Kyloe™ AI

Callidus Energie:
How AI supercharged our recruitment efficiency

A case study in recruitment efficiency and consultant empowerment

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>
> Ron-Arne Sydow, Managing Director @ Callidus Energie

Callidus Energie profile

Established: 2010   **Region: EU**   **Industries: Energy**   **Employees: 11-50 employees**

Background

Callidus Energie is a leading recruitment company specialising in the energy sector in German-speaking countries. They recognised that to succeed in today's increasingly competitive recruitment landscape, they needed to embrace innovation and so began integrating generative AI into their core processes.

The challenge

Facing a tougher economic environment, Callidus Energie sought ways to enhance efficiency and to strengthen client and candidate relationships. A key challenge was the time needed to source and engage candidates: "Finding and attracting the right candidates is more and more time consuming". Recognising the potential of AI to streamline operations, free up time and empower consultants, Callidus Energie began exploring generative AI options.

The AI journey

Motivations: The primary motivation was to eliminate mundane, time-consuming tasks and free up consultants to focus on building relationships with candidates and clients. Their MD told us; "AI is a huge enabler for us, and our vision is to get rid of all the unnecessary, tedious work in recruiting... enabling our consultants to be happier and to focus solely on relationship building."

Kyloe™ AI

"Kyloe AI truly connects with all our tech stack and with Bullhorn Automation in a powerful, integrated approach. The entire Kyloe suite has been a huge step forward, and we haven't yet reached the full potential of what these tools can achieve!".

Ron-Arne Sydow, Managing Director @ Callidus Energie

Expectations: The emergence of tools like ChatGPT sparked excitement and opened new possibilities for automation. Both team members and management could see AI's potential to allow them to spend less time doing admin and more on relationship building.

> *Kyloe AI is so effective because it's fully integrated with Bullhorn and having everything working together in one place is really powerful. We now use Kyloe AI for 90% of our AI activity."*

AI use cases include

- Document preparation: Automatically summarising candidate profiles and other documentation required for client presentations.
- Candidate sourcing: Creating compelling and compliant job adverts and candidate emails eliminating unnecessary manual tasks.
- Screening and interview preparation: Preparing targeted screening questions for interviews, identifying skills gaps and tailoring submission documents for specific jobs.
- Candidate Evaluation: Automating stack ranking of candidates against job requirements.

Tools & partnerships

Calidus Energie wanted to focus on AI tools specifically designed for the recruitment industry and prefer integrated systems to help control their data and avoid chaos.

"There are so many solutions out there, they come and they go, and they are not specifically made for the recruitment industry like Kyloe AI. Also, we don't want to have too many different solution providers and APIs we have to take care of."

Impact and results

By embracing AI, Callidus Energie has achieved great improvements in efficiency and consultant satisfaction really quickly.

Increased efficiency by +20%

The company tracks project completion time as a key performance indicator (KPI). Since implementing Kyloe AI, they have seen an approximately 20% reduction in project completion time.

Recruiter's satisfaction

Kyloe AI has freed up consultants to engage more with candidates, leading to greater job satisfaction. Ron-Arne Sydow states, "First of all, I think we made their lives better... people love it, and they can engage more with candidates. They can talk with people. That's important."

Data integrity

Kyloe AI is used to fill gaps in the database, such as missing zip codes or incomplete job postings, ensuring data accuracy and reliability. This makes Bullhorn work for the recruiters, not the other way around!

Lessons learned

- Start small: Begin by identifying tedious tasks within the recruitment cycle where automation can have an immediate impact. Focus on "low-hanging fruit" before scaling up AI technologies.
- Experiment and learn: "Just start playing around," advises Callidus Energie. "Look at every step in the recruitment cycle... Identify the steps and tasks where AI can have a really big impact."
- Supervise and validate: While AI can be a powerful tool, it requires supervision and precise instructions to ensure quality results. Treat AI like a super motivated assistant that needs guidance.
- Seek integration: Opt for integrated solutions that connect AI with data tools and automation platforms to avoid chaos and maximise efficiency.

Conclusions

Callidus Energie's journey demonstrates the transformative potential of generative AI in the recruitment industry. By strategically implementing Kyloe AI, the company has enhanced efficiency, empowered its consultants, and strengthened its position as a leader in the energy sector. Their experience demonstrates how quickly and easily recruitment firms can leverage AI to drive success by partnering with Kyloe AI.
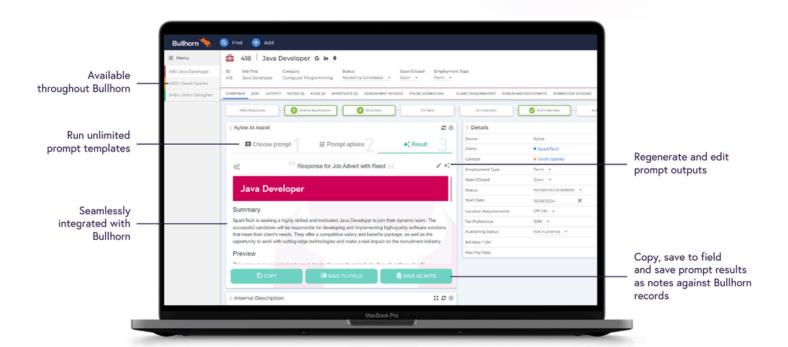
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Write job adverts, screening questions, and communications
Summarise candidate profiles
Stack rank candidates against jobs
Format and brand CVs and resumes
And so much more...

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for Bullhorn

Get 30-day free trial

Available throughout Bullhorn

Run unlimited prompt templates

Seamlessly integrated with Bullhorn

Regenerate and edit prompt outputs

Copy, save to field and save prompt results as notes against Bullhorn records

Ensure success from the get go

Getting AI right is hard. Kyloe makes it easy for you. Cut through the BS and start your AI journey with Kyloe, for results that you can rely on.

The best model for the job

Fully integrated with Bullhorn, our solutions are tried, tested, and loved by some of our most innovative customers. With multiple LLMs included, you get the opportunity to use the best model for the job, without the need for multiple third party accounts.

All the benefits of AI, without the stress

We do the heavy lifting to set it up in a way that works for you. From ensuring your data can support your AI requirements, to creating your perfect prompts, our Bullhorn experts are here to make sure you get value from day one.