

# Scotty AI

## Use cases



### Outbound Cold Calling

Scotty enabled YoungCapital, a 1,600 FTE RPO, to make 5,250 hires in the same timeframe that their entire sourcing team placed only 40 people.



### Instant Inbound Talent Engagement

Scotty efficiently processes (screen & schedule) 40,000 applicants to secure over 4,000 hires for PostNL.

The Scotty AI logo, which is a red octagon with the words "SCOTTY AI" in white, uppercase, sans-serif font.

SCOTTY  
AI



SCOTTY  
AI

**How Scotty helped YoungCapital  
make 5,250 hires in the same  
timeframe that their entire sourcing  
team managed only 40**

## Real-world Results

### Problem

During the height of the COVID-19 pandemic, this recruitment company, faced unprecedented challenges. The demand for testing and vaccination personnel skyrocketed, placing immense pressure on their already stretched resources. Traditional recruitment methods involving manual phone calls were no longer sustainable. The need for speed, efficiency, and a personal touch became paramount.

That's why Scotty AI was introduced with a clear mission: to scale and simplify recruitment process through natural communication 24/7.

This case won Werf& Awards 2022 and Recruitment Tech Award.



## Scotty AI's Role and Solutions Implemented

**Immediate Contact:** As soon as an application landed, Scotty swung into action. Within just 5 minutes, it reached out to candidates, offering a human-like conversation through voice or text.

**Efficient Pre-screening:** Scotty's advanced deep-learning algorithms and Natural Language Processing (NLP) capabilities skillfully assessed candidates for strict job requirements, understanding nuances and personalities.

**Alternative Opportunities:** If a candidate didn't meet the specific requirements, Scotty didn't merely hang up. Instead, it explored other job opportunities within the organization.





## Results Achieved Outbound Cold Calling



### What Scotty achieved

25,000 candidates contacted

5,250 candidates hired at  
a conversion rate of 21%



### What humans achieved

1,000 candidates contacted

40 candidates hired at a  
conversion rate of 4%

Scotty saved Young Capital **4500 work-hours** by pre-screening and processing candidates **99,7% faster** than its human counterparts resulting in **131,25 x** more hires in the same amount of time at a fraction of the cost!



## Testimonial

This was also an exciting project for us, but the result is impressive.

This was also an exciting project for us, but the result is impressive. It saves us time, substantively better conversations and happy recruiters, employers and candidates. Candidates also indicated that they found their conversations with Scotty fun and innovative. With so much positive impact on different sides, we can no longer imagine Scotty being part of our recruitment process. At YoungCapital we are very proud of this project.

<https://www.werf-en.nl/robot-recruiter-scotty-screent-500-000-kandidaten-per-uur-inzending-youngcapital/>



**YOUNG  
CAPITAL™**

**YOUNG  
CAPITAL**



# **How PostNL uses Scotty to effectively screen & schedule candidates within 5 minutes of application**

## Real-world Results **Mail, parcel and logistic company**

### Problem

Every year, this company gets a whopping **40,000 applications for mail and parcel delivery jobs. But screening them manually is slow and takes up a lot of resources.** This causes delays and communication problems, making it tough for candidates. Also, it's hard to have consistent screening for so many applications.

Scotty's mission is to swiftly connect suitable applicants with recruiters to hire new team members.





## Scotty AI's Role and Solutions Implemented

### Mail, parcel and logistic company

**Immediate Contact:** Scotty sends a WhatsApp message to applicants within minutes of their application.

**Omnichannel Screening:** Applicants choose how and when the initial screening will happen, either by phone or WhatsApp.

**Assessment:** Based on their responses, Scotty determines if they're a match for the vacancy.

**Interview scheduling:** If eligible, Scotty schedules an interview with a recruiter.

**Pro-active support:** If the candidate is not eligible, Scotty explores other suitable vacancies.



## Results Achieved **Mail, parcel and logistic company**

79% preferred WhatsApp communication, with 21% opting for phone calls.

47% of relevant candidates accepted the job they applied for, enhancing hiring precision.

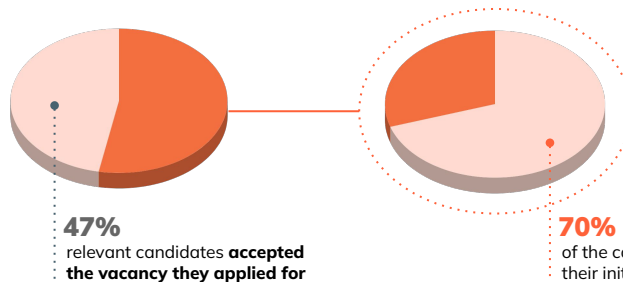
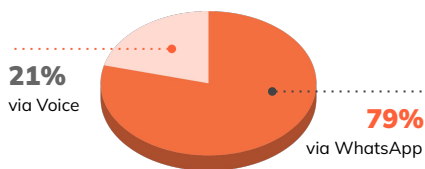
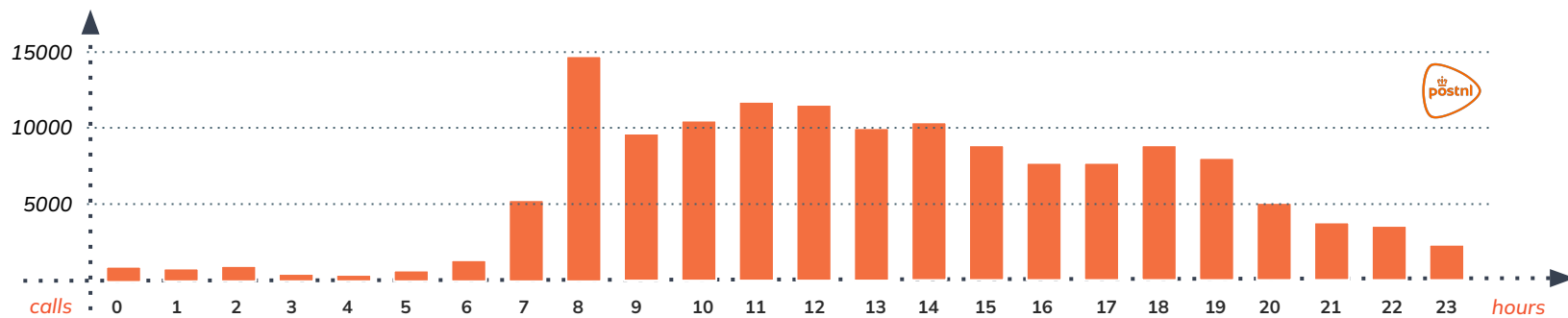
Among candidates who did not secure their initial job choice 70% of that total accepted alternative recommendations provided by Scotty.

47% of candidates rated their experience with 5/5 stars, and 41% gave it 4/5 stars.

The introduction of Scotty AI has led to a substantial reduction in the time and resources needed for initial screening, allowing human recruiters to allocate their time more strategically.



Be ready when they are **ScottyAI processes 40.000 applicants to make over 4.000 hires for PostNL**



Candidates rated their experience:

47% rated 5/5

41% rated 4/5 stars



With the Scotty AI platform, we've seen a remarkable **increase in the number of high-quality hires, significant process improvements, and a vastly improved candidate experience** throughout the recruitment journey.

**Paula Frese,**  
*Senior Specialist Recruitment at PostNL*





## How PostNL Candidates Felt

**Mail, parcel and logistic company**

5\*

“It was an easy-going interview where clear questions were asked and fine responses were given!”

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41% rated 4/5 stars



# The old world might be ending.

But the new one  
is just beginning! 🤘



# Thank you!



Let's talk!

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