

**HCLTech** | Supercharging  
Progress™

# HCLTech Smart Recruit

Unlocking the future of  
recruitment with HCLTech  
Smart Recruit

# Introduction

The recruitment landscape has evolved from manual resume sorting to digital solutions like applicant tracking systems (ATS) and job boards. However, inefficiencies, biases and a lack of personalization still plague the process. Generative AI (GenAI) is poised to transform talent acquisition by addressing these challenges. As organizations seek to enhance HR and recruitment functions, the HCLTech Smart Recruit solution leverages GenAI to deliver faster, more efficient and personalized outcomes at scale, marking a significant shift in workforce operations.

## Overview

HCLTech Smart Recruit, powered by Generative AI, is designed to revolutionize recruitment. It enhances existing systems and reimagines how recruitment should be in the digital era. Built on Amazon Bedrock, HCLTech Smart Recruit offers seamless, secure and scalable AI deployment. This innovative solution transforms recruitment practices, helping organizations meet and anticipate modern workplace demands and ensure they stay ahead in the competitive race for top talent.



# Key features



## Contextualized Q/A

Recommends personalized interview questions based on the candidate's background, resume and job description.



## Summarization

Summarizes the candidate's work profile based on the candidate's relevant experience and job description.



## On-boarding

Facial verification of candidates while onboarding BGV process.



## Resume parsing and ranking

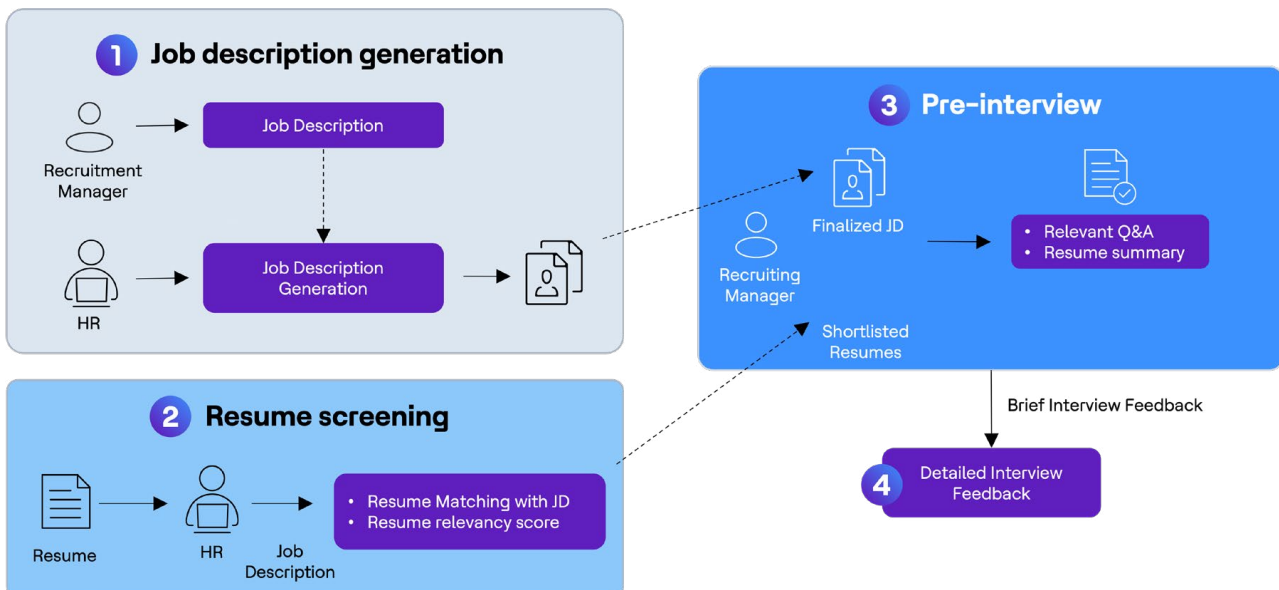
Uses GenAI LLM NLP power to parse resumes and rank candidates based on relevance to the job description.



## Constructive feedback generation

The solution offers automated feedback generation and comprehensive analytics. The feedback mechanism synthesizes interview responses into actionable evaluations, while the analytics feature equips HR leaders with crucial insights.

# Process flow



**Key AWS services used:** Amazon Bedrock, Amazon DynamoDB, Amazon S3, Amazon Rekognition, Amazon Textract and AWS Lambda

# Benefits



## Automated screening

Accelerates the screening process by automating bulk profile screening, reducing time and effort by up to 40%.



## Contextualized Q&A

Enhances candidate evaluation through AI-generated contextualized questions, improving the accuracy of assessments.



## Personalized feedback

Delivers personalized feedback based on interview outcomes, significantly enhancing the candidate experience.



## Unbiased evaluation

Ensures unbiased candidate selection by leveraging automated screening and contextualized Q&A, promoting diversity and finding the best fit for each role.

# Industrial adoption

		Use case description
<b>Manufacturing</b>		Enhance ability to identify and attract skilled technical and engineering talent
<b>Healthcare</b>		Can help reduced time-to-fill for critical clinical roles, Increased diversity and representation in the healthcare workforce
<b>Retail</b>		Faster hiring for seasonal or high-turnover roles (e.g., sales associates, customer service)
<b>Education</b>		Easier identification and recruitment of qualified teachers and administrators, Better alignment between candidate skills and school/district needs

# HCLTech | Supercharging Progress™

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