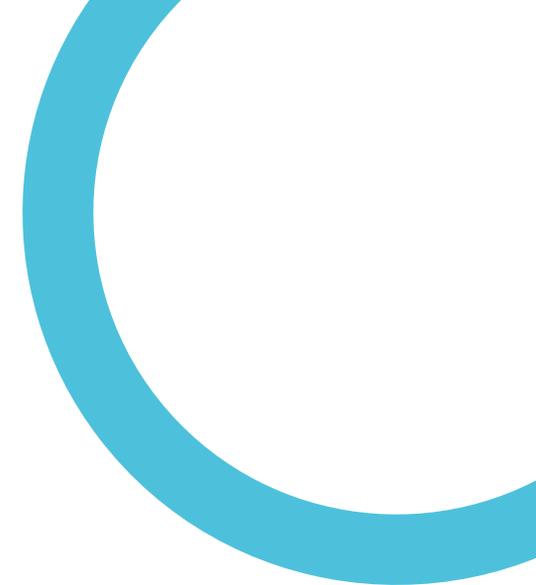# Recruitment Processes – Technology and Automation

Matthew Hilton – Senior Recruiting Manager

Delap

AI is not just a tool - It is a transformational force.

Firms that embrace AI will lead in efficiency, customer satisfaction, and innovation.

AI is projected to unlock $1 Trillion in value across Banking and Financial sectors.

Key Drivers: Automation, enhanced decision-making, fraud prevention, and customer experience.

During 2025, the global AI market in financial services alone is expected to reach $26.67 billion, growing at a 23.37% rate.
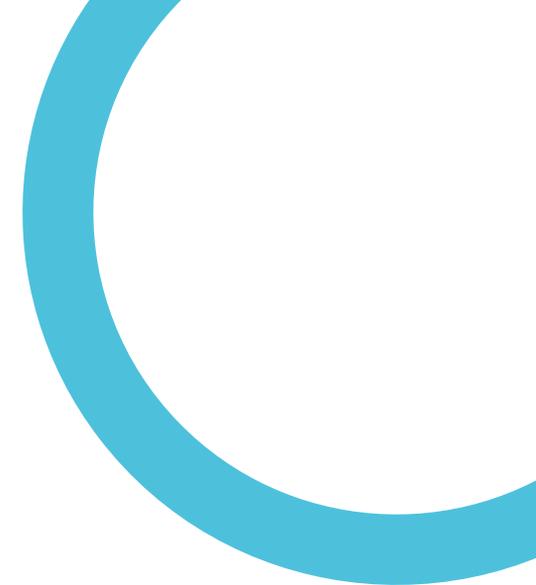
How are YOU leveraging AI/Automation tools today? At work and in your personal life?

How has mainstream media, including films, portrayed future technology?

-Minority Report
-Blade Runner
-Ex Machina
-Terminator 2
-i, Robot
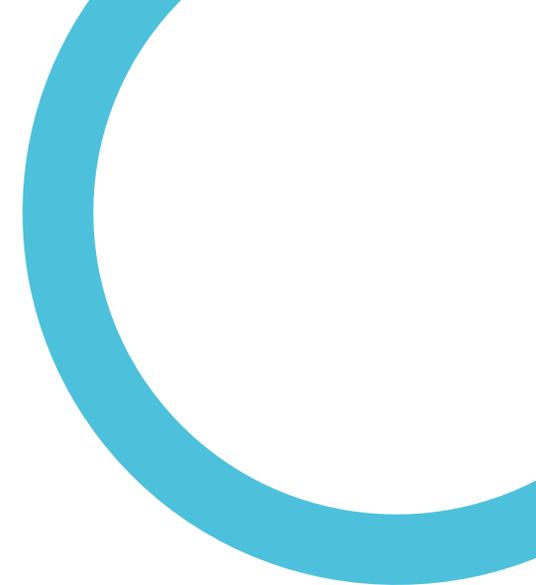-Tron
-Back to the Future

Key Areas

Recruitment Technology

Standardized Interview Process

Technical/Personality Assessments

Onboarding Automation

The year is **2035.** What is a headline related to AI that you would expect to see?

Day-to-Day Functionality – Work AND Home

- Outlook/Email
- Virtual Meetings
- Calendar/Schedule Maintenance
- Copilot via Microsoft Teams
- Client Service – Engagement Letters
- New Hire Onboarding
- Compiling and Evaluating Data
- Writing Job Descriptions

- Trip planning
- General Research
- Shopping Lists – Ex: Planning for a Taco Night for 10 people
- Fantasy Sports/Sports Betting
- **Building Slide Decks** ☺

Recruitment Technology

How many firms are happy with their current HRIS platform and the recruiting function?

- What are the key features being utilized?

- Delap is currently pursuing a new HRIS system. Our wish list includes:

-Complete HR function

-Recruiting

-L&D

-Performance Management

Recent Delap Applications

- Reputation Scanner/Digital Scrub Bot. Primarily being utilized for client recruiting projects.

- Facilitator Bot for internal virtual sessions.

- Robust candidate summaries that are shared with the Interview Team.

Standardized Interview Process

- Delap has built a Candidate Tracker and introduced automation to our recruiting process.

- Pre-Interview and Post-Interview pings via Microsoft Teams.

- Custom Folders in our SharePoint site. A one stop shop for the entire Team.

- All virtual interviews are being conducted in Microsoft Teams with the Copilot Transcript feature.

What is the current interview process at your firm? How is that experience for your colleagues? For your candidates?

Technical/Personality Assessments

Does your firm administer any type of assessments during your recruiting process?

- Attention to Detail (testdome.com)
- Working Genius (The Table Group)
- Predictive Index
- 16 Personality Types

These resources and tools can provide additional data points to drive the decision-making process!

Is your firm exploring exciting innovation/automation/technology with your recruiting process?

Please share with the group!

Onboarding Automation

How does your firm process an accepted offer letter and what happens next as you look to new hire onboarding?

Through the Candidate Tracker, Delap has automated this sequence between Recruiting – IT – HR all through our SharePoint site and a platform called https://www.process.st/

Thanks so much for attending!

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