

Implementing AI for Talent Acquisition

What works, what to avoid, and how to deploy in 90 days

67%

use AI in recruiting

31%

faster time-to-hire

340%

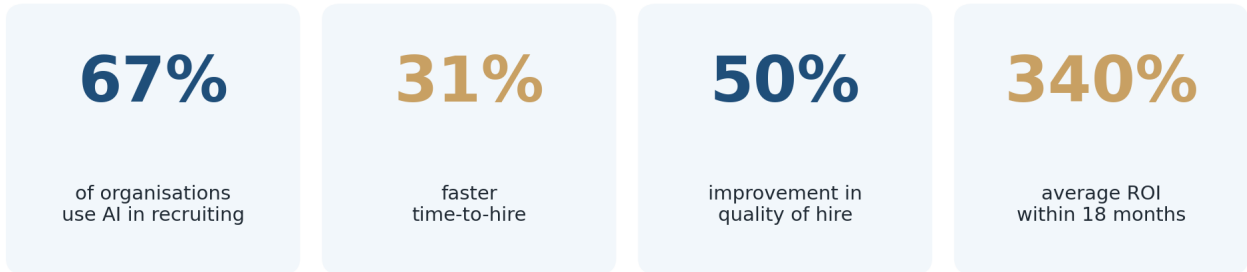
avg. ROI in 18 months

Sources: SHRM 2025, LinkedIn Future of Recruiting, Gartner, internal benchmarks

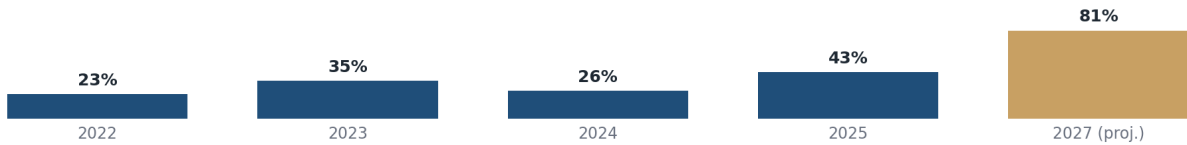
AI is no longer experimental in talent acquisition — it is becoming the default. This 4-page playbook gives HR leaders a sober view of what works, what is regulated, and how to deploy the right AI stack without inheriting bias or compliance risk.

The state of AI in talent acquisition

AI adoption in HR almost doubled in 2024 — from 26% to 43% — and Gartner projects 81% of recruitment teams will use AI by 2027. The question is no longer whether to deploy AI, but where to deploy it first, how to govern it, and how to keep humans in the loop.



AI adoption in HR — annual growth



Adoption growth: SHRM 2024–25 · LinkedIn Future of Recruiting 2025 · Gartner forecast Oct 2025

Where AI is actually working

SOURCING

AI sourcing tools expand candidate pools by ~340% and cut sourcing time by 67%. Best for high-volume retail, sales and engineering roles.

SCREENING

Resume parsing & match-scoring automate up to 75% of CV review. ROI shows up fastest here — but bias risk is highest. Always audit.

SCHEDULING & CHATBOTS

Conversational AI handles candidate Q&A and books interviews 24/7. ~40% of firms use chatbots, climbing fast — and candidates broadly accept them.

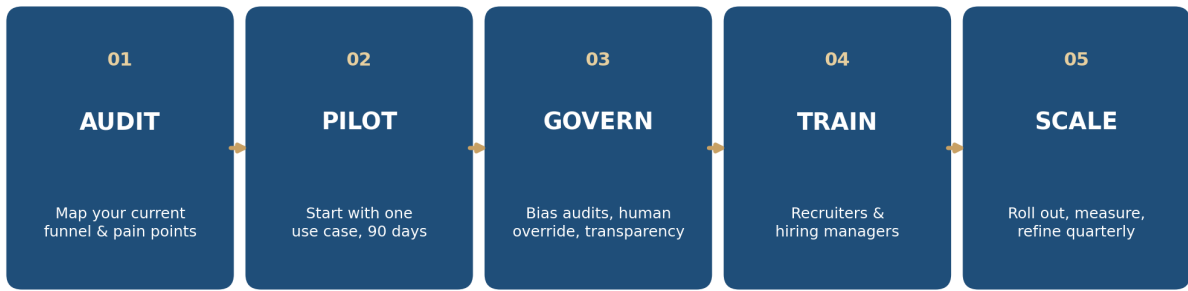
INTERVIEW SUPPORT

AI generates interview kits, scorecards and summaries; pulls signal out of transcripts. Augments hiring managers — does not replace them.

WHAT'S AT STAKE

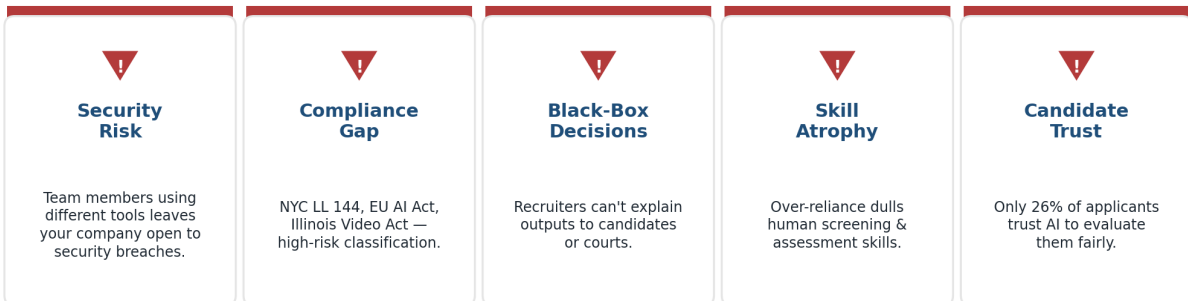
Talent teams using AI save 1 day of their work week — but only 26% of candidates trust AI to evaluate them fairly. The winners deploy AI for speed and pair it with explicit human review.

The 5-step framework — and 5 risks to manage



- AUDIT** · Map your funnel, time-to-hire, drop-off rates and recruiter time allocation. Don't buy software before you know your bottleneck.
- PILOT** · One use case, one team, 90 days. Define a clear success metric (e.g. 30% faster screen) before kick-off.
- GOVERN** · Annual bias audits (NYC LL 144), human override on every automated decision, transparent disclosure to candidates.
- TRAIN** · Recruiters need algorithmic literacy: how to spot drift, override outputs, document rationale. Hiring managers need rubric discipline.
- SCALE** · Roll out by use case, not by team. Re-baseline metrics quarterly. Kill what isn't working — sunk-cost AI is the worst kind.

5 risks to manage from day one



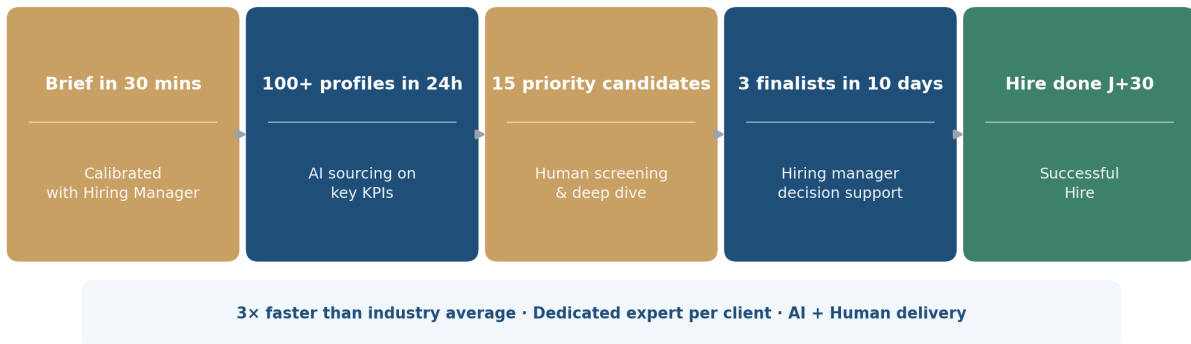
REGULATORY MARKERS YOU CANNOT IGNORE

NYC Local Law 144 (annual bias audit, candidate notice) · EU AI Act (HR classified as high-risk)
 EEOC disparate-impact liability · Illinois AI Video Interview Act · Colorado AI Act (eff. Feb 2026)

How Talented Search Technologies deploys AI

We are your company's dedicated Recruitment Partner, not a supplier. We deploy AI internally — safely — where it gives the most value (sourcing, ranking and selecting), and we keep humans in charge where it matters, with our expert consultants (fine-tune selecting and interviewing, candidate relationship, client relationship, hiring manager understanding, culture-fit). Below is the standard process we run with our clients.

OUR HYBRID APPROACH — AI POWER × HUMAN JUDGMENT



AI SOURCING

100+ qualified profiles in 24h, ranked on the key KPIs you defined in the brief.

HUMAN JUDGMENT

Senior recruiters re-question every brief, vet AI shortlists, and run all candidate conversations.

ACCOUNTABILITY

Monthly on-demand dedicated expert. No black-box decisions. AI + Human delivery.

WHAT OUR KEY RECURRING CLIENTS SEE

- Average time-to-hire: 30 days (vs. 90-day market benchmark)
- Sourcing pool: 100+ qualified profiles per role in 24 hours
- Recruiter productivity: ~80% less time on CV triage
- Hiring manager satisfaction: 4.7/5 (last 12 months, n=42)

Want a 30-minute deployment audit on your stack?

We'll review your current funnel, identify the highest-ROI AI use case, and benchmark you against the retail & luxury market — no commitment, no pitch deck.

→ **Book a 30-min audit at www.talentedai.com/audit**