



Talent  
Acquisition

Eightfold Automatic Screening helps recruiters quickly create a talent pipeline of qualified candidates for any position

## Create a full pipeline with no manual resume review

Automatic Screening starts with the precise job criteria, which are applied against the entire pool of talent, then provides filtering to identify the candidates to contact first. Defining the job requirements is no longer just the beginning of talent acquisition—with Automatic Screening, a full talent pipeline is available immediately for most positions, and AI-enhanced sourcing is available for positions that need more candidates.

## Define job requirements with Calibration

First, a recruiter defines the job requirements, typically during an intake meeting with the hiring manager. Requirements are set using Calibration, a process that uses the totality of the preferred characteristics of the new hire to evaluate and rank candidates. With Calibration, the recruiter first defines the job title and location, then selects desired skills, prior companies, prior titles, industries, educational credentials, years of experience, seniority level, and other criteria. Specific criteria are set to be preferred by default, and can be either excluded or required of the candidate.

As a Calibration option, Ideal Candidates can be selected using an Eightfold profile or a LinkedIn profile. The totality of the skills and experience of an Ideal Candidate will be used to evaluate and rank candidates.

As criteria are set, AI continuously updates a pool of sample candidates that can be used to confirm the Calibration is set as desired.

Because Calibration uses AI, this process understands the relationships among characteristics to evaluate candidates. For example, if candidates who attended Harvard University are preferred, the Calibration will understand that candidates from top-ranked schools are wanted and will also select candidates from similar universities such as Stanford. If the skill “HTML” is requested, the Calibration will understand that candidates with the skill “CSS” also have the skill “HTML” and will surface candidates known to have either skill. These types of data relationships exist for all criteria including companies, job titles, and locations.

In this way, Calibration is vastly more intuitive and flexible than keyword-based search. Exact matching of criteria is enabled with the “exclude” and “require” flags for any skill, prior company, prior job title, educational institution, or industry.

## Consider the entire talent pool

Calibration is run against entire talent pool of the company, include all current and prior applicants, all recruited talent, all referrals, all talent from career fairs and universities, and all current and past employees.

Because the entire talent pool is considered for every position, individuals who have applied for the wrong position will be located and evaluated for a better-fit job.

# AUTOMATIC SCREENING

## Review talent pipeline

After Calibration is completed, the recruiter can view an Instant Ranked Pipeline of talent that shows every individual from the talent pool who is a possible match to requirements, ranked from the individual who best fits the requirements. Each individual has a 0-5 point ranking summarizing their match to requirements, displayed in half-point increments. The recruiter can see a Match Score that summarizes how the AI determined each match according to skills, education, experience, and other factors.

The pipeline can be filtered by all Calibration criteria, for example, to see just the individuals who actually attended Harvard University. In addition, the Instant Ranked Pipeline of talent can be filtered by candidate source, diversity classes, response to prior outreach, and other factors. The pipeline and individual candidates can be shared with a hiring manager from the platform, and outreach to candidates individually and in bulk can be initiated from the platform immediately.

## Immediately review new talent

Any individuals who are added to the overall talent pool—for example, by applying online—will be evaluated against every open position and added to the Instant Ranked Pipeline of relevant positions. The recruiter can create notifications to be informed as new talent is added to their pipeline.

Because new candidates are continually added, Automatic Screening is a solution for evergreen positions as well as one-time hires.

At the company's option, candidates that fail to meet a minimum threshold of fit for a position can be declined automatically after a selected period of time.

## Automatic Screening Addresses Key Recruiting Needs

### Lower Cost to Hire

Get full talent pipelines with just a few minutes of effort, and zero manual resume review.

### Rediscover Great Candidates

Automatic Screening considers all talent, including past “silver medalists”, online applicants lost in the shuffle, and prior employees.

### Integrated

Automatic Screening is part of Eightfold Talent Acquisition, a complete recruiting solution from source to offer. With one ATS and HRIS integration, recruits can upload resume books, engage candidates with a complete CRM, schedule interviews, analyze results, and accept talent from any source.

