV Processing and Enrichment

Candidates upload their CVs through the HR portal. These are stored in raw format and sent to an orchestrator that determines if translation is needed. If so, the CV is translated before being passed to the embedding engine, which transforms the content into search-ready vectors.

Semantic Search for Candidate resumes

Search parameters are ingested via the HR portal or external sources and sent to an orchestrator. If needed, the text is normalized before passing to the extraction engine, which identifies key requirements (e.g., skills, experience, education, certifications and, etc.) and outputs them in a structured format for downstream use.



AI UNBIASED CANDIDATE MATCHING

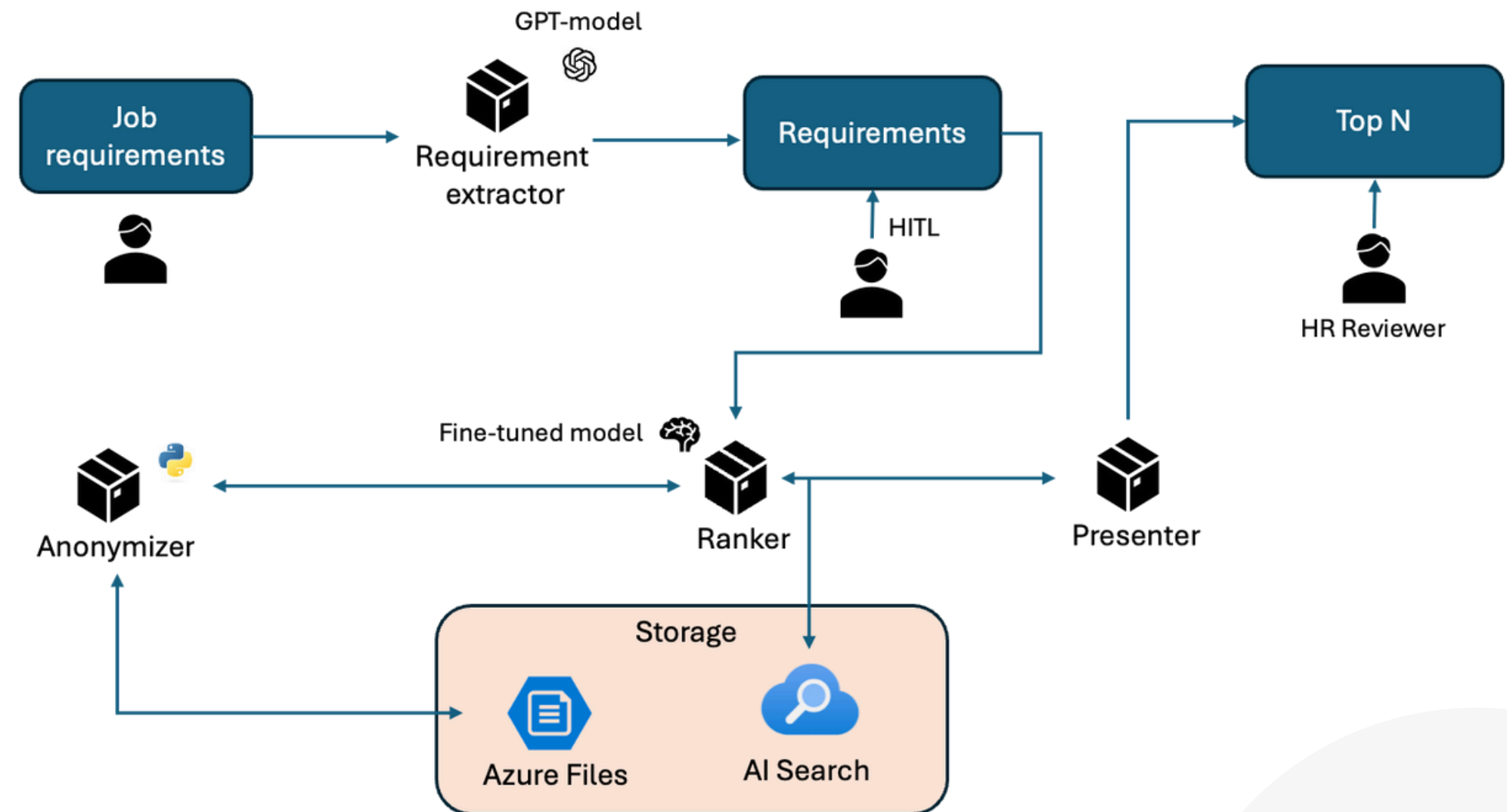


Candidate matching

Anonymized candidate resumes are matched against extracted job requirements using a fine-tuned AI model developed specifically for this task. As the process is categorized as High Risk under the EU AI Act, a domain-specific model is used instead of a general-purpose one. The training dataset is carefully curated to reflect the company's philosophy and hiring standards, ensuring both fairness and regulatory compliance.

Resume Anonymization for Fair Evaluation

Uploaded resumes are routed through an anonymization module that removes personal identifiers such as name, gender, age, and photo. This ensures that downstream processing and candidate evaluation remain fair and free from unintended bias.



TRANSITIONING TO THE NEW SYSTEM



Pre-Deployment Alignment & Readiness

We ensure your HR resources understand the expected impact of the GenAI tool. We also help define clear roles between AI assistance and human oversight. This phase is critical to reduce resistance and ensure the tool fits within HR daily operations.



Tailored Training

We deliver structured training sessions focused on how to use the GenAI system in real scenarios, equipping HR teams with the right knowledge and confidence to build real trust on your AI solution and speed up adoption.

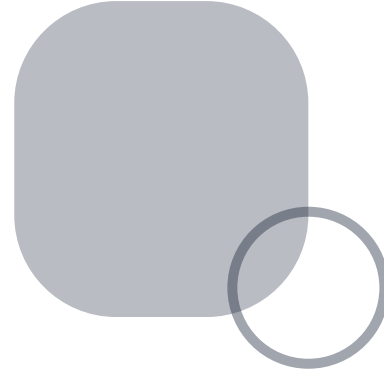


Monitoring & Support

Post-launch, we focus on providing continued support through feedback loops, and on-demand help. We also monitor usage patterns, track productivity metrics, and adjust the AI model and UX based on recruiter input beyond go-live.

CONCLUSION

KEY TAKEAWAYS AND FUTURE STEPS



01

Summary of Implementation Process:

From requirements to deployment, the HR AI solution addressed key gaps, improved automation and fairness, and introduced new capabilities for smarter, unbiased hiring.

02

Next Steps for Continuous Improvement

We plan to refine our models, expand training data, and gather user feedback to enhance accuracy, fairness, and adaptability in future iterations of the HR solution.

03

Roadmap Definition:


Our goal goes beyond successful implementation; we aim to become your reliable partner in developing long-term technological capabilities. After go-live, we provide a complimentary assessment roadmap outlining the next steps to help you become a technology leader in your sector by leveraging the latest IT trends and capability enablers.



THANK YOU

FOR YOUR ATTENTION

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