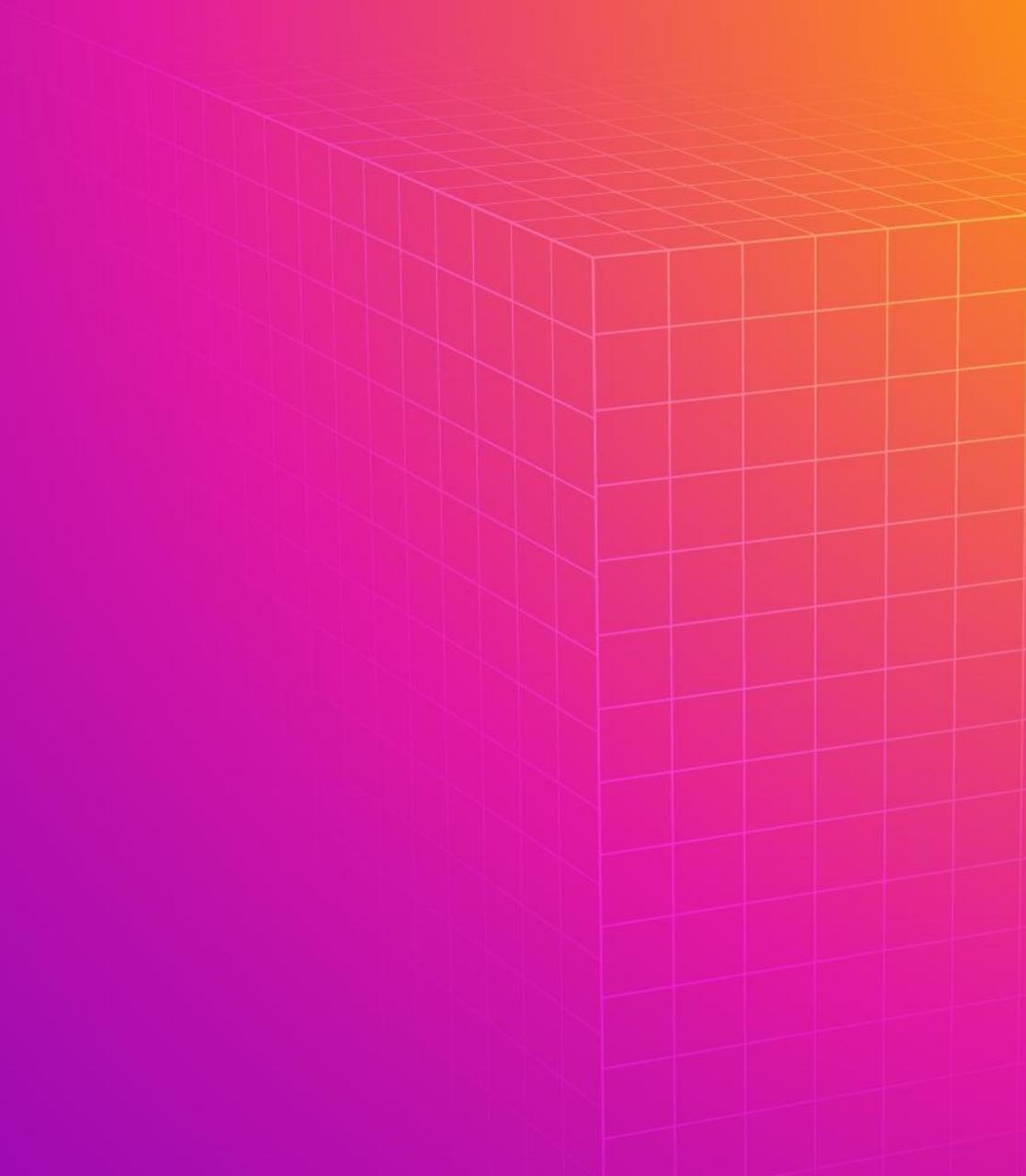
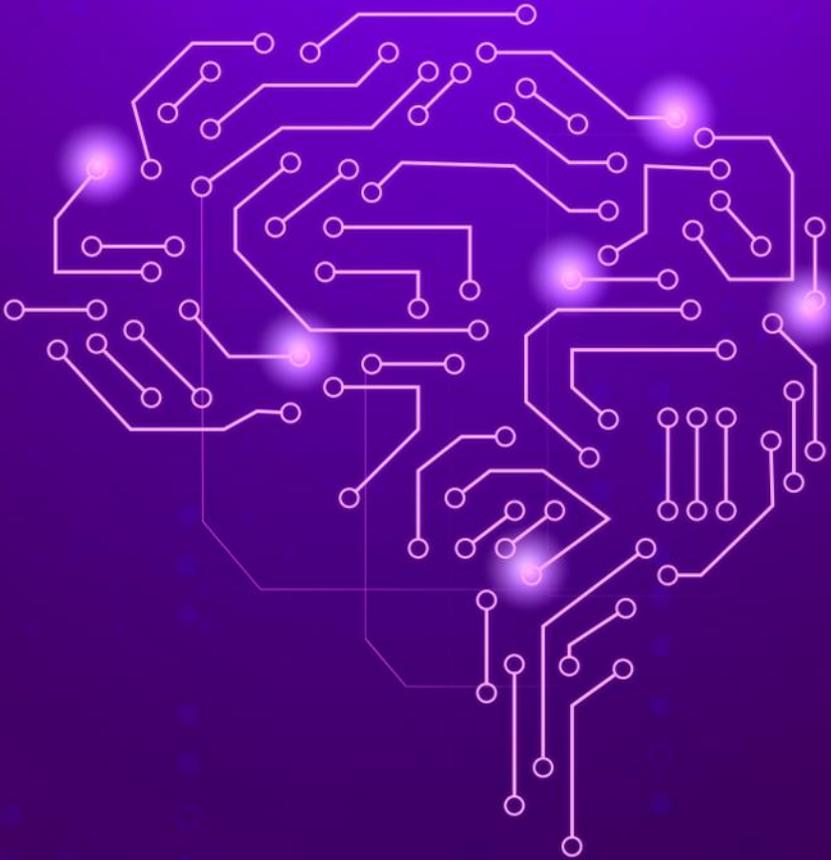


**Enhancing Recruiter
Productivity:
The Critical Shift from
Discovery to Outcome**



The world around us: A NEW REALITY



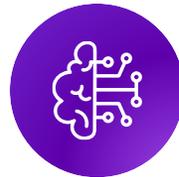
Businesses are becoming **Digital-First**, making Talent Management the **No. 1 strategic priority**



Job Roles & Skills Paradigms are dynamic & complex



Business & Candidate Expectations are ever-rising



AI Advancements are making new things possible

Challenges galore in conventional hiring process....



..... highlighting sub-optimal experiences

RECRUITER TRENDS



58%

of hiring managers have found **misleading information on resumes** (AI enables easy creation of different resume versions). ¹



80%

of recruiters' time is spent on **transactional activities** like candidate search, outreach, scheduling interviews, etc. ²



73%

report **higher quality candidates through passive sourcing** compared to any other source. ³



40%

of an employee's annual compensation is the **cost incurred** by a company for each **mis-hire**. ⁴

CANDIDATE TRENDS



70%

of the global workforce is made up of **passive talent** who aren't actively job searching. ⁵



89%

of talent say **being contacted by the recruiter** can make them accept a job offer faster. ⁵



81%

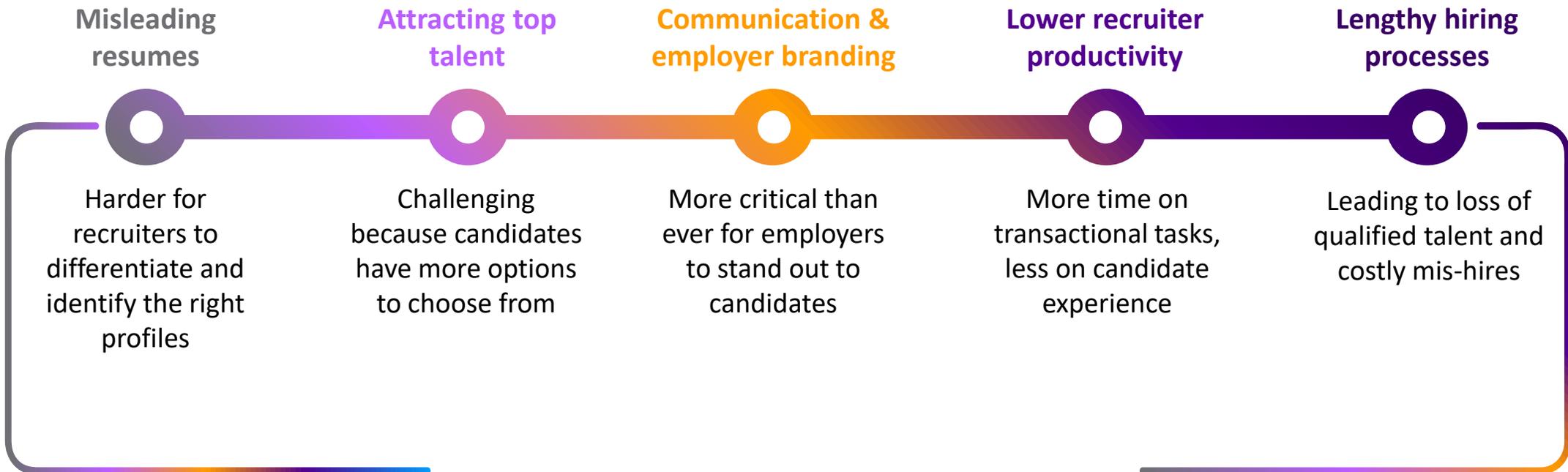
of candidates responded that **employers who continuously communicate** status updates improve candidate experience. ⁶



68%

of full-time job candidates **receive multiple job offers**, with Software Developers deciding between 3 or more offers. ⁷

These challenges are compounding faster than ever



Going beyond candidate discovery is a strategic imperative

Recruitment solutions market size – India + SEA + ME (2023)

Job boards (discovery)



← Stagnant to low growth →

Skill assessments



← High growth →

Talent placement services



← High growth →

Key trends

- **Discovery commoditised:** LinkedIn scraping, AI tools etc. makes finding candidates easy
- **Focus on recruiter efficiency:** TA teams feel that discovery to conversion ratios need to significantly improve, multiple platforms are making it worse
- **Move to skill-based hiring inevitable:** 75% of Indian recruiters consider skill-first hiring to be an organisational priority in next 18 months
- **Demand for comprehensive solutions:** Recruitment platforms expected to deliver curated candidates

How do we expect the recruitment platforms to evolve?



Discovery to become saturated: Candidate database market is expected to shrink over the coming years



Rise of integrated recruitment platforms: Globally, database players are likely to forward integrate with assessments & ATS to offer more efficient recruitment solutions

The ideal talent acquisition platform would offer *cutting-edge solutions* for recruiters to



**Identify the
most relevant
profiles**



**Validate
skills &
competency**



**Verify intent
& cultural
fitment**



**Offer a
seamless
experience**

foundit offers a next-gen talent acquisition platform

Identify the most relevant profiles

Validate skills & competency

Verify intent & culture fitment

Offer a seamless experience

ENRICHED DATASETS & SMART SEARCH

- Access **160M+ active and passive profiles** on a single platform
- **Enriched super profiles** with AI-powered insights
- **Smart search** to identify the most relevant candidates

ASSESSMENT SUITE & AI INTERVIEWS

- **Comprehensive assessment suite** to validate skills & ensure relevancy
- **AI interviews** (via partners) to screen and shortlist the profiles with the highest fit

PERSONALISED OUTREACH, COLLABORATION TOOLS & MANAGED HIRING SOLUTIONS

- **Personalised communication** tailored to candidate, company, and role context
- **Network-driven outreach** and collaboration tools
- **End-to-end hiring support with “Sprynt”**
 - AI sources, screens & assessed candidates
 - Specialised recruiters verify candidate intent, ensure culture fitment and engage candidates throughout

foundit 2.0 - The futuristic talent acquisition platform



REIMAGINED DATASETS

- Comprehensive database
- Enriched profiles
- Data led insights
- Validation



SEARCH

- Adaptive AI search
- Personalised search
- Filters – information & insights



OUTREACH

- Mass personalisation
- Consistent & quality employer branding
- Automated campaigns



NETWORK EFFECTS

- Efficiency & collaboration tools
- Network driven outreach
- Reimagined interactions

Holistic candidate evaluation using tailored assessments

Fully customisable to suit company & role requirements

Job knowledge & functional skills

- **500+ technical & non-technical** skills
- Fully automated coding environment with real-time simulator supporting **70+ coding languages**

Technology

Sales

Marketing

Finance

Customer success

Customer service

Cognition & intelligence

- **Games and immersive exercises** modulating multiple pathways in a dynamic environment
- Backed by **validated principles of neuroscience**

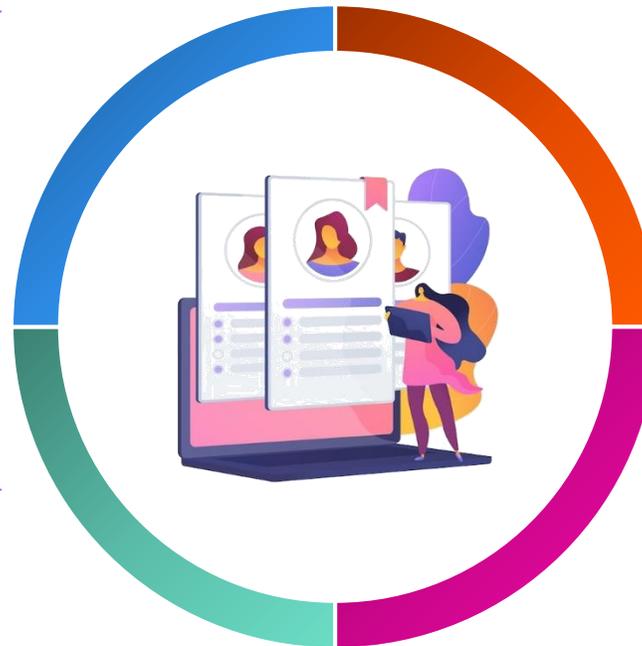
Tolerance to ambiguity

Efficiency

Learning agility

Attention span

Processing speed



Communication skills

- Real-time **AI speech tool** to measure **objective and subjective** English-speaking skills
- **Generative AI simulator** for written communication

Speaking

Listening

Writing

Reading

English proficiency

Behavioral & personality

- Interactive **workplace simulations** to evaluate critical thinking, empathy and decision-making
- Personality tests for holistic map of an individual

Planning

Resilience

Cooperation

Integrity

Decision making

Emotional intelligence

Reciprocity

AI-powered gamified skill & personality assessment suite

Job Knowledge & Functional Skills



500+ Technical & Non-technical Skills

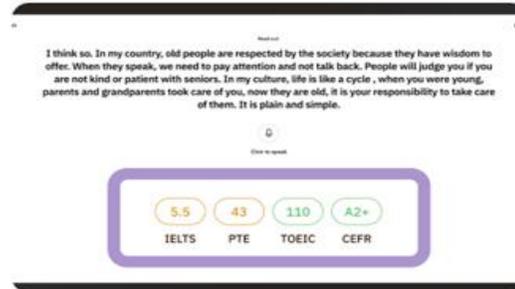
Across tech, sales, customer success, ops, finance & more



Fully Automated Coding Environment

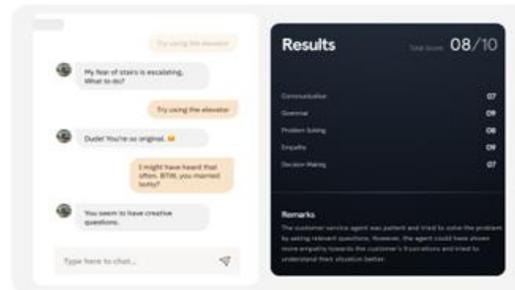
Real-time simulator supporting 70+ coding languages across a wide range of problems

Communication Skills



Real-time AI Speech Tool

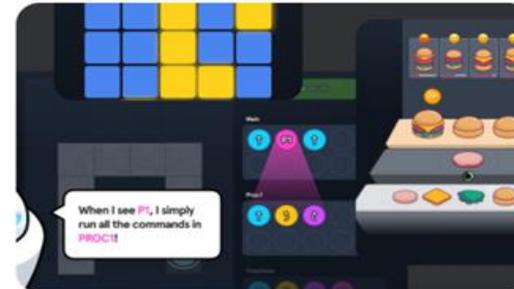
Measures objective & subjective English speaking skills using global scoring frameworks



AI Written Communication

Generative AI tool simulating conversations that measures written communication

Cognition & Intelligence



Games & Immersive Exercises

Dynamic environment, modulating multiple pathways resulting in more authentic data



Validated Principles of Neuroscience

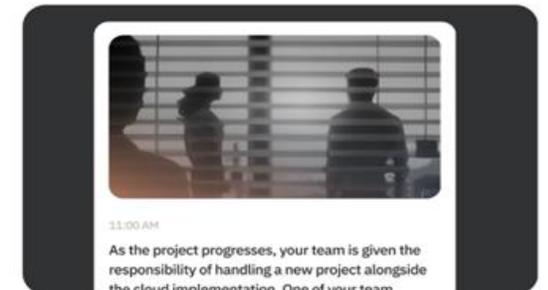
Backed by validated neuroscience tasks that have existed for decades

Behavioural & Personality



Interactive Workplace Simulations

Real life scenarios requiring application of critical thinking, empathy & decision making

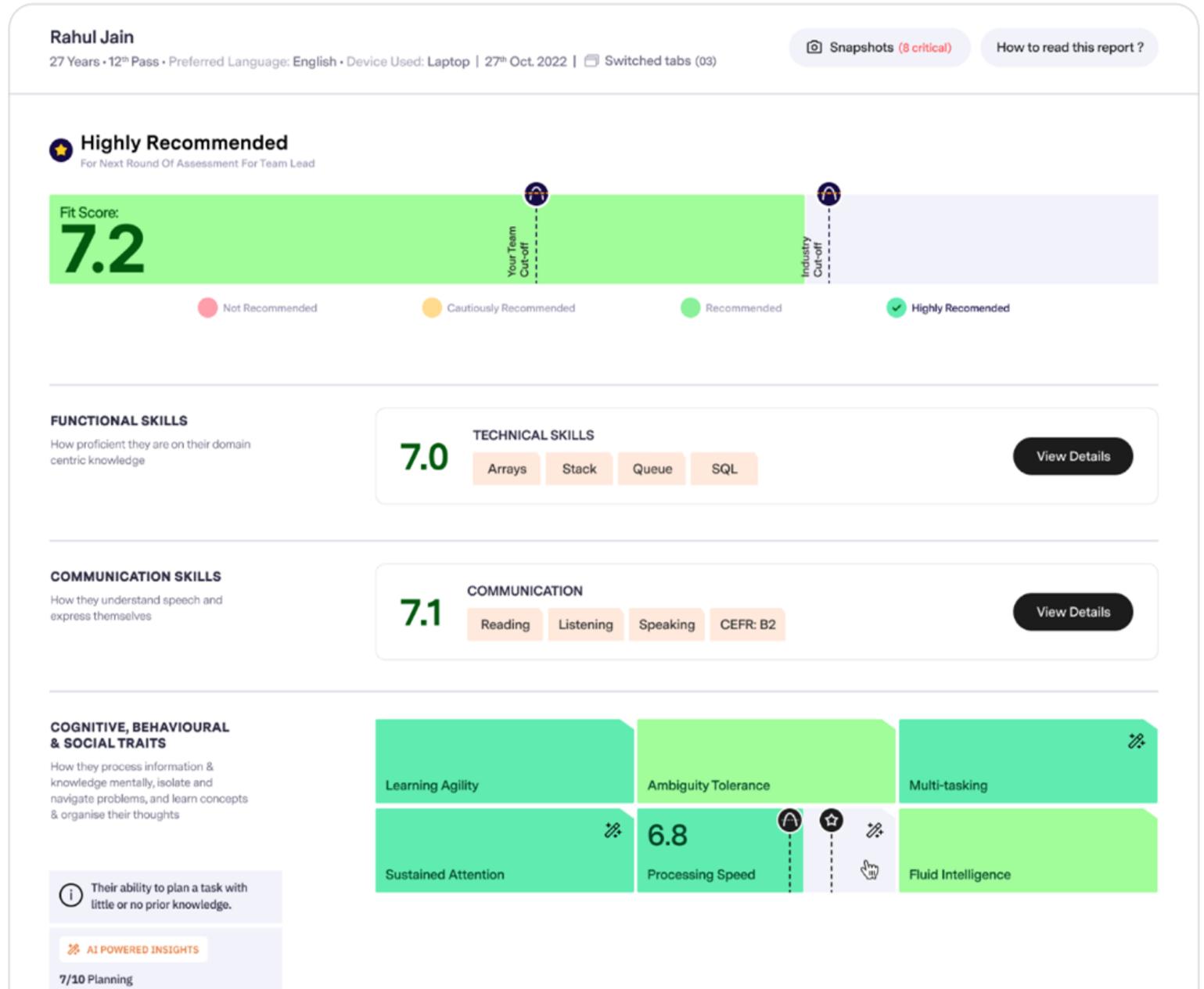


Validated Personality Tests

Generates exponentially more data and builds a detailed, holistic map of an individual

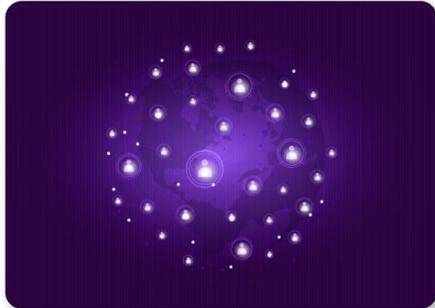
Get an objective talent footprint

- Measure skills, fit, potential, strengths and gaps
- Most comprehensive talent insights giving a holistic view of candidates' skills



Sprynt by foundit: End-to-end recruitment solution

Sprynt enables companies overcome challenges across the recruitment funnel — including precision discovery, accurate screening and assessment, intent verification, cultural fitment and more. Sprynt provides end-to-end hiring support, helping companies build their dream team faster



Comprehensive talent pool

- Job boards/agencies have only active talent, missing out on passive talent (~70% of overall talent pool)
- foundit is the **first platform with active & passive talent**



Discover curated matching profiles

- **Profile enrichment from 15+ sources** (LinkedIn, Github, Crunchbase etc.) with smart **insights & analytics**
- **360° view** to identify the most relevant profiles



Superior candidate experience

- Personalised **communication**
- **Employer branding** solutions to showcase value prop
- Specialised recruiters **engage candidates & ensure goal alignment**



Improvement in hiring ROI

- **Start interviews in 3 days**
- Hiring automation with **AI-led screening and assessments**
- **Specialised recruiters** ensure culture fitment, intent and competency

Thank you

