

TCS Neuralent™

HiTech



Talent remains a top priority for organizations looking to drive competitive advantage, both during normal as well as uncertain times. Relying on traditional manual screening and matching processes and hard-to-integrate legacy systems limit operational efficiency and the ability to scale, increasing the cycle time.

Neuralent, an intelligent talent management platform from Tata Consultancy Services, automates the recruitment process, helping recruiters and human resources (HR) professionals quickly identify the right fit and right match for rapid job fulfillment. Powered by machine learning capabilities, Neuralent transforms and standardizes the recruitment process, identifying top talent on time and optimizing outcomes.

Overview

In a competitive business environment riddled with talent shortages, hiring the right people for the right role and at the right time are doubly challenging. Developing a strong talent pipeline demands accurate matching of profiles and enhanced operational efficiency. However, most recruiters rely on manual screening and matching processes that are tedious, consuming most of their time. Additionally, traditional application tracking systems (ATS) are difficult to integrate with new technologies and increase dependence on people capabilities, hampering efficiencies and scalability.

Neuralent cost-effectively integrates with existing systems to automate and accelerate job fulfillment. The platform leverages machine learning (ML) to extract elements such as name, skills, role, and experience and stores it in a secure database. It performs multi-label classification to predict the top three roles for a candidate based on skills, experience, and certifications. It also harnesses a time-series forecasting model to predict demand for various roles based on historical data.

The solution digitizes jobs, services, and offerings and creates a unique recruitment identity for every job seeker. The platform's distributed digital job repository encompassing varied clients and skill sets helps address job requirements across industries, while maintaining audit trails of candidate work experience.



Figure 1: Neuralent automates the recruitment process

Our Solution

Key features of the solution include the following (see Figure 1):

- **Right fit, right match:** Matches the right candidate with relevant job opportunities.
- **Multi-job role prediction:** Evaluates candidate skills mentioned in resumes and profiles for conducting appraisals through external profiling and candidate onboarding capabilities.
- **Job description generator:** Generates job descriptions for single or multiple roles by applying natural language processing (NLP) techniques on master data, enabling recruiters to generate and download a detailed job description for any role with a single click.
- **Resume extraction:** Converts unstructured resume text data into structured information by extracting relevant information from candidate resume files.
- **Natural language query (NLQ)-based searches:** Conducts search queries for current roles, aspiring roles, and predicted roles based on state-of-the-art technology of NLQ and NLP.

Benefits

Neuralent delivers significant benefits including the following:

- **Reduced cycle time:** Accelerates the process of information extraction from resumes and matches it with job description documents.
- **Increased accuracy:** Indicates a percentage for accurate matching and superior fitment.
- **Enhanced productivity:** Minimizes human intervention and improves the efficiency of the profile matching process.
- **Increased agility and scale:** Provides an easy-to-integrate platform to drive scale across global languages and offers the agility needed to meet evolving requirements.

The TCS Advantage

- **Expertise in the staffing and recruitment industry:** By leveraging its decades-long experience and cross-industry expertise in staffing and recruitment, TCS offers simplified and streamlined solutions to transform the industry's manual processes.
- **Leveraging automation capabilities:** The solution is backed by TCS' capabilities in artificial intelligence and machine learning. Touchless recruitment is one such unique feature enabling fully automated end-to-end external recruitment.
- **Strong partner ecosystem:** By leveraging its partner network and membership in groups such as Staffing Industry Analysts, TCS ensures its customers receive end-to-end support across any requirement in the recruitment value chain.

Contact

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About Tata Consultancy Services Ltd (TCS)

Tata Consultancy Services is a purpose-led transformation partner to many of the world's largest businesses. For more than 50 years, it has been collaborating with clients and communities to build a greater future through innovation and collective knowledge. TCS offers an integrated portfolio of cognitive powered business, technology, and engineering services and solutions. The company's 469,000 consultants in 46 countries help empower individuals, enterprises, and societies to build on belief.

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