

# AI Talent Acquisition Audit

## A smarter way to hire in the age of AI

A structured engagement to analyze your current use of AI and map where AI can genuinely improve your talent acquisition — ensuring human judgment stays in the room.

By **John Murat** | 26 years in International recruitment | Serial Recruitment Entrepreneur & Founder of Adison.ai





# The Problem Every HR Leader Is Facing Right Now

The pressure is real:

- AI tools are everywhere. Vendors are promising to transform your hiring overnight.
- But most companies are buying tools before they understand their actual problem.
- The result: AI sits on top of broken processes and makes them faster — not better.

The question isn't "should we use AI in recruitment?" The question is: **"Where exactly should we use it — and where shouldn't we?"**

# What Most Companies Get Wrong

Three patterns we see repeatedly:

## Filter-First Hiring


Relying on keyword-matching ATS systems that screen out great candidates before a human ever sees them.

## Tool Before Strategy

Buying an AI recruiting tool without mapping the bottlenecks it's supposed to solve. Just because the Sales guy called it AI.

## Speed Over Fit

Optimising for time-to-hire while quietly eroding quality-of-hire and culture fit.

 The cost is invisible at first. It shows up 6 months later when the wrong hire leaves — or worse, stays.

# What your AI Talent Acquisition Audit Covers

A structured 2-session diagnostic across your entire hiring process:

## Session 1 — Map & Diagnose

- Full audit of your current recruitment workflow, tools, and team structure. We interview 3 people from the process
- Identify where speed is being lost, where bias is being introduced, where AI could genuinely help & automate
- Benchmark against what's working in your sector

## Session 2 — Roadmap & Recommendations

- A clear, prioritised action plan: what to automate, what to keep human, what to fix first
- Tool recommendations where relevant (vendor-neutral — we will not sell you a tool)
- A practical implementation sequence your team can act on immediately

✓ **Deliverable:** A written AI Recruitment Roadmap, specific to your company, your team, and your hiring goals.

# Why This Is Different From a Consulting Report

This is not a generic theory-based framework applied to your logo.

Every recommendation comes from someone who:



## 26 Years of Practitioner Experience

Has been placing talent across Europe for 26 years — in markets from Dublin to Geneva, Paris to Amsterdam. Helping World leaders - Google, Salesforce, Meta, Amazon, Tesla, Rolex, LVMH...



## Actively Involved in Building AI Infrastructure

Is actively building AI recruiting operating systems right now (Adison.ai), so understands what the technology can and cannot do.



## No Product to Sell

Has no software to sell at the end of this engagement — the output is a roadmap, not a licence agreement.

**The audit is practitioner-led, not consultant-led. That's a different kind of insight.**



# Why John Murat — The Credentials That Matter Here

Not just years of experience. Specific experience that's directly relevant.



## 26 Years Building Teams Across Europe

Ireland, UK, France, Germany, Netherlands, Switzerland, Spain — multilingual, multicultural, multi-sector.



## Built Innovation From Scratch, Multiple Times

Innovated Through the dot-com crash, the 2008 financial crisis, the remote-work shift, and now the AI transition.



## Recruited for Industry Leaders

First recruitment partner for Google and Facebook in Ireland. Supported hiring talent for Amazon, Salesforce, Rolex, State Street, LVMH, UBS, BNP Paribas, Credit Suisse and many more.



## Currently Building AI Recruiting OS

Adison.ai is a platform of AI recruiting agents built for practitioners, by a practitioner. This isn't theory — it's live product development. You will benefit from all the mistakes and challenges John encountered.

- ❑ **The combination is rare:** someone who understands hiring deeply enough to know where AI helps, and technically close enough to AI recruiting tools to know where it doesn't.

# Who This Is For

The AI Talent Acquisition Audit is designed for:

- HR Directors and CHROs at companies with 100–2,000 employees
- Organisations actively hiring or planning to scale their teams in the next 12 months
- HR leaders being asked by leadership to "do more with AI" — but without a clear roadmap
- Companies who've already bought AI tools that aren't delivering on their promise
- Teams where time-to-hire is too long, quality-of-hire is inconsistent, or the process depends too heavily on one or two people



**It is not for:** companies looking for a quick fix, a new ATS recommendation, or a reason to reduce their HR headcount.



# What You Walk Away With

At the end of the 2-session engagement (1-2 weeks), you receive a **full AI Recruitment Roadmap** covering:

- 1 Process Strengths & Leaks**  
Where your process is strongest and where it's leaking time, quality, or both.
- 2 Prioritised AI Interventions**  
A prioritised list of AI interventions — with clear rationale for each.
- 3 Implementation Sequence**  
A recommended implementation sequence — quick wins first, structural changes second.
- 4 Human-in-the-Loop Framework**  
Where AI should assist, where it should stop.
- 5 Vendor-Neutral Tool Shortlist**  
A vendor-neutral tool shortlist where relevant.

This is a document your team can act on the week after you receive it.

# Start With a Free 30-Minute Diagnostic Call

Before any commitment, let's talk.

## In 30 minutes, we'll cover:

- Where you are in your AI journey for your Talent team right now
- What's working, what isn't, and where the pressure is coming from
- Whether the audit is the right next step — or something else is

### No Pitch

No vendor agenda, no obligation.

### Honest Conversation

Between two experienced professionals who take hiring seriously.

If at the end of the call you don't think there's value here, we part ways with no awkwardness.

✔ **Book your free 30-minute diagnostic call:** [john@talentedai.com](mailto:john@talentedai.com)



# One Thought To Leave You With

In 26 years of recruitment, I've seen every technology promise reshape how companies hire. Job boards. ATS systems. LinkedIn. Video interviews. Now AI. Every one of them changed the *how* of hiring. None of them changed the *what*: finding the right person for the right role in the right culture at the right moment.

AI is the most powerful tool I've seen in my career. But it is still a tool. Choose the right one for you.

**The audit exists to help you use it like one.**



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**John Murat** - French & English Fluency

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