# The role of AI in transforming recruitment practices



In a recent episode of the High Volume Hiring Podcast, the discussion centred around the transformative potential of artificial intelligence (AI) in talent acquisition and recruitment. The host, Steven Rothberg from College Recruiter, along with co-host Jeanette Leeds, engaged with James Winfrey, the Head of Business Operations for Arya by Leoforce, to explore how AI can facilitate more effective hiring processes.

Arya by Leoforce is notable for its integration capabilities, pulling candidate data from over 80 applicant tracking systems (ATS), customer relationship management (CRM) tools, job boards, and other sourcing channels. This functionality allows the platform to deliver a single, deduplicated list of candidates, streamlining the sourcing process significantly for recruiting teams.

During the podcast, Winfrey highlighted a shift in the evaluation of AI effectiveness in recruitment. While many technology vendors and recruitment teams traditionally focus on process-related metrics—such as the time spent by recruiters reviewing resumes—Winfrey proposed a move towards outcomes-based metrics. “We need to measure success not just by the time saved but by the impact on the overall quality of hire and candidate experience,” he stated, emphasising the importance of integrating these metrics into recruitment strategies.

The conversation underscores the growing recognition within the industry of AI's capacity to enhance hiring efficiency and effectiveness. As businesses increasingly adopt these technologies, the implications for future recruitment practices and talent acquisition strategies are becoming clearer.

With the ongoing advancements in AI, the potential for these tools to reshape the landscape of recruitment further signifies a pivotal moment for human resources practices. The integration of these emerging technologies is anticipated to have lasting effects on how organisations approaches hiring, bringing both challenges and opportunities for HR professionals.

Source: [Noah Wire Services](https://www.noahwire.com)

## Bibliography

1. <https://leoforce.com> - Corroborates the integration capabilities of Arya by Leoforce, including pulling candidate data from various sources like ATS, CRM tools, and job boards.
2. <https://leoforce.com> - Supports the functionality of Arya in delivering a single, deduplicated list of candidates, streamlining the sourcing process.
3. <https://brianvanderwaal.com/arya-by-leoforce-review> - Details the integration of Arya with various recruitment tools and its impact on streamlining the recruitment process.
4. <https://brianvanderwaal.com/arya-by-leoforce-review> - Highlights the shift towards outcomes-based metrics in evaluating AI effectiveness in recruitment, such as the quality of hire and candidate experience.
5. <https://leoforce.com> - Explains how Arya uses AI to automate various recruitment tasks, enhancing hiring efficiency and effectiveness.
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9. <https://brianvanderwaal.com/arya-by-leoforce-review> - Highlights the future potential of AI in recruitment, including predictive analytics and engaging passive candidates, which signifies a pivotal moment for HR practices.
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