H!reko.ai





AI
Hiring
With



The digital AI twin for your enterprise hiring

We help Driving your enterprise towards AI



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Executive Summary

Enterprises and hiring managers are embracing AI recruiting platforms to unlock a more efficient, scalable, and consistent approach to talent acquisition. This evolution benefits everyone involved: companies achieve significant cost and time savings, while candidates enjoy faster responses, equitable screening, and personalized engagement throughout the hiring process.

This study explores how AI recruiting platforms are reshaping the talent landscape for the better. By analyzing multi-year data across various industries, we quantify the synergistic value AI brings to enterprise recruiting functions and demonstrate how technology enhances human expertise.

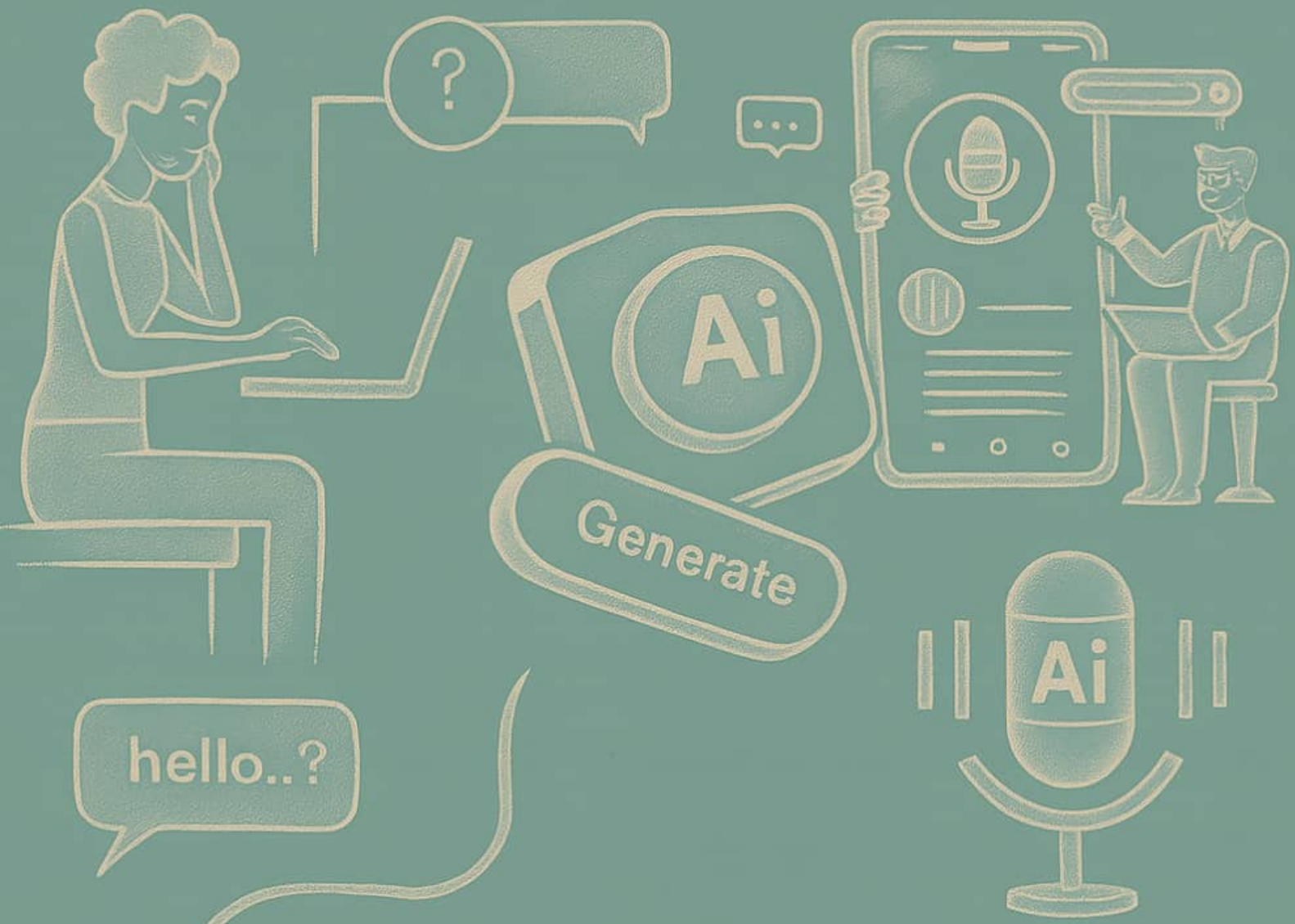
The results are clear:

→ **AI Amplifies the Recruiter's Role:** Our data confirms that AI empowers, rather than replaces, human recruiters. Across industries, organizations using AI solutions saw a remarkable 25–40% reduction in time-to-hire and significant cost savings, all while recruiter headcount remained stable. This proves recruiters are being elevated to more strategic, high-impact activities.

→ **A Focus on High-Value Work:** A longitudinal analysis reveals a powerful trend: AI adoption enables recruiters to concentrate on what matters most. By automating repetitive tasks like resume screening and scheduling, AI frees professionals to focus on strategic relationship-building, complex negotiations, and ensuring a strong cultural fit.

→ **A Proven Partnership for Success:** The synergy between AI and human expertise is undeniable. Companies adopting AI recruiting report higher candidate satisfaction scores and increased diversity in their talent pipelines. This powerful combination allows organizations to gain efficiency and scale while enhancing the human touch that is crucial for attracting and securing top talent.





Our analysis shows that AI recruiting tools are fundamentally transforming the human resources industry for the better. The integration of AI creates a powerful synergy, where technology and human expertise elevate one another. This partnership allows for a new singularity in talent acquisition; AI platforms can source, screen, and engage with candidates 24/7, operating with tireless efficiency. This dramatically expands the talent pool, ensures every candidate is reviewed, and provides more people with a fair opportunity to be seen.

These results highlight a clear path forward for innovative organizations. To capitalize on this technological advancement, companies should proactively integrate AI into their talent acquisition strategies. By implementing guidelines that focus on maximizing fairness and protecting candidate data, they can build highly efficient and equitable workflows. Industry leaders have an opportunity to champion this evolution. Increasing the adoption of AI empowers talent professionals to focus on high-impact strategic goals, which in turn drives business growth and helps global communities flourish.



Introduction

At Hireko.ai, we are a new kind of AI-powered recruitment platform, positioning ourselves as "the digital twin for enterprise hiring." We have built a comprehensive solution to streamline your entire recruitment process through our intelligent automation and AI-driven features.

Our Core Features and Your Workflow:

We offer a seamless 8-step recruitment journey. After signing up, you can Create Jobs and leverage our Tweak Questions functionality to customize interview parameters. Our platform then performs intelligent Resume Screening using advanced AI algorithms, followed by our unique AI Interview capability, which conducts natural voice-based conversations with your candidates.

To help you find the perfect fit, our system provides an AI Ranking to score and prioritize applicants. This enables you to easily Review & Shortlist top talent and track your progress with our integrated Milestone feature for every successful hire.

Our Advanced Capabilities:

Our platform is powered by sophisticated Voice AI Conversation technology that enables natural, multilingual interactions with candidates worldwide. Our multi-agent system provides comprehensive Assessment and Recruiting functionalities, delivering detailed Resume Scores to help your recruiters make the most informed decisions.

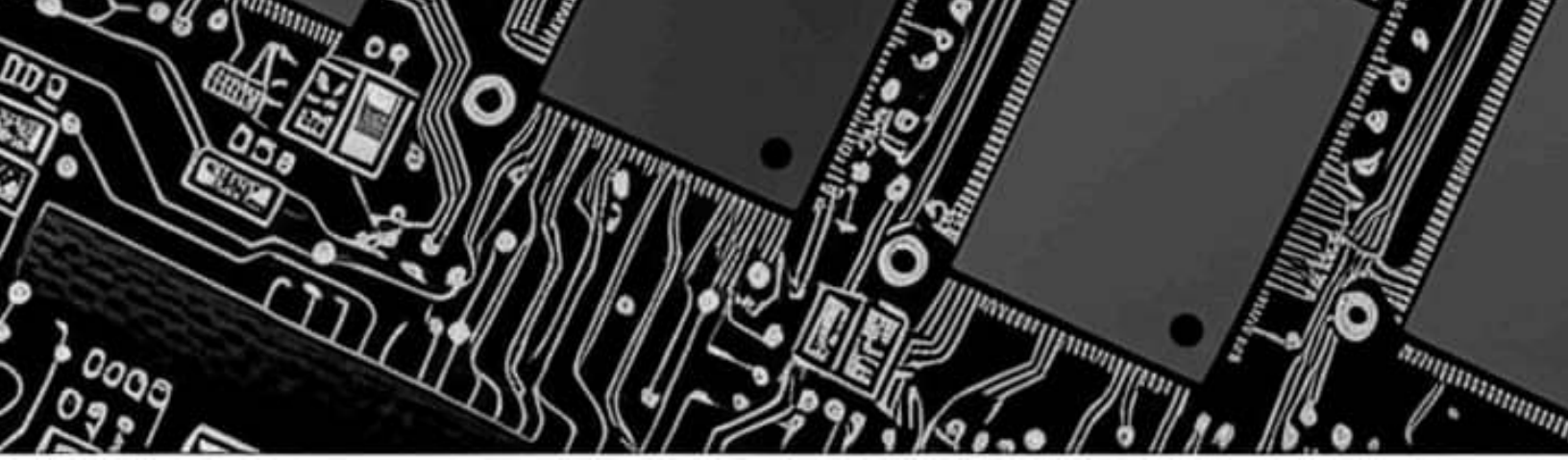
A White Label Solution for Your Brand:

We also offer a White Label AI option with several key benefits for your business. We provide Seamless Integration into your existing HR systems, Full Customization to match your company branding, and Quick Deployment for rapid implementation. It's your process, Your Brand, Your Logo—all powered by our End-to-End Solution that covers the complete hiring workflow.

Our Value to You:

By combining AI-driven resume screening, conversational interviews, intelligent ranking, and comprehensive candidate assessment, we transform traditional recruiting into an efficient, scalable process. We are the ideal partner for enterprises looking to modernize their hiring process while maintaining quality and reducing time-to-hire.





Intelligent Sourcing and Screening

Hireko.ai powers your AI interview strategy by perfecting the top of the hiring funnel. Instead of managing a high volume of irrelevant applications, its AI agents actively source and pre-qualify candidates who are an ideal match for your role. This intelligent screening filters out unqualified individuals, ensuring your AI interview system spends valuable time only on high-potential talent, maximizing efficiency.

Engage Top Talent & Build Your Pipeline

To attract elite professionals, the platform automates personalized, human-like outreach that boosts engagement and response rates, ensuring the best talent engages with you first. Furthermore, hireko.ai works 24/7 to build a continuous talent pipeline. When a new position opens, you'll have a warm pool of qualified candidates ready for interviews, drastically reducing your time-to-fill.

Seamless Integration and Actionable Insights

Designed to enhance your current workflow, the system seamlessly integrates with your existing Applicant Tracking System (ATS), feeding high-quality candidates directly into your process. With actionable insights from real-time reporting, you gain transparent visibility into candidate quality and engagement, allowing you to optimize your entire hiring strategy. By focusing on initial sourcing and screening, hireko.ai ensures your AI interviews are conducted with superior talent, leading to better hires.

The Future of Strategic Hiring

Combining hireko.ai with AI interviews makes talent acquisition proactive and precise. This approach frees recruiters from administrative tasks to focus on engaging top-tier candidates, while applicants get a streamlined, unbiased experience. Ultimately, this integrated system elevates the entire hiring function, using data-driven insights over gut feelings to build high-performing teams faster.



Challenges In Hiring







“ Hiring Managers & Recruiters Are Burning Out “

Filter candidates accurately

Recruiters face a constant struggle to filter candidates with accuracy. Many resumes exaggerate or omit critical skills, creating a misleading picture of the applicant’s true capabilities. On top of that, manual screening processes vary widely between recruiters, often resulting in inconsistent evaluation standards. When hundreds of applications pour in for a single role, the sheer volume makes it easy for qualified candidates to slip through the cracks, leading to missed opportunities and wasted effort.

Phone calls, out reach & interview loop

The communication and scheduling stage of hiring is one of the biggest drains on efficiency. Recruiters spend countless hours chasing responses, coordinating calendars, and dealing with last-minute cancellations. Outreach attempts such as cold emails or calls have discouragingly low engagement, further slowing down the process. Even once interviews begin, extended interview loops often frustrate candidates, increasing the risk that strong talent disengages or accepts another offer before the process concludes.

Hiring managers and Team members time

For hiring managers and team members, time is one of the scarcest resources. Too often, they are pulled into lengthy interview sessions with candidates who prove to be poor fits, leaving them frustrated and overextended. Balancing interview participation with their day-to-day responsibilities stretches them thin, reducing overall productivity. Team members in particular may experience “interview fatigue,” where repeated involvement in the process dulls their engagement and lowers the quality of their assessments, hurting hiring outcomes.

Hiring Expense

Hiring is a continuous expense, Hiring new employees is often far more expensive than it initially appears, with costs extending well beyond the base salary. Companies must factor in recruitment advertising, agency fees, and the time managers and HR staff spend screening and interviewing candidates. Once a hire is made, onboarding, training, and the initial drop in productivity as the employee acclimates all add significant hidden expenses. In many industries, replacing a skilled employee can cost upward of 50% to 200% of their annual salary, depending on the role's complexity. Additionally, there are opportunity costs when positions remain unfilled, as projects may stall and team performance suffers. The expense is compounded further if the hire is not a good fit and turnover occurs, forcing the cycle to repeat. For organizations seeking long-term stability, reducing hiring costs requires a focus on retention, improved candidate screening, and streamlined recruitment processes that balance efficiency with quality.

Governments typically optimize for low unemployment and high participation because joblessness drags on growth and public finances, while individual workers optimize for higher lifetime earnings, often via job-to-job moves. Globally, the ILO projected a 4.9% unemployment rate in 2024 (down from 5.0% in 2023), and pegs worldwide labour-force participation near 61%—key macro targets for policymakers. At the micro level, job-to-job mobility is a proven engine for wage gains and productivity: the OECD estimates it contributed about 0.9 percentage points to average annual wage and productivity growth across countries in the 2000–2019 period. That said, today's cooler market has muted switching: in the U.S., the quits rate fell to 2.0% in June 2025 and recent readings show job-switcher wage growth converging toward (and at times dipping below) that of stayers, a reversal from the post-pandemic "Great Resignation."

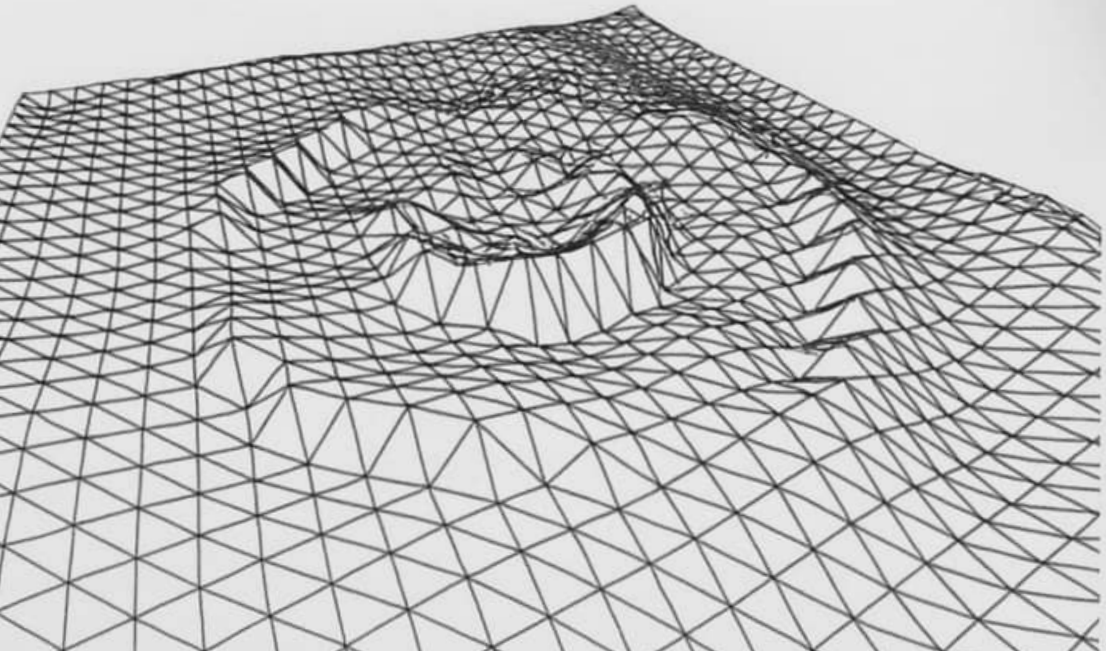
The scale of the "employment market" that intermediates all this matching is enormous. **Staffing Industry Analysts report the 100 largest global staffing firms generated $269B in revenue in 2023, about 43% of the global market,** implying a total market >$600B (269/0.43 ≈ $626B). In the U.S. alone, SIA estimated $185–190B in 2024 staffing revenue amid a soft patch, underscoring how cyclical but massive the sector remains. On the tech side, HR technology reached roughly $36B in 2024, while talent acquisition software—the recruiting-specific slice—was about $10.8B in 2024, each growing mid-to-high single digits as enterprises digitize hiring. Together with persistent global job gaps (the ILO cites ~402M people seeking work or more hours), these figures illustrate a vast, continuously churning market connecting governments' full-employment goals with workers' earnings optimization.

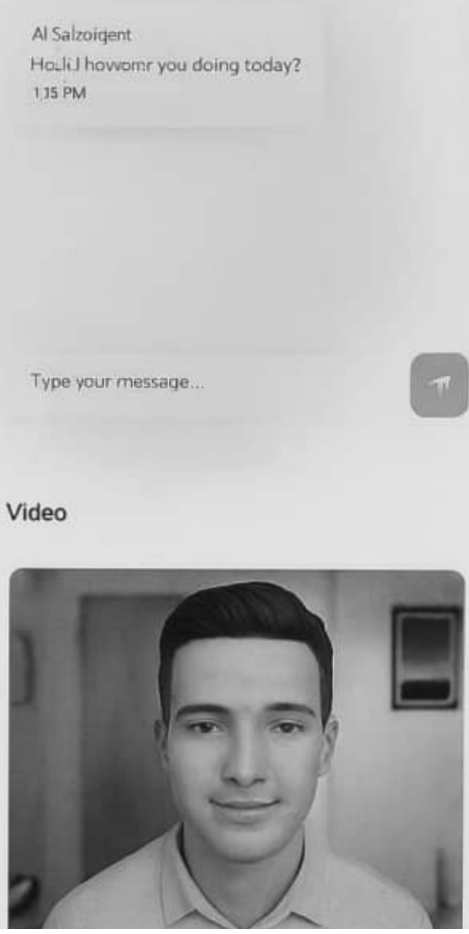
The global staffing ecosystem is expanding fast: the staffing agency software market is projected to grow from USD 634 million in 2025 to USD 1.245 billion by 2032, job switchers received a 4.2% wage increase in February 2025, while those staying with their current employer had a slightly higher gain of 4.4%




AI
"VOICE"
SCREENING

AI Conversation





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AI conversation hiring transforms recruitment by streamlining interviews, reducing bias, and improving candidate experience.

AI conversation hiring is redefining recruitment by automating initial candidate interactions and interviews. Through natural language processing and real-time assessment, it reduces repetitive tasks for recruiters while providing consistent, unbiased evaluations. This approach helps organizations save time, improve hiring accuracy, and enhance the candidate experience.

AI conversation hiring is transforming how companies approach recruitment by leveraging conversational AI to handle early-stage interviews, screen candidates, and collect structured insights. Instead of recruiters spending hours on repetitive phone calls, AI-driven agents conduct scalable and standardized conversations that assess communication, skills, and fit in real time. This not only accelerates the hiring cycle but also improves fairness by minimizing human bias during the evaluation process. With actionable data feeding directly into Applicant Tracking Systems, hiring managers gain sharper visibility into candidate quality while reducing the burden on their teams. The result is a more efficient, transparent, and candidate-friendly hiring process that aligns organizational needs with individual career goals.


Interview
anytime
24X7
INTERVIEW VIDEOS AVAILABLE TO HIRING TEAM
SHEDULING & SCREENING PROBLEM SOLVED
Improves efficiency
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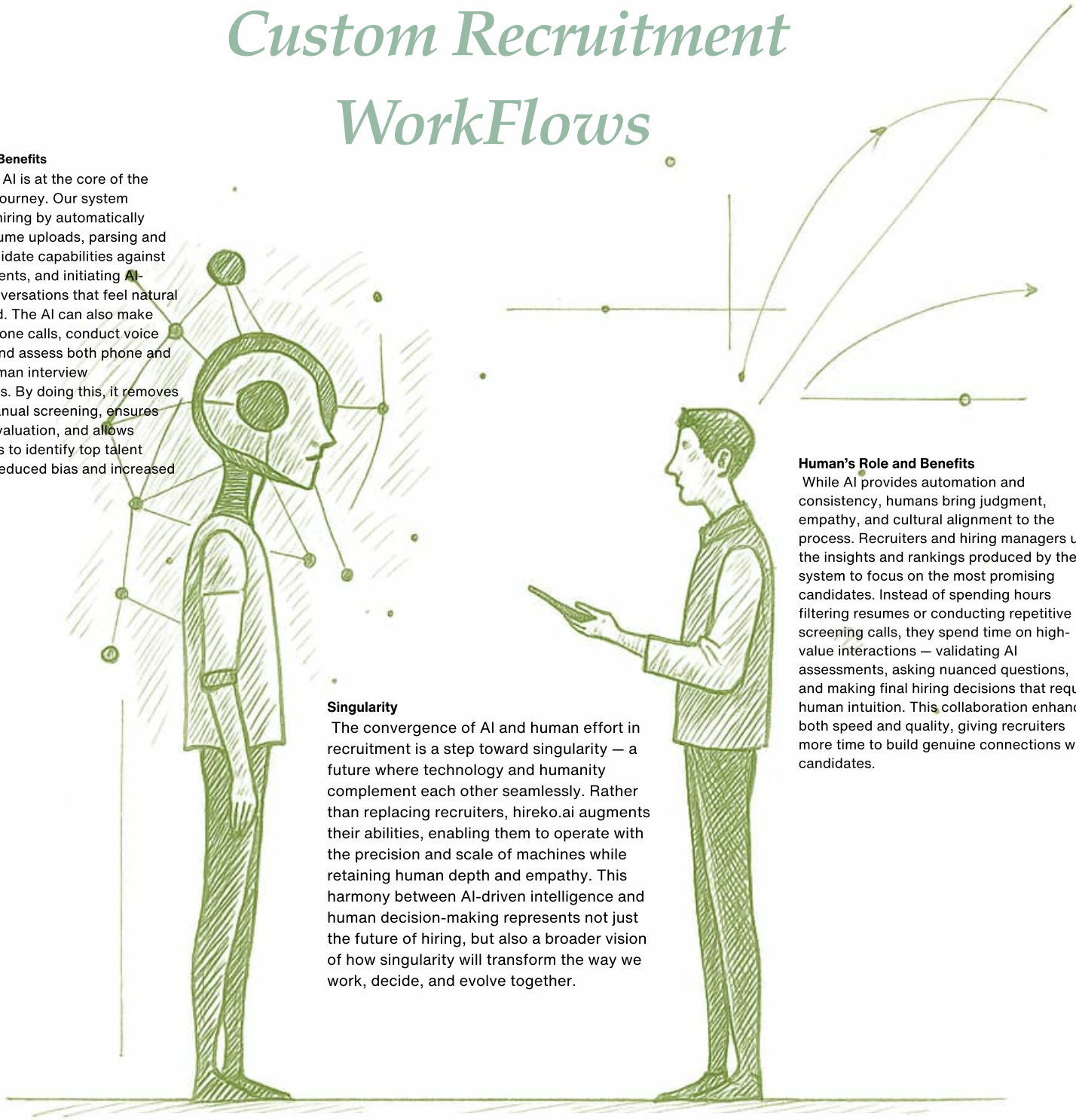
Hireko.ai

BEST RECRUTER TOOLS

Custom Recruitment WorkFlows

AI's Role and Benefits

At hireko.ai, AI is at the core of the recruitment journey. Our system streamlines hiring by automatically handling resume uploads, parsing and ranking candidate capabilities against job requirements, and initiating AI-powered conversations that feel natural and unbiased. The AI can also make outbound phone calls, conduct voice interviews, and assess both phone and AI-driven human interview conversations. By doing this, it removes repetitive manual screening, ensures consistent evaluation, and allows organizations to identify top talent faster, with reduced bias and increased efficiency.

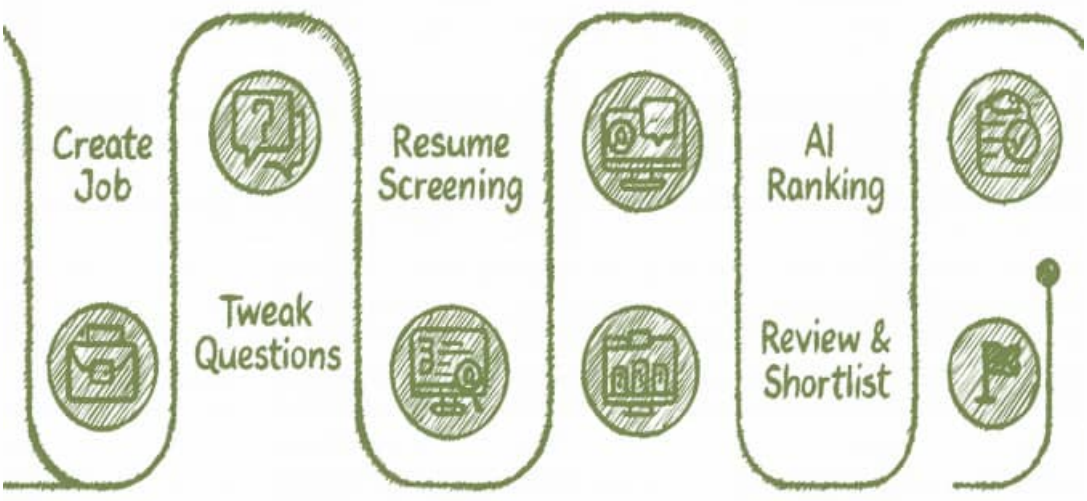


Singularity

The convergence of AI and human effort in recruitment is a step toward singularity — a future where technology and humanity complement each other seamlessly. Rather than replacing recruiters, hireko.ai augments their abilities, enabling them to operate with the precision and scale of machines while retaining human depth and empathy. This harmony between AI-driven intelligence and human decision-making represents not just the future of hiring, but also a broader vision of how singularity will transform the way we work, decide, and evolve together.

Human's Role and Benefits

While AI provides automation and consistency, humans bring judgment, empathy, and cultural alignment to the process. Recruiters and hiring managers use the insights and rankings produced by the system to focus on the most promising candidates. Instead of spending hours filtering resumes or conducting repetitive screening calls, they spend time on high-value interactions — validating AI assessments, asking nuanced questions, and making final hiring decisions that require human intuition. This collaboration enhances both speed and quality, giving recruiters more time to build genuine connections with candidates.

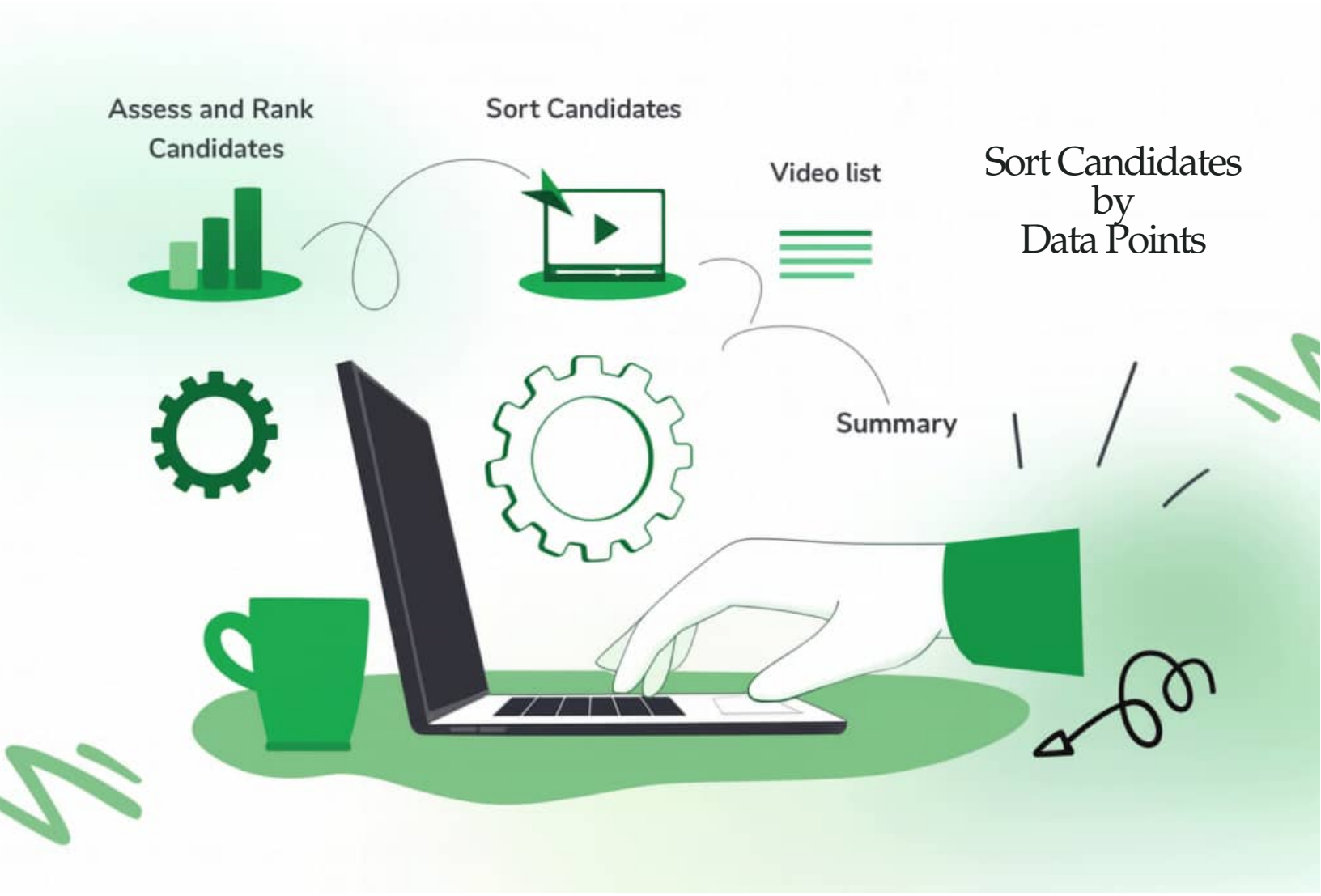


Assesment & Ranking Tools

Recruiters can now assess the skills from conversations through AI

Hireko.ai transforms recruitment by giving hiring managers and recruiters the **power to assess and sort candidates solely through AI-driven conversations.** Instead of relying on outdated manual processes, the system digests the job description, listens to each candidate's conversation, and instantly evaluates them with precision. The AI not only analyzes spoken responses but interprets intent, context, and relevance—going beyond surface-level answers to uncover true fit. Every interaction becomes a data-rich assessment, translating complex dialogues into clear, measurable insights.

The platform then delivers what matters most: ranked candidates and powerful scoring metrics. Hiring teams **no longer sift through endless resumes or juggle subjective opinions**—the AI does the heavy lifting, producing structured, unbiased scores ready for decision-making. With this clarity, recruiters and managers gain an immediate shortlist of top talent, accelerating hiring cycles and reducing guesswork. **Hireko.ai replaces noise with intelligence, offering a streamlined path from conversation** to confident hiring decisions.



AI Native Recruitment

Recruiters today face a monumental challenge: hundreds of resumes pour in for every job posting, yet only a fraction of those candidates truly match the role. The process of manually reviewing resumes, coordinating schedules, and conducting initial screenings eats up valuable time and leaves little room for what recruiters do best — building authentic relationships with top talent. The repetitive nature of early-stage recruiting often leaves hiring teams drained, while candidates grow frustrated waiting for updates and scheduling bottlenecks.

Every delayed interview, every missed opportunity to respond quickly, translates into lost candidates. In competitive job markets, highly qualified professionals can vanish from the pipeline in days, if not hours. Recruiters need tools that not only keep pace with candidate expectations but also give them the clarity to make confident decisions. Without scalable support, organizations risk slower hiring cycles, increased costs per hire, and weakened employer branding.





Revolutionizing Learning Through Technology

This is where intelligent automation becomes a force multiplier. By streamlining repetitive tasks, AI empowers recruiters to focus on human impact — not paperwork. The right solution doesn't replace recruiters; it amplifies their ability to engage, evaluate, and hire faster. Voice screening, resume filtering, and data-driven ranking transform the earliest phases of recruiting into a seamless, always-on engine that keeps candidates moving forward while recruiters maintain control over the process.

Hireko.ai is built to address these exact challenges. With voice-based candidate interviews available 24/7, resume pipelines that instantly filter and rank applicants against job descriptions, and secure video recordings for every interaction, Hireko.ai ensures that recruiters never lose momentum. Instead of drowning in resumes or chasing scheduling conflicts, recruiters receive clear signals about who to move forward with and can focus their energy where it matters most — making the right hires.



Filter & Sort resume by Role



Once candidates enter the pipeline, Hireko.ai takes over with AI-powered interviews that record video, analyze conversations, and deliver unbiased scores. Recruiters receive clear, data-backed insights without the guesswork. It is fast, fair, and scalable, bringing the future of hiring to your fingertips.

Recruiter Experiences & Bias

Hireko.ai empowers organizations to streamline their hiring process by offering a powerful mechanism to filter and sort resumes against job descriptions with precision and without bias. This ensures that every candidate is evaluated solely on skills, qualifications, and relevance to the role, eliminating hidden prejudices from the early stages of recruitment. By automating this critical step, hiring managers and recruiters can focus on top-matched candidates, saving significant time and effort while building a fair and transparent hiring pipeline.





Candidates

"Embracing Simplicity: AI gives freedom to candidates"

Freedom of Time
AI-powered interviewing allows candidates to engage on their own terms. No more rearranging work schedules, taking unpaid leave, or waiting weeks for an interview slot. Instead, candidates can interview anytime, 24/7, at a pace that respects their commitments and lifestyle. This freedom of time empowers them to focus on presenting their skills, rather than worrying about logistics.

Freedom to Focus on Impact
Ultimately, AI gives candidates the gift of time and simplicity, so they can focus on what truly matters: choosing opportunities that align with their goals, values, and purpose. By reducing the burden of process, AI clears the way for candidates to engage meaningfully with organizations and pursue roles where they can make the greatest impact.

Freedom of Experience
When candidates are given control over when and how they interview, the entire experience feels different. Interviews become simple conversations rather than high-stress appointments. Candidates can approach opportunities with confidence, knowing the process adapts to them, not the other way around. AI ensures consistency and fairness, removing bias while keeping the experience human-centered and supportive.

Embracing Simplicity
The hiring process has long been associated with complexity — endless applications, scheduling conflicts, and multiple interview rounds that often leave candidates frustrated. By embracing simplicity, we recognize that a better way exists. AI removes the unnecessary friction from recruitment, making the process straightforward, accessible, and stress-free for candidates at every stage.

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The future of work is being reshaped by AI, and interviewing sits at the center of this transformation. As organizations move toward more agile, distributed, and skill-focused models, traditional hiring methods—slow, manual, and often biased—no longer meet the demands of a global workforce. AI is redefining interviewing by enabling conversations that are available anytime, anywhere, and tailored to each role, while providing recruiters with data-driven insights that go beyond resumes. This future is not about replacing human judgment, but about augmenting it: giving recruiters the ability to focus on culture fit, potential, and long-term impact, while AI ensures fairness, efficiency, and scale. In this evolving landscape, interviewing becomes not just a step in hiring, but a seamless, intelligent interaction that reflects the future of how people and companies connect.

In this future, candidates will expect instant engagement and personalized experiences that mirror the way they interact with technology in their daily lives. AI-powered interviewing will provide exactly that, removing scheduling barriers, offering voice and video interactions on demand, and delivering transparent, consistent evaluations across every applicant. Recruiters, in turn, will gain the freedom to focus on building relationships and shaping workforce strategy instead of being buried in repetitive tasks. As workforces become increasingly global and diverse, AI-driven interviews will help organizations identify the best talent faster while ensuring fairness, scalability, and alignment with company values, setting a new standard for the future of hiring.



THE FUTURE OF WORK

"AI is the future, and hiring through AI is inevitable as it becomes an integral part of how organizations build their teams."

" I was amazed that after just one interview, I found a job serving an NGO. It felt like a simple conversation, and I didn't have to take time off from my previous job. It was such a blissful experience. "


White
Label
AI

Your Brand AI

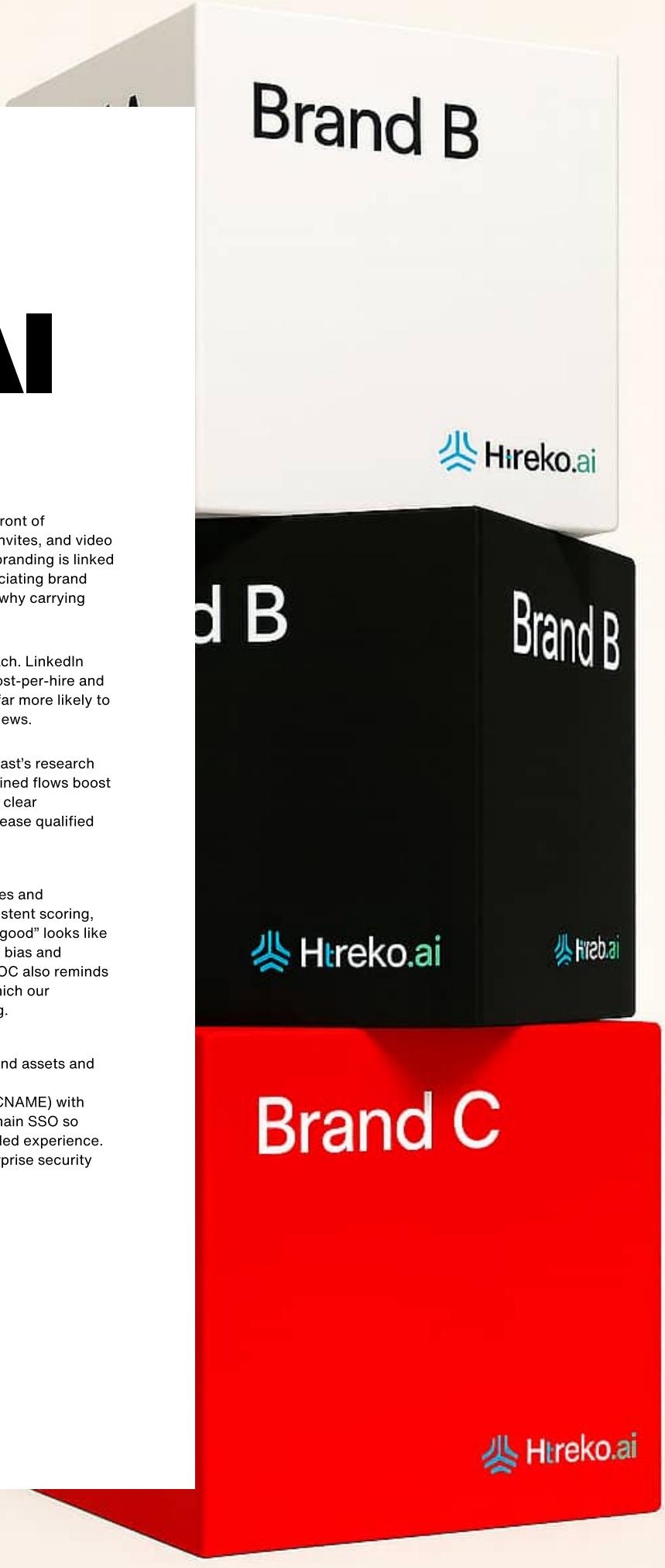
A white-label AI interview platform puts your brand, not a vendor's, in front of candidates at every touchpoint—careers pages, interview links, email invites, and video lobbies—so recognition compounds with each interaction. Consistent branding is linked with measurable business lift, with studies from Lucidpress/Marq associating brand consistency with roughly 20–23% higher revenue or growth, which is why carrying your look and feel end-to-end matters

It also strengthens employer brand, which lowers costs and widens reach. LinkedIn reports that strong employer brands see around a 43% reduction in cost-per-hire and materially lower turnover, while Glassdoor data shows candidates are far more likely to apply when employers actively manage their brand and respond to reviews.

Branding is not only about look and feel—it improves conversion. Appcast's research shows that long, complex applications crush apply rates, while streamlined flows boost completion nearly 3.5×; a branded, friction-light interview journey with clear expectations and fast scheduling is proven to reduce drop-off and increase qualified throughput

Culture is reinforced when every candidate experiences the same values and standards. By defaulting to structured, job-related questions and consistent scoring, white-label interview flows help teams evaluate fairly and signal what "good" looks like across the company; research links structured interviews with reduced bias and stronger predictive validity compared with unstructured chats. The EEOC also reminds employers to monitor AI-assisted tools for compliance with Title VII, which our approach supports through consistent processes and auditable scoring.

Implementation is straightforward with Hireko.ai: we provision your brand assets and set you up on your own domain—such as interviews.yourbrand.com or careers.yourbrand.com—using industry-standard custom hostnames (CNAME) with managed TLS. If you use Okta or a similar IdP, we support custom-domain SSO so candidates and hiring teams authenticate on your URL for a fully branded experience. This keeps trust high and the experience cohesive while meeting enterprise security standards.



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DATA SECURITY *for* BUSINESSES & CANDIDATES



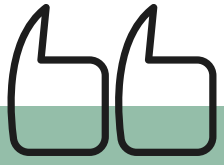
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Foundational Data Isolation by Design

At hireko.ai, our platform is built on a sophisticated multi-tenant architecture where data security and isolation are foundational principles, not afterthoughts. We ensure the absolute separation of data by maintaining completely distinct databases and data stores for each client. This core design choice makes it structurally impossible for your business's confidential information and your candidates' sensitive personal data to commingle with that of any other client. This strict segregation is enforced at every layer of our infrastructure, providing a robust and reliable barrier that guarantees the privacy and integrity of your unique dataset from the moment it enters our system.

Uncompromising Security Across the Application Stack

This principle of complete segregation extends beyond just the database; it is enforced throughout our entire application stack. Each tenant operates within a secure, isolated environment, effectively creating a digital fortress around your information. This systematic isolation eliminates the risk of cross-tenant data exposure, giving you the absolute confidence that your proprietary interview questions, evaluation metrics, and confidential candidate PII are shielded from all other clients on the platform. Your data ecosystem remains exclusively yours, accessible only by your authorized users and protected by dedicated security protocols.



What truly sets Hireko.ai apart is its commitment to trust and flexibility. As a fully multi-tenant system, it prioritizes white-labeling and client branding — your brand, your candidates, your experience. Data is never shared across clients, not even in the way technology is built, ensuring complete confidentiality and control. Hireko.ai is not just another recruitment tool; it's a secure, scalable partner designed to enhance efficiency while reinforcing recruiter impact at every stage of the hiring journey.

Easy & Secure Hiring

End Note

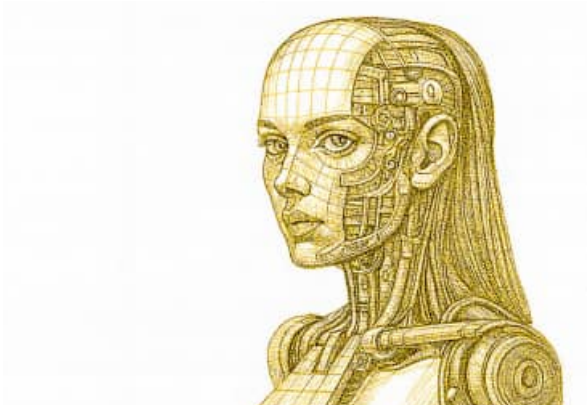


AI-First Recruitment Transformation

Hireko.AI is built on the belief that recruitment pipelines can be fully outsourced to AI for maximum efficiency and precision. From the moment a resume is uploaded, our system filters, parses, and ranks candidates against job descriptions, eliminating the need for hours of manual screening. This automation ensures that hiring teams immediately focus on the top candidates while dramatically reducing bias and increasing fairness across the process.

AI Conversations and Interactive Engagement

Beyond resume filtering, HireKo.AI engages candidates in real conversations powered by advanced AI. Candidates can interact with conversational AI that speaks naturally, asks relevant questions, and provides a seamless experience that feels human. With built-in talking avatars and visualizers, interviews become more dynamic, engaging, and personalized, ensuring candidates are comfortable while employers receive deeper insights into communication and role readiness.



Intelligent, Secure, and Fully Branded Hiring Platform

Hireko.AI goes beyond simple conversations by intelligently evaluating and ranking every candidate interaction. Using advanced assessment and ranking intelligence, it maps answers and behavioral cues to the job description, delivering structured, data-driven insights that highlight the strongest fits while eliminating the need for managers to sift through raw notes or subjective feedback. At the same time, the platform offers complete white-label branding and enterprise dashboards, enabling organizations to present the solution under their own identity while providing hiring teams with secure, customizable dashboards to track progress and gain real-time insights. All of this is built on a robust, multi-tenant architecture that ensures data privacy, compliance, and enterprise-grade security, empowering businesses of any size to confidently scale recruitment operations across regions and teams while keeping sensitive hiring data protected.

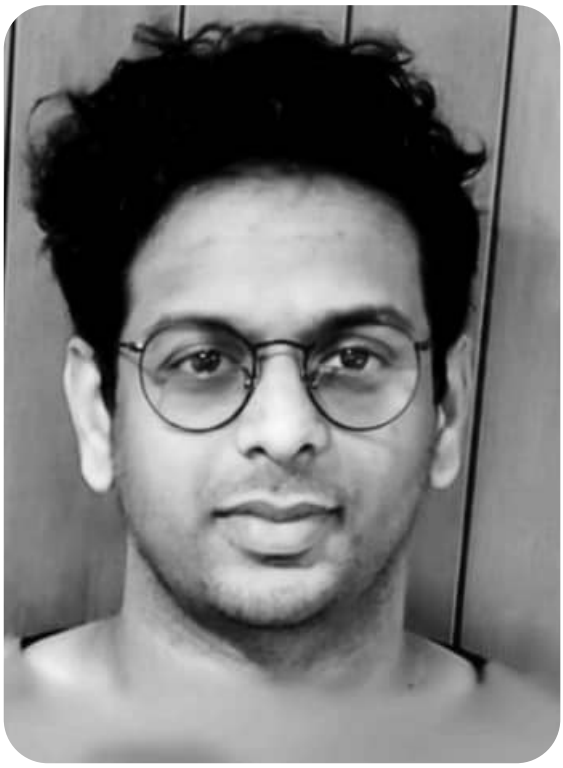
Founders & Team



Vijay Reddy

CEO, Founder

Visionary leader focused on scaling AI-driven hiring solutions and Specialist in building recruitment firms and has been serial entrepreneur



Lohith Ravi Naidu

CTO, Founder

Ex--Roblox, Ex-Microsoft, Ex-Amazon, Ex-Lyft, Ex-Moodys and Technology specialist with expertise in Large scale distributed systems, security & AI solutions.



Cloe Talamini

VP of product

Expertise in product, project and marketing to deliver impactful recruitment solutions that drive business growth

We are headquartered in **Seattle** with a global team across the **United States, Italy, and Asia**, and our mission is to build a personalized AI that reflects your company, your values, and you — helping you scale efficiently and select the right candidates to build strong teams. We put our customers at the center of everything we do, prioritizing trust and long-term partnerships. We relentlessly pursue technological innovation to empower recruiters, creating secure and scalable systems that deliver real impact. And we are committed to continuous research, driving rapid advancements in our AI-based solutions so that Hireko.ai always evolves to meet your needs in a fast-changing world.


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