

AI-POWERED RPO **REDEFINING RECRUITMENT** ↗

EBOOK



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THE NEW ROLE OF AI IN HIRING PROCESSES

Finding and keeping the best people is crucial for any business to succeed. That's why many companies turn to Recruitment Process Outsourcing (RPO) to streamline their hiring. Now, with Artificial Intelligence (AI) in the mix, RPO is changing in big ways. It isn't just about efficiency, it's about enhancing hiring agility, allowing organizations to adapt quickly to changing talent needs. It's about using smart technology to make better hiring decisions and create a great experience for everyone involved.

It's important to note, though, that while AI integration promises transformational benefits, it might not be the ideal solution for every organization. Implementing AI tools can be costly, and the return on investment (ROI) may not align well for businesses that hire infrequently or have very specialized roles. Moreover, complex roles with variable requirements and high-level executive searches might still require a primarily human touch to address nuanced needs effectively.



WHY IS IT IMPORTANT TO ASSESS YOUR RECRUITMENT PROCESS NOW?

Korn Ferry research has revealed that by 2030, there will be a global human talent shortage of more than 85 million people, leading to a potential \$8.5 trillion in unrealized annual revenues.

In this eBook, we'll explore how AI is reshaping RPO and helping to mitigate this risk. We'll explain how this impacts your business in clear, straightforward terms. Whether you're a seasoned HR pro or new to the world of talent acquisition, we've got you covered.

WE'LL ANSWER KEY QUESTIONS LIKE:

1

How is AI transforming RPO?

2

What real benefits can AI bring to your recruitment process?

3

What challenges should you watch out for?

4

How can you start using AI in your hiring strategy?

By the end of this eBook, you'll have a clear picture of how AI can help you find and keep great people. You'll understand the opportunities AI in RPO offers and the pitfalls to avoid. Most importantly, you'll know the next steps to take in using AI to transform your recruitment process.

Let's dive in and explore the future of recruitment—where human expertise meets artificial intelligence to create something truly powerful.



1

CHAPTER ONE

THE EVOLUTION OF RPO



THE NEED FOR CHANGE

Global competition for talent, evolving workforce expectations, and new technologies are changing the landscape of recruitment.

Meeting these shifts head-on requires a more dynamic and forward-thinking approach to recruitment. Enter AI-powered RPO—an evolution that uses advanced technologies to enhance hiring agility, improve candidate experiences, and enable smarter, data-driven hiring decisions.

Here's what's driving the need for change:

GLOBAL COMPETITION FOR TALENT

Skills shortages in many industries mean companies are competing worldwide for the best people.

CHANGING WORKFORCE EXPECTATIONS

Younger, digitally native employees have different ideas about work and job hunting.

TECHNOLOGY CREATING NEW ROLES

As businesses go digital, they need people with new skills, often faster than the talent pool can keep up.

FOCUS ON DIVERSITY AND INCLUSION

Companies are realizing the value of diverse teams and are actively trying to build them.

All of these mean traditional RPO needs to adapt and innovate. While its basic principles are still valuable, businesses need more flexible, data-driven, and tech-savvy approaches to finding and keeping great people.



1.2

TRADITIONAL RPO: STRENGTHS AND CHALLENGES

RPO has been a transformative force in the hiring landscape for more than two decades.

At its core, RPO involves delegating some or all recruitment tasks to external experts. This approach provides companies with a specialized team of recruiters working exclusively for them, without the overhead cost of full-time hiring.

KEY STRENGTHS OF TRADITIONAL RPO



EFFICIENCY

RPO streamlines the hiring process, making it faster and more efficient. This is particularly valuable for companies experiencing rapid growth or seasonal hiring spikes.



COST REDUCTION

By outsourcing recruitment, companies can significantly cut down on recruitment costs. This includes savings on advertising, recruiting tools, and administrative expenses.



COMPLIANCE

RPO providers ensure that all recruitment activities comply with relevant laws and regulations, reducing the risk of legal issues.



QUALITY CANDIDATES

RPO providers use their expertise and networks to find higher-quality candidates, improving the overall talent pool.



SCALABILITY

RPO offers the flexibility to scale hiring efforts up or down based on company needs, without the constraints of internal resource limitations.

OPPORTUNITIES FOR ENHANCEMENT WITH AI

While RPO has many strengths that benefit companies, it also comes with its own set of challenges. These present opportunities for enhancement, particularly through the integration of AI and automation, which not only addresses issues but also builds on the existing strengths of traditional RPO.

PROACTIVE TALENT ACQUISITION

While traditional RPO excels at responding to immediate hiring needs, AI can take this a step further by enabling proactive talent acquisition. AI tools can predict future hiring needs and build robust talent pipelines, ensuring companies are always ready to meet demand.

DATA-DRIVEN DECISION MAKING

Traditional RPO relies on the expertise and judgment of human recruiters. AI enhances this by providing data-driven insights that lead to more accurate hiring decisions. By analyzing large datasets, AI can identify the best candidates faster and more reliably.

ENHANCED CANDIDATE EXPERIENCE

AI can streamline candidate interactions, making the process more personal and efficient. AI-driven chatbots, for example, can provide real-time updates and answer candidate queries 24/7, enhancing the overall candidate experience.

ADAPTABILITY TO MARKET CHANGES

AI empowers RPO providers to quickly adapt to changes in market demands and technological advancements. With AI, companies can stay ahead of trends and maintain a competitive edge in talent acquisition.

DIVERSITY AND INCLUSION

AI can support traditional RPO efforts to build a diverse and inclusive workforce. By identifying and mitigating biases in job descriptions and screening processes, AI helps ensure a fairer hiring process and build a more diverse talent pool.

FROM REACTIVE TO PROACTIVE RECRUITMENT

By integrating AI into RPO, we're moving to a more proactive and predictive approach.

This shift allows us to:

IDENTIFY TALENT NEEDS BEFORE THEY BECOME URGENT	AI can forecast future hiring needs, helping companies build a robust talent pipeline in advance.
ENGAGE WITH PASSIVE CANDIDATES MORE EFFECTIVELY	AI tools can identify and reach out to passive candidates who may not be actively job hunting but are open to new opportunities.
MAKE DATA-DRIVEN HIRING DECISIONS	AI analyzes large datasets to provide actionable insights, reducing reliance on gut feelings and increasing hiring accuracy.
ENHANCE THE CANDIDATE EXPERIENCE	AI-driven chatbots and automated processes can provide timely updates and personalized interactions, improving the overall candidate experience.
REDUCE THE TIME AND COST OF HIRING	Automation and AI streamline numerous recruitment tasks, making the process much faster and more cost-effective.



The result is that RPO providers and in-house recruitment teams can focus on what really matters—building relationships with candidates, boosting your employer brand, and aligning your hiring strategy with your long-term business goals.

In the next chapter, we'll explore how AI is changing the game in modern RPO. And dive deeper into how these technologies are not just making traditional recruitment processes better, but completely reshaping how to approach finding and keeping great people.

2

CHAPTER TWO

AI IN MODERN RPO: WHAT'S THE BIG DEAL?



2.1

WHAT DO WE MEAN BY AI IN RECRUITMENT?

When we talk about AI in recruitment, we're talking about using smart technologies to make hiring better and easier.

It's not about robots taking over, it's about using clever computer programs to help us do our jobs better. Here's what we're working with:



MACHINE LEARNING

Programs that learn and improve on their own, without us having to reprogram them.



NATURAL LANGUAGE PROCESSING

Technology that understands and uses human language.



PREDICTIVE ANALYTICS

Using data to forecast future outcomes.

These technologies work together to perform tasks that usually need human smarts, like sorting through resumes, answering candidate questions, or analyzing who might be great in a role.



2.2

HOW AI IS MAKING RPO BETTER

AI is changing RPO by making things faster, giving candidates a better experience, and helping us make smarter decisions.

Here's where AI is really making a difference:

SPEEDING THINGS UP:

- Quickly reading through resumes
- Writing better job postings
- Scheduling interviews
- Finding potential candidates

HELPING US MAKE SMARTER DECISIONS:

- Predicting which candidates might do well in a role
- Planning for future hiring needs
- Showing us how well our hiring process is working

MAKING CANDIDATES HAPPIER:

- Using chatbots for quick answers to questions
- Suggesting jobs that fit a candidate's skills
- Keeping candidates updated on their application
- Streamlining the entire process to reduce frustration

REDUCING BIAS:

- Evaluating candidates more objectively
- Finding diverse candidates
- Spotting bias in job descriptions

“Happy candidates make happy new starters. By simplifying the hiring process and keeping candidates in the loop, we're more likely to keep top talent engaged throughout.”

Colleen Fullen,
Global Operations Executive at Korn Ferry

David Ellis, VP Talent Acquisition at Korn Ferry, highlights that in countries where candidates are hard to find, **shortlists are developed up to 30% faster** with Korn Ferry's RPO technology compared with using traditional methods.





2.3

HUMANS AND AI WORKING TOGETHER

It's important to understand that AI in RPO isn't about replacing recruiters—it's about making their jobs easier and the hiring process more effective. The best AI-powered RPO strategies have humans and AI working hand in hand:

AI handles the time-consuming tasks, freeing up recruiters to focus on the important stuff.

Human recruiters bring the emotional intelligence and nuanced judgment needed for final hiring decisions.

AI provides data-driven insights, which recruiters can interpret and use to make better-informed strategic decisions.

Recruiters train and fine-tune AI systems, making sure they align with what the company needs and values.

This teamwork leads to a smarter, more effective way of finding and keeping great people.

2.4

CLEARING UP SOME MYTHS ABOUT AI IN RPO

MYTH	REALITY
AI will replace human recruiters.	AI makes recruiters more productive, letting them focus on the strategic and impactful aspects of recruitment, such as strategic planning, relationship building, and enhancing the candidate experience.
AI-driven recruitment lacks the human touch.	AI can actually make the candidate experience more personal.
AI systems are biased.	While AI can reflect biases if not set up properly, it can also be a powerful tool for reducing human biases in hiring.
Using AI in RPO is too complicated and expensive.	There are AI solutions for companies of all sizes, and they can save you money in the long run.

By understanding what AI does in modern RPO, companies can use these technologies to transform how they find and keep great people. In the next chapter, we'll look at real-world examples of how AI is being used in RPO to get results.

3

CHAPTER THREE

AI IN ACTION REAL WAYS IT'S CHANGING RPO



SMARTER RESUME SCREENING AND CANDIDATE MATCHING

One of the most time-consuming steps of the hiring process is going through resumes and figuring out who might be a good fit. AI tools have revolutionized this through:



AUTOMATIC RESUME READING

AI can quickly pull important information from resumes in different formats, making it easier to compare candidates.



SMART MATCHING

AI looks at job descriptions and candidate profiles to find the best matches based on skills, experience, and potential for growth.



INTELLIGENT SEARCH

You can find candidates using conversational queries, not just keywords.

PRACTICAL APPLICATION

Imagine you're hiring for a marketing role. Instead of spending hours reading through hundreds of resumes, AI could quickly identify the top 20 candidates with the right mix of creative skills and data analysis experience. This gives you more time to personally engage with the most promising candidates.

3.2

PREDICTING SUCCESS IN HIRING

AI's ability to analyze huge amounts of data and spot patterns makes it invaluable for predicting outcomes in recruitment:



PREDICTING CANDIDATE SUCCESS

By looking at data from successful hires, AI can predict which candidates are most likely to do well in a role.



FORECASTING RETENTION

AI models can identify factors that contribute to employees staying with a company, helping you make better hiring decisions.



OPTIMIZING RECRUITMENT CHANNELS

AI can figure out which recruitment methods work best for specific roles.

PRACTICAL APPLICATION

Let's say you've noticed high turnover in your sales team. AI could analyze data from your long-term, successful sales employees and compare it to candidates in your pipeline. It might reveal that candidates with a mix of customer service experience and technical knowledge tend to stay longer and perform better in your company culture.

3.3

AI-POWERED CANDIDATE ENGAGEMENT

Keeping candidates engaged throughout the hiring process is crucial for attracting top talent. AI offers several tools to enhance the candidate experience:



CHATBOTS AND VIRTUAL ASSISTANTS

AI-powered chatbots can answer candidate questions instantly, guide them through applications, and schedule interviews.



PERSONALIZED COMMUNICATION

AI analyzes candidate profiles to tailor communication, making sure it's relevant and engaging.



AUTOMATED UPDATES

AI systems can send timely updates and reminders, keeping candidates in the loop throughout the process.

PRACTICAL APPLICATION

Picture a candidate applying for a software developer role. They might interact with a chatbot that can answer technical questions about the role, schedule a coding test, and provide immediate feedback. This keeps the candidate engaged and informed, even outside of business hours.

3.4

REDUCING BIAS AND PROMOTING DIVERSITY

AI can play a crucial role in making hiring fairer and more diverse:



BLIND SCREENING

AI tools can anonymize candidate information, allowing initial assessments based purely on qualifications and skills.



INCLUSIVE LANGUAGE ANALYSIS

AI can review job descriptions and communications for potentially biased language, suggesting more inclusive alternatives.



DIVERSE CANDIDATE SOURCING

AI can be programmed to find candidates from a wide range of backgrounds, helping to create a more diverse talent pool.

PRACTICAL APPLICATION

Consider a tech company aiming to increase gender diversity in its engineering team. AI could be used to rewrite job descriptions to appeal to a broader audience, anonymize resumes during initial screening, and actively source candidates from underrepresented groups within tech.

SMARTER SKILLS ASSESSMENT

AI is changing how we evaluate candidate skills:



AUTOMATED SKILLS TESTING

AI-powered platforms can administer and grade skills assessments, providing objective evaluations of candidate capabilities.



VIDEO INTERVIEW ANALYSIS

AI can analyze candidate responses in video interviews, assessing factors like speech patterns, facial expressions, and word choice to gauge soft skills and cultural fit.



COMPETENCY PREDICTION

By analyzing job performance data and employee profiles, AI can predict which competencies are most crucial for success in specific roles.

PRACTICAL APPLICATION

For a customer service role, AI could analyze video interviews to assess a candidate's empathy and problem-solving skills based on their responses to hypothetical scenarios. This provides a more comprehensive view of their abilities, beyond what's on their resume.

3.6

SMARTER WORKFORCE PLANNING

AI's predictive capabilities extend to long-term workforce planning:



PREDICTING FUTURE SKILL NEEDS

AI analyzes industry trends, company growth projections, and technological advancements to forecast future skill requirements.



INTERNAL TALENT MOBILITY

AI can identify employees with the potential to fill future roles, facilitating internal promotions and career growth.



NURTURING PASSIVE CANDIDATES

AI-driven systems can help keep passive candidates engaged so they're warm for future opportunities.

PRACTICAL APPLICATION

Imagine your company is planning to expand into a new market in the next two years. AI could analyze market trends, your current workforce skills, and industry benchmarks to identify skill gaps you'll need to fill. It could then suggest internal candidates for upskilling and start building a pipeline of external talent to meet your future needs.

ENHANCING THE CANDIDATE EXPERIENCE

AI isn't just making life easier for recruiters, it's also improving things for candidates. Here's how:



KEEPING CANDIDATES IN THE LOOP

AI-powered chatbots can provide instant updates on application status, reducing the dreaded “application black hole” feeling.



STREAMLINING THE PROCESS

Automated scheduling and pre-screening can speed things up, so candidates aren't left waiting.



PERSONALIZED COMMUNICATION

AI can personalize messages to each candidate, making them feel valued throughout the process.

PRACTICAL APPLICATION

Imagine applying for a job and getting immediate responses to your questions, 24/7. That's what AI chatbots can offer. They can answer queries about the role, the company culture, or even the status of your application—anytime, anywhere. This kind of responsiveness can make candidates feel valued and respected, increasing the chances they'll engage with your process to the end.

By using these practical applications of AI in RPO, companies can significantly improve their recruitment processes, give candidates a better experience, and make smarter hiring decisions. However, it's important to remember that successfully implementing these technologies requires careful planning, ethical considerations, and ongoing human oversight.

In the next chapter, we'll explore the benefits and challenges of AI-powered RPO, helping you understand both the opportunities and potential pitfalls.

4

CHAPTER FOUR

THE PROS AND CONS OF AI-POWERED RPO



4.1

WHAT'S GREAT ABOUT AI IN RPO

Bringing AI into RPO offers a lot of benefits:

IT'S FASTER:

- Screens candidates quicker
- Automates repetitive tasks
- Reduces time-to-hire

IT HELPS YOU HIRE BETTER PEOPLE:

- Matches candidates to jobs more accurately
- Uses data to make decisions
- Predicts who's likely to succeed
- Provides access to extended talent pools, broadening your reach for candidates

CANDIDATES HAVE A BETTER EXPERIENCE:

- Gives personalized communication
- Responds faster
- Keeps the process transparent and informative

IT GIVES YOU SMART INSIGHTS:

- Provides comprehensive analytics on recruitment performance
- Identifies successful hiring patterns
- Helps you continuously improve your process

IT SAVES MONEY:

- Lowers cost-per-hire
- Reduces reliance on external agencies
- Uses resources more efficiently

IT'S FLEXIBLE:

- Handles high-volume hiring easily
- Keeps the process consistent across locations
- Adapts quickly to changing recruitment needs

HIRING MANAGERS SATISFACTION



TIME-TO-HIRE REDUCTION

REAL WORLD IMPACT

Imagine being able to cut your time-to-hire by 35% while also increasing the satisfaction of your hiring managers by 40%. That's the kind of improvement companies using AI-powered RPO are seeing.

WHAT TO WATCH OUT FOR

While the benefits are significant, bringing AI into RPO also presents some challenges:

DATA QUALITY AND QUANTITY: • AI systems need high quality data to work well • Ensuring your data is accurate and relevant can be challenging	ETHICAL CONCERNS: • AI could potentially amplify existing biases if not properly designed • There are privacy concerns about candidate data	INTEGRATING WITH EXISTING SYSTEMS: • It might not play nice with your current HR tech • Some staff might resist the change	OVER-RELYING ON TECHNOLOGY: • There's a risk of losing the human touch in recruitment • You might overlook great candidates who don't fit the standard profile	KEEPING UP WITH THE TECH: • AI systems need ongoing training and refinement • Keeping pace with rapidly evolving AI technologies can be challenging
FOLLOWING THE RULES: • Ensuring AI systems comply with data protection laws (like GDPR) • Addressing potential legal issues around AI-driven decision making	LOSING THE HUMAN TOUCH: • Balancing tech-driven optimizations while preserving human engagement • Ensuring candidates get the opportunity to connect with a real person to understand company culture • Being mindful of how many (and which) processes are automated		IT MIGHT NOT BE RIGHT FOR EVERYONE: • Implementing AI tools can be expensive. • The return on investment might not make sense for businesses that hire infrequently or for very specialized roles • Complex roles with variable requirements might not be well-suited for AI screening • Executive search still requires a primarily human touch	



“

People want to know where they're going to work, who they're going to work with. That's why Korn Ferry has a phone line where candidates can call and talk to someone. Even when technology is supporting, we continue to be present in the process.

The technology works where roles are kind of repeatable, where there is volume. It might not work as well where the role means one thing in one location versus another thing in another location, for example.”

Colleen Fullen,
Global Operations Executive,
Korn Ferry

4.3

FINDING THE RIGHT BALANCE

The key to successful AI-powered RPO is striking the right balance between tech smarts and human expertise. Remember to:

- Use AI for data-driven insights and to make processes more efficient
- Rely on human judgment for final decisions and building relationships
- Continuously train and oversee AI systems to ensure they align with your company's values and goals
- Be transparent with candidates about how you're using AI in the recruitment process

By addressing these challenges and finding the right balance, you can harness the full potential of AI in RPO while minimizing risks and keeping the human element that's crucial to effective recruitment.



5

CHAPTER FIVE

GETTING STARTED WITH AI IN YOUR RPO STRATEGY



5.1

ARE YOU READY FOR AI?

Before you jump into AI-powered RPO, it's important to check if your organization is ready:

01

LOOK AT YOUR CURRENT PROCESS:

- Where are the pain points in your recruitment?
- Which areas would benefit most from AI?

02

CHECK YOUR DATA:

- Do you have enough high-quality recruitment data?
- Is your historical data sufficient to train AI models?

03

GET EVERYONE ON BOARD:

- Educate key people about the benefits and challenges of AI in RPO
- Address any concerns or resistance to change

04

REVIEW YOUR TECH SETUP:

- Can your current HR systems work with AI solutions?
- What upgrades might you need?

05

THINK ABOUT COMPLIANCE AND ETHICS:

- How will AI affect your legal and ethical obligations in recruitment?
- Are you set up to comply with data protection regulations?



PRO TIP



Start small. Try AI in one area of your recruitment process, measure the results, and then grow from there based on what you learn."

Dr. John Sullivan, HR specialist and author of "Stay Interviews and other Powerful Retention Tools"

5.2

CHOOSING THE RIGHT AI TOOLS

When you're picking AI tools for your RPO strategy:

01

KNOW WHAT YOU WANT TO ACHIEVE

Set clear goals for what you want AI to do for your recruitment process

02

RESEARCH VENDORS

Look into different AI solution providers

Find vendors with experience in your industry

Investigate the quality of underlying data needed to train their AI tools

03

MAKE SURE IT CAN BE CUSTOMIZED

The solution should be able to fit your specific needs

04

THINK ABOUT GROWTH

Choose solutions that can scale with your organization

05

CHECK IF IT PLAYS WELL WITH OTHERS

Prioritize tools that work seamlessly with your existing systems

06

KEEP IT USER-FRIENDLY

Pick solutions that are easy for your team to adopt and use

07

GET SUPPORT

Ensure the vendor provides good support and training resources

5.3

BEST PRACTICES FOR IMPLEMENTATION

Follow these tips for a smooth AI implementation in your RPO strategy:

START WITH A PILOT PROGRAM:

- Test AI solutions in a controlled environment
- Gather feedback and measure results before fully rolling it out

TRAIN EVERYONE THOROUGHLY:

- Make sure all users know how to use the AI tools effectively
- Address concerns and resistance through education

SET CLEAR METRICS:

- Define how you'll measure the impact of AI on your recruitment process
- Regularly review and adjust based on these metrics

KEEP PEOPLE IN THE LOOP:

- Set up processes for human review of AI-driven decisions
- Ensure AI complements rather than replaces human judgment

KEEP REFINING AND IMPROVING:

- Regularly update and refine AI models with new data
- Stay informed about new developments in AI for recruitment

BE TRANSPARENT:

- Clearly communicate with candidates about how you're using AI in the recruitment process
- Be prepared to explain how AI is used in decision-making



5.4

CONSIDERING AI GOVERNANCE

As you implement AI in your RPO strategy, it's crucial to consider your organization's AI policy and principles.

These should guide how you use AI ethically and responsibly in your recruitment process.

Key considerations include:



Data privacy and security



Fairness and bias prevention



Transparency in AI-driven decisions



Compliance with relevant regulations

25[↑]%

Quality of the hires

40[↓]%

Time to hire



"Even if they don't employ it at scale themselves, recruiters and CHROs need to be aware of how AI is reshaping the wider hiring landscape, and with it, business and employee expectations," Korn Ferry's Colleen Fullen advises.

By following these guidelines, you can set yourself up for success as you bring AI into your RPO strategy. Remember, it's not about replacing your human recruiters, it's about giving them powerful tools to do their jobs even better.

REAL-WORLD EXAMPLE

A global financial services firm implemented AI in their RPO strategy step by step. They started with AI-powered resume screening and gradually added predictive analytics and chatbots. Over 18 months, they cut their time-to-hire by 40% and improved the quality of their hires by 25%.

6

CHAPTER SIX

WHAT'S NEXT FOR AI IN RPO?



AS AI EVOLVES, ITS IMPACT ON RPO IS ONLY GOING TO GROW

Here are some trends to watch:

SUPER-PERSONALIZED EXPERIENCES

AI will make every interaction with candidates feel tailor-made, based on their individual preferences and behavior.

SMARTER WORKFORCE PLANNING

Advanced AI models will give us more accurate long-term predictions about workforce needs, helping companies prepare for the future.

AI AND HUMANS, BETTER TOGETHER

The focus will shift from AI replacing human tasks to AI boosting human capabilities, helping recruiters make even better decisions.

ETHICAL AI

There will be a bigger push to develop and use ethical AI systems that promote fairness and diversity in hiring.

AI THAT LEARNS ON THE JOB

AI systems will become more adaptive, continuously learning from new data and adjusting strategies in real-time.

CHANGING ROLE OF RECRUITERS

AI is shifting the recruiter's role from "hunting and finding" candidates to "communicating and connecting." As AI takes over more administrative tasks, recruiters will spend more time talking to candidates, selling opportunities, and making the right matches between candidates and roles.

CANDIDATES USING AI

It's not just recruiters embracing AI. Candidates are increasingly using AI tools to polish their resumes, prepare for interviews, and navigate the job search process. Recruiters need to be aware of this trend and adapt their strategies accordingly.

AI GOVERNANCE IN RECRUITMENT

As AI becomes more prevalent in hiring, companies will need to develop clear governance principles. This ensures that AI is used ethically and aligns with company values and legal requirements.

WHAT'S NEXT?

Bringing AI into RPO is changing the game in how we find and keep great people.

As we've explored in this ebook, AI-powered RPO offers huge potential to make hiring faster, improve the candidate experience, and help us make better hiring decisions. But to make it work, we need careful planning, a focus on ethics, and a balanced approach that combines smart technology with human expertise.

The importance of AI in recruitment is only set to grow. In fact, 68% of recruiting professionals believe that investing in new recruiting technology is the best way to improve recruiting performance over the next five years. By embracing AI-powered RPO, organizations can position themselves at the forefront of this trend, ready to meet the challenges of tomorrow's talent landscape.



68%

**OF RECRUITING
PROFESSIONALS BELIEVE
THAT INVESTING IN NEW
RECRUITING TECHNOLOGY
IS THE BEST WAY TO IMPROVE
RECRUITING PERFORMANCE**

**AS YOU START YOUR AI-POWERED
RPO JOURNEY, REMEMBER:**

**Begin with a clear strategy that aligns
with your company's goals**

**Put ethics first and be transparent
about how you're using AI**

**Keep an eye on your AI systems, refine
them, and optimize as you go**

**Invest in training to help your
team embrace these new tools**

**Stay informed about new trends
and technologies in the field**

**Consider your organization's size and
hiring needs when investing in AI**

**Don't lose the human touch – maintain personal
connections in the recruitment process**

**Be aware of how candidates might
be using AI in their job search**



The future of recruitment lies in the partnership between artificial intelligence and human insight. By embracing this future thoughtfully and strategically, you can gain a real edge in the competition for talent.

Remember, while AI can revolutionize your recruitment process, it's not a one-size-fits-all solution. The key is finding the right balance between leveraging AI's efficiency and maintaining the human touch that's crucial in recruitment. Whether you're a large corporation handling thousands of applications or a small business making a few key hires, there's a way to make AI work for you.

We encourage you to take the next steps in exploring how AI can transform your RPO strategy. Whether you're just starting out or looking to improve your existing AI setup, the journey towards smarter, more effective recruitment starts now.



READY TO LEARN MORE?

LET'S TALK ABOUT HOW
WE CAN HELP YOU BRING
THE POWER OF AI TO YOUR
RECRUITMENT PROCESS.

LEARN MORE ABOUT NIMBLE RECRUIT

Discover how our AI-powered solutions can transform your talent acquisition strategy.

CONTACT US FOR A CONSULTATION

Get personalized advice on implementing AI in your RPO

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

Business advisors.
Career makers.