



TRC TALENT^{ai}

Human insights. High tech productivity.
Maximum recruitment results.



trctalent.com

THE SOLUTION FOR TODAY'S TOP HR AND RECRUITING CHALLENGES

Today's HR leaders and recruiters face significant challenges, led by their need for effective:

- Outreach, casting a wide enough net to attract the talent you need
- Capture all candidate responses across multiple job boards and listings
- Minimization of human bias while screening for skills, experience, and knowledge
- Identification of candidate viability across multiple clients and open positions
- Instantaneous insights, 24 x 7, without human distraction, bias, lunch breaks or waiting
- Engagement of qualified candidates when, where and how it's most convenient for them
- Maintenance of all captured candidates for future application to any open positions

Then, there is the one thing that **intensifies all these challenges: Time**. There never seems to be enough – and you can only wait so long to get the right people to drive your success.

TRC Talent^{ai} solution addresses and overcomes it all with a **high-tech engine**, our **proven processes** and the **human strengths** of our successful recruitment and placement professionals.

HOW DOES IT WORK?

Human intelligence builds the path of engagement and decision-making. Experienced professionals work directly with you to understand your organization's culture and position requirements. Then, we establish keywords, outreach scenarios and conversational scripted language for outreach.

TRC Talent^{ai} solution initiates outreach and captures candidates across multiple robust channels. The system sources candidates – active and passive – across multiple job boards. Appearing as a recruiter it initiates contact, engages, and captures candidate profile information – fast.

The AI engine drives engagement, screening and scheduling – virtually instantaneously. TRC's scripted, automated email and text exchanges rapidly screen for skills, experience, and capabilities. The system ranks candidates and follows up, scheduling live, one-on-one interviews. This simultaneous approach to engaging and scheduling candidates feels seamless and natural – dramatically accelerates recruitment process accuracy and speed.

TRC Talent^{ai} solution dramatically reduces human distraction and biases. Reviewing large volumes of resumes can overwhelm even the most focused recruiters, while assumptions may overlook valuable, transferable skills. We tailor our process and language for each client, using Lean Standardization and legal compliance to screen all candidates consistently and without bias.

AI-driven virtual recruiter activity takes place 24/7 without breaks, lunch hours, sick days or personal influences. This enables consistent, instantaneous engagement at each candidate's convenience – at any time of any day or night.

Live, one-on-one interviews expand evaluation and deepen connections. Similar candidates are scheduled consecutively, on the same day, enabling us to compare and contrast applicants as productively as possible. In those interviews, we probe more deeply for specific abilities and knowledge, evaluating how candidates may fit within each client's business culture.

You get 100% vetted, viable candidates from TRC. When you review candidates we provide, you can confidently move ahead, conducting meaningful reviews and interviews with applicants who are qualified, engaged, and ready to proceed.

We keep your pipeline fresh for future opportunities. TRC Talent^{ai} solution continually retains and cross-references runner-up choices and even rejected resumes with notes about suitability and potential. This enables us to quickly reengage high-potential connections as we continue supporting you with the people you need.



94%
savings per hire



40x
faster hiring

Let us show you how TRC Talent^{ai} can solve your hiring challenges. Contact us today for more information!

