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ROBOTS LIKE VERA COULD REPLACE YOUR HR TEAM

  WORK & LIFESTYLE

Chatbots and virtual assistants are streamlining recruitment and hiring

Spotted: A robot from Russian startup [Stafory](#) can take time and hassle out of your recruitment and hiring process. Vera, artificial intelligence software, scours job search sites for the best potential matches. She contacts them by phone (email and video chat are also possible) and asks predetermined questions. She evaluates the answers and provides companies with just the top candidates for the job. She does this ten times faster than a human, according to Stafory.

The programme (named after the mother of one of the developers) is not actually a physical robot and will not replace humans in HR departments, at least for now. Humans at the companies using Vera still do the actual hiring. But the computer program speeds up the process by weeding down the pool of applicants.

Vera is already being used at [large multinational companies](#) such as [IKEA](#), [Microsoft](#) and [Coca-Cola](#). The idea has inspired similar technologies. Startup chatbots like [Mya](#) and Paradox's [Olivia](#) are also designed to streamline the recruitment process.

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Takeaway:

AI assistants and chatbots are already changing the way companies handle mundane repetitive tasks such as weeding out unsuitable job candidates. Just like with automated customer services, the personal touch will surely be lost. In fact, already some companies request prospective hires submit video interviews instead of offering face-to-face meetings. But technologies like these can also dramatically increase efficiency. Vera can vet hundreds of applicants simultaneously -- by video or voice -- and then leave the top candidates for real people to meet. Beauty company, L'Oréal, for example, says it receives more than a million job applications each year. It hired Mya so it **could review more of the candidates**.