



A Diversified Industrial Group Enhances Recruitment Efficiency Using AI-Driven Candidate Evaluation System

The Organization

The client is a large, diversified industrial group with a strong presence across manufacturing, infrastructure, and services sectors. Known for its legacy of innovation, operational excellence, and sustainable growth, the organization maintains a vast workforce spread across multiple business units and geographies. It emphasizes employee development, ethical governance, and the continuous adoption of emerging technologies to drive business performance and competitiveness.

Challenge

The organization faced a highly manual and time-consuming recruitment and evaluation process that relied heavily on human intervention. Each application required HR teams to individually screen CVs, match candidate profiles with job descriptions, and evaluate interview transcripts for competency alignment. This led to inconsistent assessments, longer turnaround times, and a higher risk of overlooking qualified candidates. Moreover, the evaluation criteria varied across departments, making it difficult to maintain standardized hiring benchmarks aligned with the company's competency frameworks and culture. Managing large volumes of candidate data also posed challenges in scalability and data management, especially during mass hiring or seasonal recruitment drives. HR teams needed a solution that could not only automate repetitive assessment tasks but also bring intelligence, consistency, and transparency to the recruitment process — all while aligning with the organization's specific standards and governance structure.

Solution

The client engaged RSutra Analytics & Consulting to design and implement an AI-driven recruitment evaluation platform capable of automating and enhancing candidate assessment. This project explored the mechanics of Agentic AI systems

An AI-powered system that understands candidate profiles, interprets interviews, and evaluates them against job

Magic Numbers

- 3x faster shortlisting compared to manual review
- ~95% consistency in scoring across recruiters and departments
- 100% traceability of evaluation logic and evidence
- 50% reduction in candidate screening and evaluation time

that analyze CVs, interview transcripts, and job descriptions using natural language reasoning and competency-based mapping. The solution leverages Large Language Models (LLMs) combined with Retrieval-Augmented Generation (RAG) to extract, interpret, and correlate candidate information against the organization's specific competency frameworks and role requirements. By doing so, it generates transparent and explainable candidate scores, ensuring every evaluation aligns with the company's internal standards, culture, and HR policies. In addition, RSutra's solution integrates seamlessly with the client's existing HRMS and applicant tracking systems, enabling real-time candidate evaluation and ranking. The AI agents were configured to continuously learn from hiring decisions and feedback loops, improving accuracy and contextual understanding over time.

The result was a comprehensive and intelligent recruitment assistant capable of delivering fair, consistent, and auditable evaluations — reducing manual screening efforts, improving decision quality, and accelerating the overall hiring process.

Benefits

The AI-driven evaluation system standardized candidate assessments, ensuring fairness and consistency across roles. It reduced manual screening time and accelerated recruitment cycles while improving decision accuracy. The system also suggests next-round interview questions tailored to each candidate's CV, helping interviewers conduct more focused and competency-based evaluations.

Results

The organization successfully implemented an AI-powered recruitment evaluation system that delivered faster, fairer, and more data-driven hiring decisions. Screening efficiency improved significantly, and candidate shortlisting time was reduced by over 50%, enabling HR teams to focus on strategic talent engagement. The AI framework now serves as a scalable model for extending intelligent automation to other HR functions.

Solution Highlights

- AI-driven HR evaluation platform powered by LLMs and RAG
- Automated parsing of CVs, job descriptions, and interview transcripts using NLP
- Transparent and explainable AI logic showing evidence for each score
- Seamless integration with existing HRMS and recruitment systems
- Organization-specific rule engine ensuring alignment with internal standards and governance

About RSutra Analytics & Consulting

RSutra Analytics & Consulting offers services in Data Science, Artificial Intelligence, Machine Learning, Advanced Analytics, Big Data, Robotic Process Automation (RPA), Geographical Information Systems & Cloud-based technologies

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