

Streamlining Recruitment Process with XOPA AI and PositiveSwitch

CHALLENGES FACED

In South Africa, the recruitment process faced challenges across businesses of all sizes. Small, Micro, and Medium Enterprises (SMMEs) struggled with limited resources, including funding, technology, and infrastructure. Big corporations grappled with issues like vague job descriptions, time-consuming screenings, and the need to streamline the engagement between HR teams and line managers. Both segments of the market aimed to strike a balance between cost-effectiveness, speed, and candidate quality while embracing diversity and inclusion.



SOLUTION

PositiveSwitch, with its years of industry expertise, recognised the potential of AI-driven solutions to reshape the recruitment landscape. Collaborating with XOPA AI, a leading AI recruitment platform, PositiveSwitch embarked on a mission to address the specific recruitment challenges faced by businesses in South Africa.



Client's Testimonial



“Partnering with XOPA AI's RPO was a game-changer for PositiveSwitch. In just 3 days, we secured impressive profiles for a challenging Financial Services role. The platform's CV branding, user-friendliness, rapid support, LinkedIn integration, and easy database management exceeded expectations. The job description function empowered our line managers, and XOPA AI's value remains clear as we refine pricing, without deterring potential clients. It's a seamless platform for enhanced team collaboration, transforming our recruitment effectiveness.”

IMPLEMENTATIONS

- 1 Customised Job Descriptions:**
PositiveSwitch used XOPA AI's job description feature, involving line managers to create precise and engaging descriptions.
- 2 Virtual Screening:**
PositiveSwitch shifted to XOPA AI's virtual screening, reducing costs and broadening the talent pool through remote video interviews.
- 3 AI-Powered Screening:**
XOPA AI's advanced algorithms automated candidate shortlisting, saving time and resources.
- 4 Diversity and Inclusion Focus:**
AI-driven insights from XOPA AI informed more inclusive hiring decisions.
- 5 User-Friendly Collaboration:**
Seamless integration with platforms like LinkedIn and responsive support facilitated easy implementation.

RESULTS



**Elevated
Efficiency**



**Optimised
Costs**



**Diversity &
Inclusion**



**Quality
Candidates**



**Enhanced
Collaboration**

ABOUT



XOPA AI is a pioneering AI-powered recruitment platform that transforms how companies identify, engage, and hire top talent. Leveraging cutting-edge artificial intelligence and data analytics, XOPA AI offers innovative solutions to streamline and optimise the recruitment process. The platform's features include customised job descriptions, AI-driven candidate shortlisting, virtual screening capabilities, and insights into diversity and inclusion efforts. XOPA AI is renowned for its user-friendly interface, seamless integration with platforms like LinkedIn, and responsive customer support. The platform caters to businesses of all sizes and industries, enhancing recruitment efficiency and aiding in making informed hiring decisions.

ABOUT



PositiveSwitch is a distinguished HR consultancy firm based in South Africa. With over 13 years of experience, the company is entirely owned by black women, showcasing a strong commitment to diversity and empowerment. PositiveSwitch specialises in providing integrated HR solutions across various industries, including FMCG, Manufacturing, Construction, Engineering, Private Equity, Information Technology, Pharmaceutical, and Professional Sectors. The firm's key focus lies in creating value for clients throughout the HR value chain, emphasising compliance and HR best practices. PositiveSwitch boasts a network of dedicated HR professionals with expertise in different HR disciplines, making them a go-to partner for businesses seeking strategic HR solutions.