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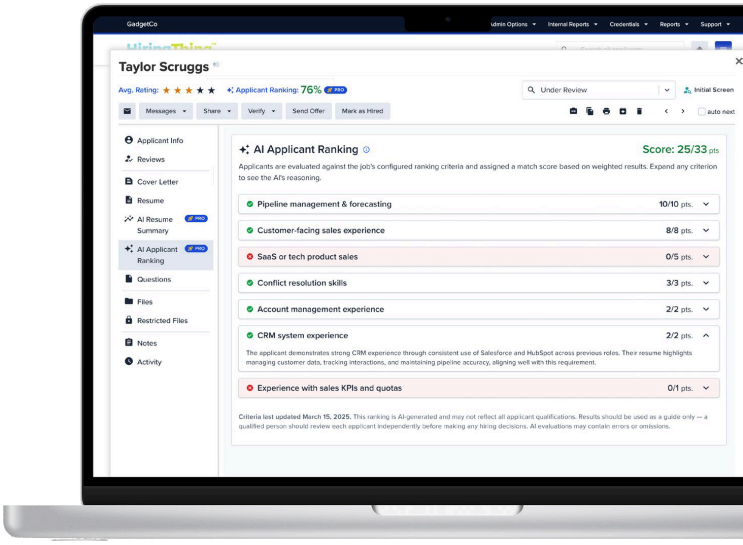
FEATURES

AI Applicant Ranking: Surface Your Best Candidates Faster

Finding the right candidate shouldn't mean reading through hundreds of applications manually. AI Applicant Ranking automatically evaluates and scores applicants against the criteria that matter most to your role so your team can focus on the people most likely to succeed, not the process of finding them.

Especially when paired with our AI Resume Summary feature, AI Applicant Ranking gives recruiters a smarter way to evaluate applicants. Define your evaluation criteria, assign weights based on importance, and let the system do the heavy lifting. Every applicant receives a score that reflects how well they align with your job requirements, giving your team an objective, consistent starting point for every hiring decision.

Available on Pro as part of the Visual Pipeline experience on the Applicants page.



How It Works

AI Applicant Ranking is configured directly on the Create/Edit Job page and puts control in the hands of your recruiters:

- **AI-Generated Criteria:** Let AI analyze your job title and description to instantly suggest relevant evaluation criteria. Refresh suggestions any time your job description changes.
- **Custom Criteria:** Modify AI suggestions or build your own criteria from scratch to reflect the specific needs of the role.
- **Weighted Scoring:** Assign each criterion a weight from 1–10 to reflect its importance. Applicants earn points for each criterion they meet, producing a cumulative Match Score.
- **Match Score:** Every applicant is scored against your criteria, giving recruiters a consistent, at-a-glance signal for who to prioritize, no guesswork required.

Try it out in your account now

Login to your applicant tracking system to see this game-changer in action.
Questions? Talk to your AdvanStaff HR team or email sales@talent.software.

Provided to AdvanStaff HR clients as PrismHR Hiring within the PrismHR suite.