

# From database chaos to talent goldmine:

*How North Highland unleashed ROI with Kyloe DataTools and AI*

Established: **1992** Region: **Global** Industries: **Management Consulting** Employees: **2,000**

## Background

As a specialized management consulting firm, North Highland faced a critical challenge: their vast candidate database was severely underutilized. Recruiters were overlooking valuable talent already in their database, defaulting instead to external sourcing platforms like LinkedIn.

The company's recruitment team needed a solution that would maximize their existing investment in candidate acquisition while improving data quality and recruiter efficiency across their complex multi-vendor technology ecosystem.

*“Kyloe DataTools continuously scans our candidate records to generate AI-enhanced summaries, ensuring our recruiters always have the most up-to-date information prominently displayed in Bullhorn.”*

**Zach Sines, Application Engineering at North Highland**



## North Highland challenges

### Underutilized candidate database

Recruiters gravitated toward newer candidates based on recency bias, leaving thousands of older applications unused.

### Manual data processing

Poor parsing from job boards like Indeed resulted in unstructured resume data requiring manual cleanup.

### Inconsistent data quality

Multiple vendor integrations led to data inconsistencies across their Bullhorn ecosystem. The lack of integrated automation created bottlenecks, with recruiters spending time on data entry.

*"Kyloe DataTools is the connection point of all of our different marketplace vendors. We've been using Kyloe DataTools for years now and it's just the perfect solution to make it all work together seamlessly!"*

**Zach Sines, Application Engineering at North Highland**

## A sneak peak to North Highland's Kyloe DataTools AI use cases:

- **Candidate summary generation:** AI parsing that extracts leadership, consulting, and technical experience into digestible three-paragraph summaries
- **Automated data enhancement:** 50+ scheduled data rules running at intervals to clean and curate incoming candidate information.
- **Job description management:** Automated boilerplate updates and content standardization across positions.

## Impact and results



### Enhanced candidate utilization

Recruiters now prioritize AI-generated summaries over traditional resumes due to superior accuracy.



### Universal adoption

100% adoption across all recruiting and admin staff since full rollout of the AI integration for Kyloe DataTools.



### Quality and consistency

Automated processes have led to more polished, error-free job adverts and candidate summaries. Data integrity is improved, with less risk of sensitive information leaving the system.