

AI-Powered Recruitment Operations

A strategic operating model for increasing recruiter capacity, accelerating placements,
and scaling agency performance through practical AI and automation.

Presented by:

Raeburn Consulting

Raeburn Consulting

AI Automation & Recruitment Operations Consulting

The future recruitment agency will combine human expertise with intelligent operations.

Future of Recruitment



Human-Led Advisory

Recruiters focus on relationships, market insight, negotiation and high-value client advice.



AI-Augmented Delivery

AI supports search, screening, communication and knowledge retrieval across the workflow.



Automated Operations

Connected systems complete routine tasks, maintain data and surface live performance insight.

THE MODERN OPERATING MODEL



KEY TAKEAWAY: Competitive advantage will come from combining faster technology-enabled delivery with stronger human relationships and expertise.

Fragmented processes restrict growth long before demand becomes the problem.

Operational Challenges

CAPACITY CONSTRAINTS

Manual work limits recruiter output

- Repetitive administration consumes billable time
- Slow screening and scheduling delay placements
- Follow-up depends on individual memory
- Growth requires additional headcount

SYSTEM CONSTRAINTS

Disconnected data limits control

- Inconsistent CRM usage reduces data quality
- Siloed tools create duplicated work
- Manual reporting hides pipeline risk
- Leaders lack real-time operational visibility

THE RESULT: HIGHER COST, SLOWER DELIVERY, LIMITED SCALE

KEY TAKEAWAY: Most operational drag is created by process and system design, not a lack of recruiter effort or market opportunity.

AI solutions create a connected operating layer across the agency.

AI Solutions

TALENT

Intelligent Sourcing

Search, enrich and rediscover relevant candidates across internal and external talent pools.

DECISION

Screening & Matching

Summarise applications, rank likely fit and give recruiters evidence for faster review.

ENGAGEMENT

Personalised Outreach

Create relevant multi-channel communication and trigger timely follow-up at scale.

WORKFLOW

Process Automation

Coordinate scheduling, reminders, status changes and routine administrative actions.

DATA

CRM Intelligence

Capture notes, maintain records and reveal opportunities hidden in existing agency data.

CONTROL

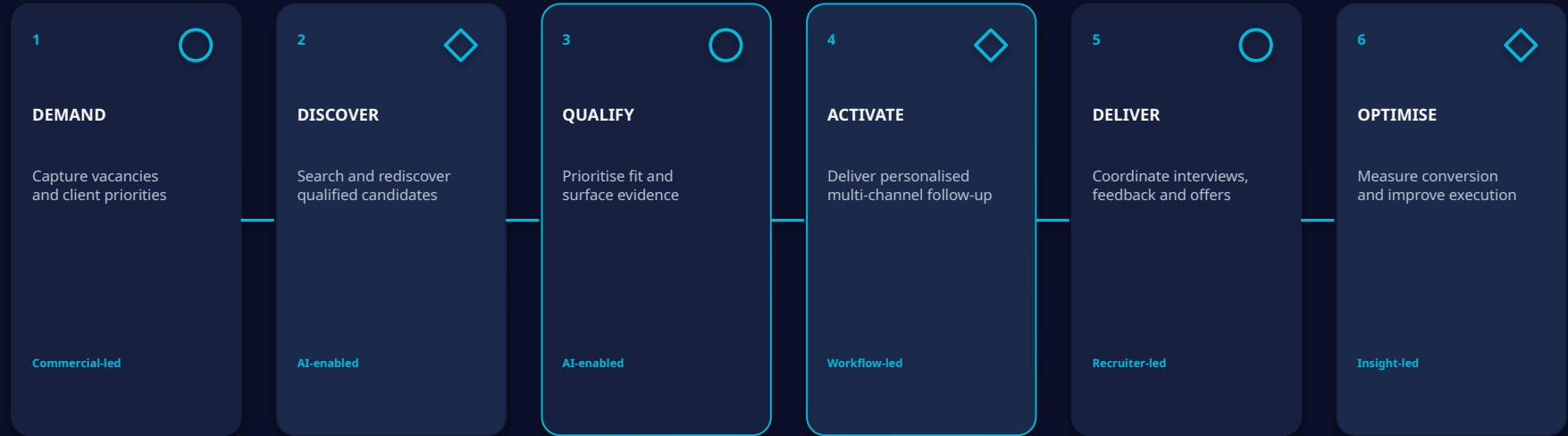
Performance Visibility

Provide live insight into activity, pipeline health, conversion and recruiter capacity.

KEY TAKEAWAY: The strongest results come from connecting solutions into complete workflows rather than deploying isolated AI tools.

AI-powered operations connect demand, talent and delivery in one measurable workflow.

AI-Powered Operating Model



Every stage creates usable data, triggers the next action and gives recruiters more time for relationships, judgment and commercial activity.

KEY TAKEAWAY: An AI-powered operating model makes the recruitment lifecycle faster, visible and repeatable without removing human accountability.

AI-powered operations deliver measurable productivity and commercial outcomes.

Expected Outcomes



Capacity Created

15+ HRS

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



Faster Delivery

UP TO 30%

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



Scalable Growth

25-40%

Potential increase in active workload capacity without linearly increasing headcount.

OPERATIONAL AND COMMERCIAL MEASURES

CAPACITY

Hours returned to revenue activity

VELOCITY

Shortlist, interview and fill speed

CONTROL

CRM quality and process compliance

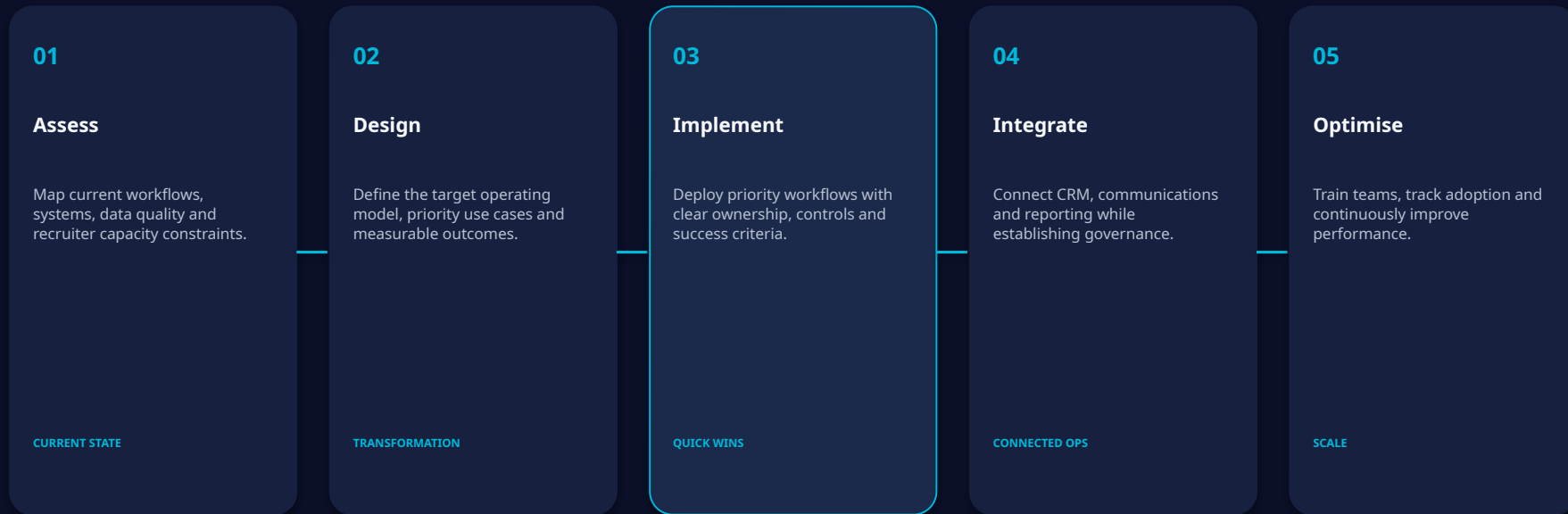
GROWTH

Placements, margin and client retention

KEY TAKEAWAY: Outcomes should be measured against a clear operational baseline and validated through controlled implementation.

Transformation should progress from operational evidence to controlled scale.

Implementation Roadmap



KEY TAKEAWAY: A phased roadmap reduces delivery risk while producing early evidence, internal confidence and a platform for wider transformation.

Build the operating model your agency needs to scale.

Ready to Modernise Recruitment Operations?

In a free 30-minute strategy call, we'll review your current operating model and identify where AI, automation and better workflow design can create capacity, improve delivery and support scalable growth.



OPERATIONS

Workflow bottlenecks
and capacity constraints



SOLUTIONS

Priority AI and
automation opportunities



TRANSFORMATION

Phased roadmap and
measurable next steps

WHAT YOU'LL RECEIVE

Book Your Free Operations Strategy Call

No sales pressure • Practical recommendations • Clear next steps

BOOK YOUR FREE CALL

consulting.theraeburngroup.com

KEY TAKEAWAY: Sustainable transformation starts with the operating model, then applies technology to clearly defined business outcomes.