

Censia Talent Acquisition Intelligence

Supercharge Your Talent Acquisition Strategy with Censia

Challenge

From hiring to promotions, trillions of dollars are spent making talent decisions based on a fundamentally flawed hiring process. Limited data sets filtered by a keyword-based process lacking greater context making decisions very subjective, inherently biased, and requiring a considerable number of person-hours to make the information actionable. Relying on this outdated method is incredibly time-consuming, and costly, draining countless hours of recruiter time searching and screening before they can even begin outreach, often overlooking highly qualified candidates. The result is hiring time slows, talent acquisition costs increase, and candidate diversity is limited.

Solution

Supercharge your talent strategy with the right insights needed to make efficient, effective, and future-ready people decisions that help your organization prosper. Enable recruiting teams with deep candidate insights and automation. Censia Talent Acquisition Intelligence transforms the way companies find, evaluate, and hire talent and integrates with your existing ATS to enhance existing workflows. Censia goes beyond keywords and helps instantly source, score and rank top talent through machine learning and data science.



What Censia Delivers

Improve Candidate Experience & Boost Recruiting ROI



Censia delivers on all fronts. The Talent Intelligence Platform greatly improved our recruiting ROI, and the team was fast, efficient and friendly. We had a great implementation experience.

— Ed Sayson, Head of Talent Acquisition at ARC Document Solutions



How It Works

The Censia Talent Intelligence Platform™ leverages machine learning and AI to aggregate, deduplicate, and standardize billions of data points into what we call the Golden Record. We then take that single source of truth in the Golden Record and contextualize those data points turning people and company data into actionable intelligence and apply predictive analytics to score and rank the fit of a candidate. Finally, these insights can be delivered seamlessly to the existing ATS system via our robust and secure API.



Passive Candidate Sourcing | Discover The Best Talent

Get instant access and deep insight into more than 500 million highly-skilled professionals from around the world to consolidate passive sourcing efforts.



Instant Candidate Ranking | Automate Candidate Comparisons

Save hundreds of hours screening resumes and instantly develop a shortlist of best-fit candidates. Machine learning and predictive analytics process candidate information, compare it to millions of other profiles and ranks suitability for open roles.



Candidate Rediscovery | Reignite Previous Candidate Interest

Instantly find qualified previous applicants inside your applicant tracking software (ATS), match them to new openings, and compare them to your current employees and new candidate pipeline.



Ideal Candidate Modeling | Clone Top Performers

Choose top employees and model the skills you seek based on their profiles. Censia then maps out related skills and analyzes dozens of career factors to develop a candidate model creating a ranked slate of similar talent profiles.



Internal Mobility Matching | Unlock Existing Employee Potential

Instantly source internal candidates and compare them to external talent, allowing you to promote from within and extend the average employee lifespan by 25%.



Anonymous Mode | Put Blinders On Bias

Mitigate unconscious bias in candidate sourcing by masking bias identifiers like gender, ethnicity, age, race through anonymous mode to ensure recruiter focus on talent, skill, and fit first and foremost to uncover qualified diverse talent previously overlooked.

Summary

As the war for high-quality talent wages on, the need for digital transformation across HR is clear. Enable a data-driven approach to people decisions across your entire talent lifecycle, and power the future of HR decisions with machine learning and AI to deliver the highest qualified and most capable talent, eliminate unconscious bias, improve efficiency and help your organization prosper with Censia.

Want to learn more about the
Censia Talent Intelligence Platform?

Visit us at www.censia.com
or contact us at
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