

AI for Recruitment Agencies

A practical guide to what artificial intelligence is, where it creates value, and how agencies can adopt it without losing the human advantage.

Presented by:

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AI turns recruitment data into faster, more consistent decisions.

What AI Is



Pattern Recognition

Finds relationships across CVs, job descriptions, CRM activity and communication history.



Language Intelligence

Understands and generates text to summarise, classify, draft and retrieve information.



Predictive Assistance

Uses historical signals to prioritise work and highlight likely next-best actions.

AI IN PRACTICE

1

INPUT

Candidate, vacancy and activity data

2

PROCESS

Models identify patterns and context

3

OUTPUT

A recommendation, draft or automated action

4

REVIEW

A recruiter validates and applies judgment

KEY TAKEAWAY: AI is best understood as an operational capability; it processes information, supports decisions and automates defined tasks.

AI should strengthen recruiter judgment, not replace it.

What AI Is Not

AI SHOULD HANDLE

Scale, speed and consistency

- High-volume screening and data classification
- Drafting, summarising and structured note capture
- Scheduling, reminders and routine status updates
- Workflow monitoring and reporting

HUMANS MUST OWN

Trust, accountability and nuance

- Candidate relationships and sensitive conversations
- Cultural fit, motivation and complex assessment
- Negotiation, persuasion and client advisory
- Final decisions, fairness and data governance

COPILOT, NOT AUTOPILOT

KEY TAKEAWAY: Responsible adoption keeps people accountable for outcomes while using AI to remove low-value work and surface better information.

The highest-value use cases sit where volume, repetition and data meet.

AI Use Cases

SEARCH

Semantic Search

Find relevant people by skills and context, not only exact keywords.

MATCH

Candidate Matching

Rank potential fit against role requirements and recruiter-defined criteria.

CONTENT

Content Assistance

Draft outreach, job adverts, candidate summaries and client updates.

KNOWLEDGE

Knowledge Retrieval

Surface previous conversations, notes and market intelligence instantly.

INSIGHT

Operational Analytics

Identify pipeline risks, delayed actions and underused CRM data.

SERVICE

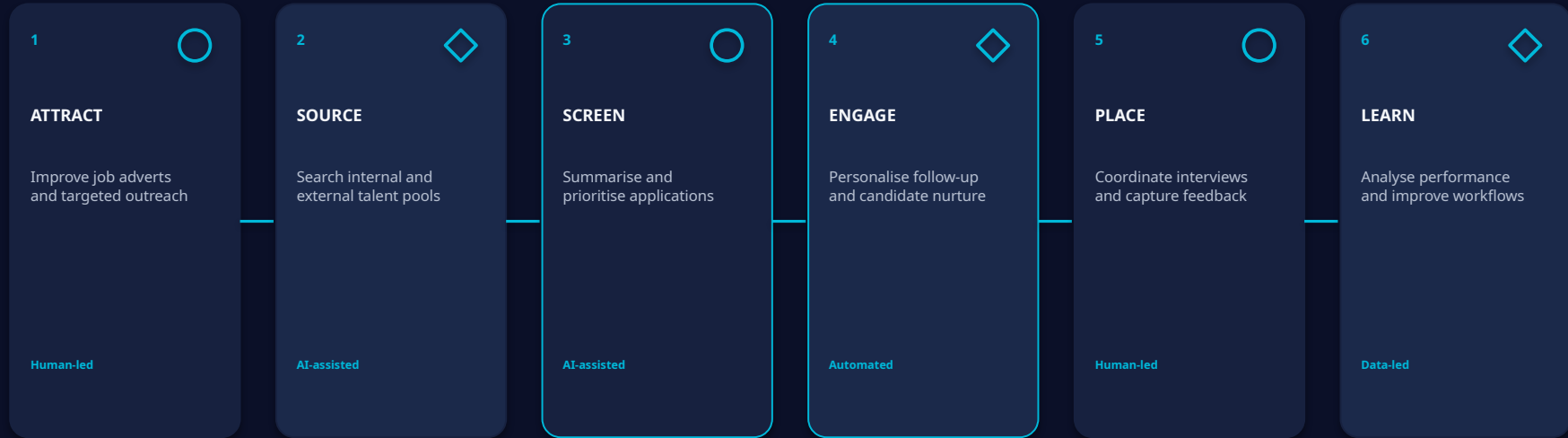
Candidate Support

Answer routine questions and provide timely process updates at scale.

KEY TAKEAWAY: Start with tasks that are frequent, rules-based and measurable. Avoid automating sensitive decisions without meaningful human review.

AI can support every stage of the recruitment lifecycle.

Recruitment Applications



The goal is not maximum automation. It is a faster, better-informed process with more time for relationships and advisory work.

KEY TAKEAWAY: Effective implementation connects individual tools into a governed workflow, with clear ownership at each stage.

The business case for AI is built on capacity, speed and conversion.

Expected ROI



Recruiter Capacity

15+ HRS

Potential recruiter time saved per recruiter per week through connected AI, automation and workflow improvement.



Faster Workflows

UP TO 30%

Potential reduction in time-to-hire through faster screening, engagement and coordination.



Greater Throughput

25-40%

Potential increase in active workload capacity without linearly increasing headcount.

MEASURE VALUE BEFORE SCALING

TIME

Hours saved per recruiter

SPEED

Time to shortlist and respond

QUALITY

Data accuracy and completion

CONVERSION

Interviews and placements

KEY TAKEAWAY: ROI ranges are directional and depend on baseline process quality, data readiness, adoption and the specific technology selected.

Start small, prove value and scale with governance.

Getting Started

01

Diagnose

Map workflows, quantify time loss and identify the highest-friction tasks.

BASELINE

02

Prioritise

Score opportunities by impact, feasibility, risk and data readiness.

ROADMAP

03

Pilot

Test one use case with a defined owner, user group and success measure.

EVIDENCE

04

Govern

Set rules for privacy, review, bias, security and acceptable use.

CONTROLS

05

Scale

Integrate proven workflows, train teams and track operational outcomes.

ADOPTION

KEY TAKEAWAY: A successful first pilot should solve a real operational problem, produce measurable evidence and build confidence among recruiters.

Identify where AI can create practical value in your agency.

Ready to Explore AI for Recruitment?

In a free 30-minute strategy call, we'll review your current workflows and identify focused AI opportunities that improve productivity without compromising recruiter judgment or candidate trust.



OPPORTUNITIES

Priority AI use cases
and quick wins



READINESS

Data, process and
technology considerations



ROADMAP

Practical next steps
and pilot direction

WHAT YOU'LL RECEIVE

Book Your Free AI Strategy Call

No sales pressure • Practical recommendations • Clear next steps

BOOK YOUR FREE CALL

consulting.theraeburngroup.com

KEY TAKEAWAY: The right starting point is not a tool. It is a clearly defined operational problem with a measurable business outcome.