HiRi

Platform Modules & Features

www. company.hiri.ai

Quality Hires

Increase your predictive validity by up to 65%.

Reduce Cost of Hires

Get significant savings of up to 75%.

Faster Hiring

Reduce time to hire by up to 75%.

Diversity and Inclusion

Create a foundation for DEIA initiatives.

Hybrid Interviewing

Effortlessly host hybrid interviews.

Interview Compliance

Align the interview process with strategic goals.

HiRi.ai is an advanced Artificial Intelligence (AI) platform that makes Human Resources processes **data-driven**, **unbiased**, and **manageable** on an end-to-end basis.

The HiRi.ai platform offers a suite of tools capable of operating without being tied to a specific role or industry (**Role and Industry Agnostic**). Whether you are recruiting a technical software developer, a customer-focused sales representative, a call center agent, or a blue-collar courier; or whether you are hiring in the dynamic technology sector or the regulated healthcare industry; HiRi.ai intelligently adapts to all these scenarios, **standardizing** and **optimizing** your processes.

Flexibility: Adaptable to the unique competency sets of every role and industry.

Application Scope: Easily integrates into a wide range of recruitment workflows.

Time Efficiency: Eliminates the need to set up and manage separate systems for different roles.

Adaptability: Our AI-powered modules easily adapt to varying job descriptions and corporate culture.

HiRi

HiRi.ai is the **AI Co-Pilot** that is always present alongside your hiring teams.

Our platform takes the entire burden of operational processes off your shoulders, such as **CV screening** and **post-interview reporting**. By eliminating the necessity of taking notes during the interview, HiRi.ai ensures that HR professionals can focus **100% on the candidate**.

HiRi.ai's role extends beyond simply being a Co-Pilot when required. For the demands of certain sectors and high-volume positions, our **HiriBot Interviewer** module conducts the initial screening interviews entirely **autonomously**. This means we are not merely an assistant taking notes, scoring, and generating reports during a live interview; when necessary, we are the **primary interviewer** managing the entire recruitment process.

HiRi.ai finds and filters the talent, manages the operations, and focuses HR professionals solely on the strategic decision-making process.

How We Do It?

1. Strategy and Preparation

HiRi.ai initiates your recruitment strategy with critical data: We determine competitive salary bands and talent density via **Candidate Market Analysis**, while predicting the candidate's future job success through **Predictive Success Analysis**. Subsequently, our platform prepares the job advertisement using **AI-Powered Job Ad Creation** and resolves scheduling coordination in seconds with **Autonomous Interview Scheduling**.

HiRi

2. Assessment and Decision Phase

In the core assessment stage, we pre-screen your candidates via **CV Analysis** and put them through dynamic, **Hyper-Personalized Interviews** conducted by the HiriBot Interviewer. These interviews are analyzed using our dual-layer scoring system, which combines technical proficiency with behavioral competencies based on the **STAR Method**. All these metrics are compiled to generate the single, fair **HiRi Score**, which reflects the candidate's job suitability.

3. Our Accuracy and Data Power

This superior performance and accuracy are supported by our platform's robust data infrastructure. We continuously train this system using:
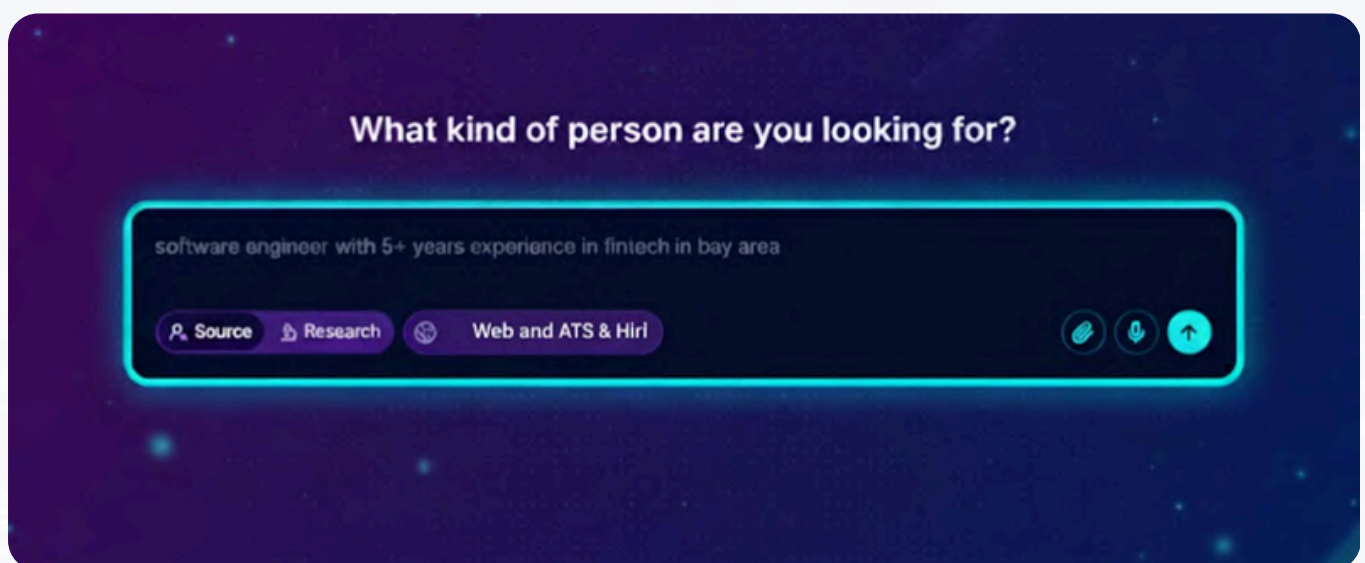
- **POC processes completed with over 20 large companies.**
- **Analysis of over 100 thousand real CVs and associated corporate scoring.**
- **Analysis of over 8 thousand real interview notes and scores.**

Thanks to this comprehensive training data, our HiRi Scores and reports generated after CV screening and interviews possess scientifically proven accuracy.

HiRi

4. Security and Support

We ensure the integrity of the process while providing dedicated support:

- We confirm the candidate's identity authenticity via **Fake Candidate Detection** and safeguard interview/exam integrity with **Remote Proctoring** features (by detecting and reporting cheating, outside assistance, and similar situations).
- **HiriBot Assistant** joins live interviews to take notes and provide guidance.
- We offer fast and objective support during the decision-making phase using the **Candidate Pool Chatbot** and **Candidate Comparison** modules.

What kind of person are you looking for?

software engineer with 5+ years experience in fintech in bay area

Source   Research   Web and ATS & Hiri

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Modules and Features

STRATEGY & SOURCING

- AI-Powered Job Ad Creation
- Candidate Market Analysis
- Information Gathering with Agent

INTERVIEW CONTENT & STRATEGY

- AI Question Generation

SCREENING & AUTOMATION

- CV Analysis & Automatic Assessment
- Autonomous Interview Scheduling

HiriBot INTERVIEWER & CO-PILOT FUNCTIONS

- HiriBot Interviewer
  - Hyper-Personalized Interviews
  - Multiple Simultaneous Interviews
  - Fake Candidate Detection
  - Remote Proctoring
- HiriBot CO-Pilot

SCORING, ANALYTICS & DECISION

- Predictive Analysis & HiRi Score
- Candidate Comparison
- Candidate Pool Chatbot
- Reference Checker

ENTERPRISE INTEGRATION & DATA GOVERNANCE

- HRIS Integrations
- Corporate Knowledge Base

1. AI-Powered Job Ad Creation

The HiRi.ai Artificial Intelligence (AI) powered Job Description (JD) Generation module enables you to prepare effective, targeted, and role-appropriate advertisements in seconds.
Simply entering the position title and experience range is sufficient; the HiRi.ai system analyzes millions of data points to automatically define the necessary skills, responsibilities, and expectations. This allows you to both save time and publish clear, attractive job postings optimized by the power of artificial intelligence.

- **Time Savings**: Eliminates the manual writing process, creating complete job advertisements in just a few seconds.
- **Role Alignment**: Position-specific, critical skills and responsibilities are determined automatically.
- **Quality Candidate Attraction**: Clear, targeted, and AI-optimized advertisements increase the number of qualified candidate applications.
- **AI-Powered Content**: Ad content is optimized according to current market trends and position requirements, ensuring you stand out in the competition.

With HiRi.ai, job ad preparation is no longer a process; it is a matter of seconds.

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2. Candidate Market Analysis

The HiRi.ai Candidate Market Analysis module enables you to initiate your recruitment processes with data. This module instantly processes market data, providing you with two critical pieces of information:

- **Competitive Salary Bands**: Shows the average gross salary band in the market for the position you plan to open. This allows you to determine your budget at the most accurate and competitive level before making your initial offer.
- **Talent Density**: Reveals where the talent you are looking for (e.g., Senior Frontend Developer) is concentrated geographically and sectorally. This information guides your job postings and sourcing strategies toward the most effective regions.

Benefits:

- Strategic Pricing: Zeroes the risk of losing candidates due to incorrect salary offers.
- Time and Resource Savings: Prevents wasting resources by directing your job postings to areas where talent is concentrated.

With HiRi.ai, you now base your recruitment strategy on concrete market data, not guesses.
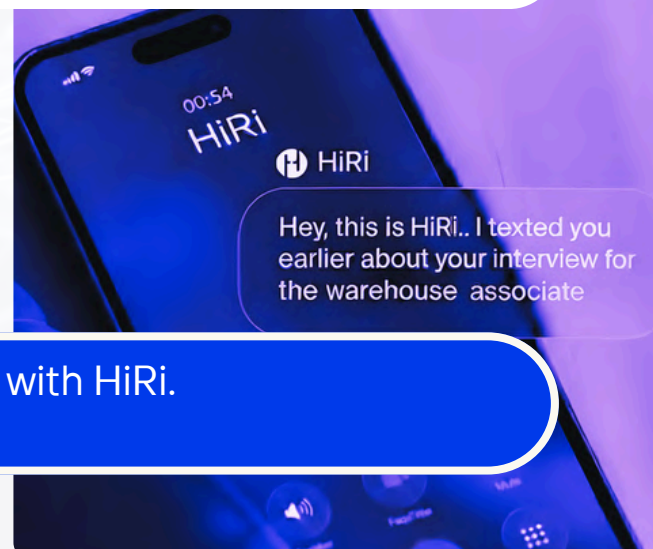
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3. Information Gathering with Agent

The HiRi.ai Intelligent Agent feature quickly and ethically collects supplementary data from external sources to enrich assessments. This module ensures your evaluations are comprehensive, not limited to internal data, by actively requesting and verifying any missing or incorrect information directly from the candidate.

Key Features:

- **Strategic Data Collection:** Quickly and ethically collects supplementary data about the candidate from publicly available sources or designated channels.
- **Assessment Enrichment:** Supports candidate evaluations with broader, verified information, moving beyond just CV and interview data.
- **Data Validation:** Instantly requests and obtains missing or erroneous information directly from the candidate via channels like SMS, email, or WhatsApp.
- **Real-Time Accuracy:** Allows you to instantly update and validate your assessment data.

00:54
HiRi

HiRi

Hey, this is HiRi.. I texted you earlier about your interview for the warehouse associate

Go Beyond the CV. Smart Sourcing with HiRi.

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4. AI Question Generation

The HiRi.ai "AI Question Generation" feature produces fully automatic and customized questions based on the candidate's role, experience, and previous answers, thereby elevating your interview quality to the highest level.

This smart technology guarantees that meaningful questions are asked at the correct level during the interview. The system deepens or directs the questions in real-time according to the candidate's responses, thus outlining the most suitable assessment path for every candidate. Furthermore, thanks to this smart technology, the recruiting specialist does not need to possess deep knowledge of the position's technical details.

Flexible Use Cases: HiRi.ai's produced strategic question sets can be utilized by HR teams in two distinct scenarios:

- For HR Specialist Interviews: HR specialists can use these prepared technical and behavioral questions as a guide in their own face-to-face or live interviews.
- For HiriBot Interviews: Alternatively, these questions are automatically guided and analyzed by HiriBot when it conducts autonomous interviews directly with the candidate.

From Co-Pilot Guidance to Full Autonomy

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Three Main Groups of Questions:
HiRi.ai creates and adapts questions under three strategic headings to provide critical insights during the interview:

- Past Experience Questions: Produces in-depth questions regarding the candidate's significant experiences, previous projects, and the roles they undertook in their career.
- Technical Questions: Customized questions focusing on the technical skills required for the position, tailored to the candidate's area of expertise.
- Non-Technical Questions: Questions designed to measure general competencies such as leadership, communication, problem-solving, and corporate alignment.

Core Advantages:

- Smart Adaptation: Questions are shaped instantly according to the candidate's answers, deepening the interview.
- Role-Based Content: Focus on skills like technical depth, leadership, or communication is precisely determined based on the position.
- Objective Assessment: The generated questions and the corresponding responses are analyzed fairly and impartially by the AI.
- Rich Insight: Specific scoring and detailed analysis are performed for every question and question group.

With HiRi.ai, you are no longer just asking questions; you are generating strategic insights.

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5. CV Analysis & Automatic Assessment

The HiRi.ai CV Analysis and Automatic Candidate Assessment modules fully automate the most time-consuming phase of your recruitment process. Simply redirect all applications received for your job postings directly to the HiRi.ai platform, and let our artificial intelligence handle the rest.

How It Works?

Our platform instantly analyzes every CV you forward:

- **Smart Scoring**: Our AI compares the experience, skills, and educational background found on the CV with the competencies required for the relevant position. This comparison results in the generation of a job suitability score (Fit Score) for every CV.
- **Detailed Assessment Report**: We provide you with a detailed assessment report, which not only includes a score but also shows the candidate's strengths and weaknesses.

You no longer have to review hundreds of CVs individually. HiRi.ai performs an objective pre-screening for you, ensuring you proceed only with the highest-scoring and most suitable candidates for the role. This way, you maximize objectivity and speed while saving time and resources.

HiRi

6. Autonomous Interview Scheduling

The HiRi.ai Autonomous Interview Scheduling feature completely automates calendar coordination, the most exhausting and time-consuming phase of your recruitment process. You can now put an end to days of email traffic spent finding mutual availability.

How It Works?

Our platform instantly matches the calendar of the interviewer (HR specialist or department manager) with the candidate's preferred time slots via artificial intelligence.

- Calendar Integration: Interviewers' availability (Outlook, Google, etc.) is automatically read by the system.
- Smart Matching: As soon as the candidate selects an available time slot suggested by the system, the interview is automatically added to both parties' calendars.
- Reminder and Confirmation: The system sends automatic reminder and confirmation emails to both the candidate and the interviewer before the appointment.

Scheduling Solved: Instant, Automated, Seamless.

HiRi

Core Advantages:

- Time Savings: HR teams zero the coordination time spent per interview.
- Speed and Efficiency: Candidates are quickly invited to the interview after application, which reduces the risk of losing the best talent.
- Flawless Candidate Experience: The employer brand is strengthened by offering candidates a professional and easy scheduling process.

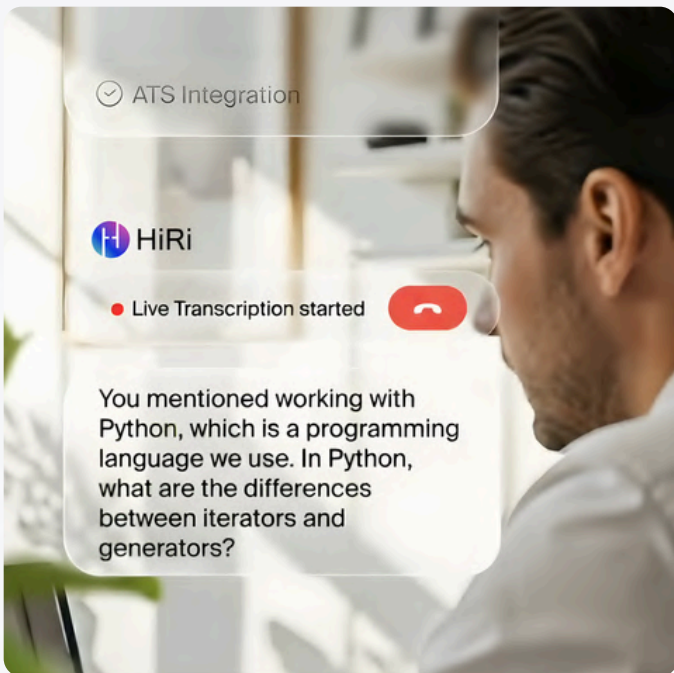With HiRi.ai, interview scheduling is not a task; it is a matter of seconds.

7. HiriBot Interviewer

TRY IT OUT

Ready to meet HiRi Bot

Talk Now
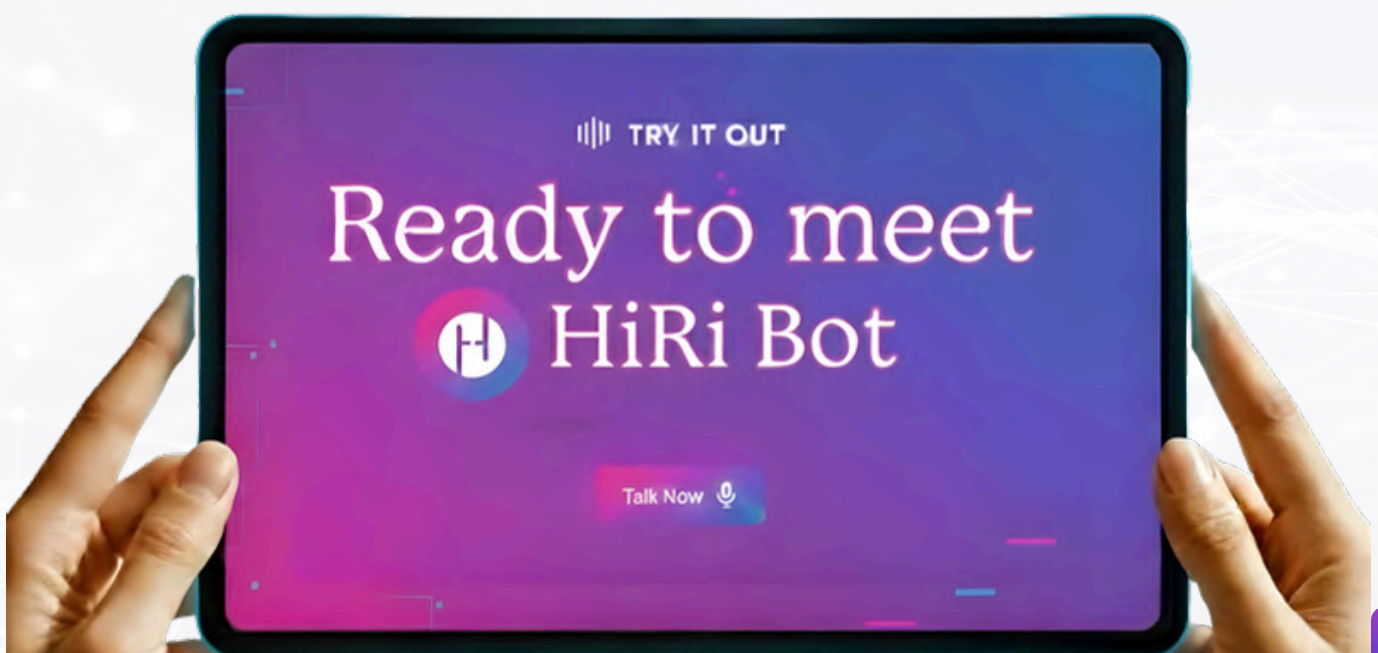
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↗ Hyper-Personalized Interviews

The **Hyper-Personalized Interviews** feature on the HiRi.ai platform offers a dynamic interview experience that is adapted in real-time according to each candidate's role, experience level, and responses.

The HiriBot AI interviewer instantly analyzes what the candidate says, deepening or changing subsequent questions. This process moves beyond just a standard question-and-answer session, creating a unique, effective, and fair assessment environment for every candidate.

⊘ ATS Integration

H HiRi

● Live Transcription started

You mentioned working with Python, which is a programming language we use. In Python, what are the differences between iterators and generators?

Real-Time Adaptation: Questions are instantly shaped based on the content and level of the candidate's previous answer.

Role-Based Customization: The focus of the questions is automatically shifted according to the requirements of the position (technical, sales, leadership).

Deeper Analysis: Critical competencies such as the candidate's communication, problem-solving, and adaptation skills are measured in depth.

Objective Assessment: Every candidate is assessed impartially with the same high standard and quality provided by artificial intelligence.

H HiRi

With HiRi.ai, you can measure not just competencies, but also how the talent emerges.

↗ Multiple Simultaneous Interviews

The HiriBot Interviewer has the capacity to evaluate thousands of candidates simultaneously, thanks to the power of artificial intelligence.

This unique feature offers immense time and resource savings, especially for organizations conducting high-volume recruitment processes. Our system works in a fully scalable structure without sacrificing performance or quality, allowing you to rely on HiriBot's efficiency even during your largest hiring campaigns.
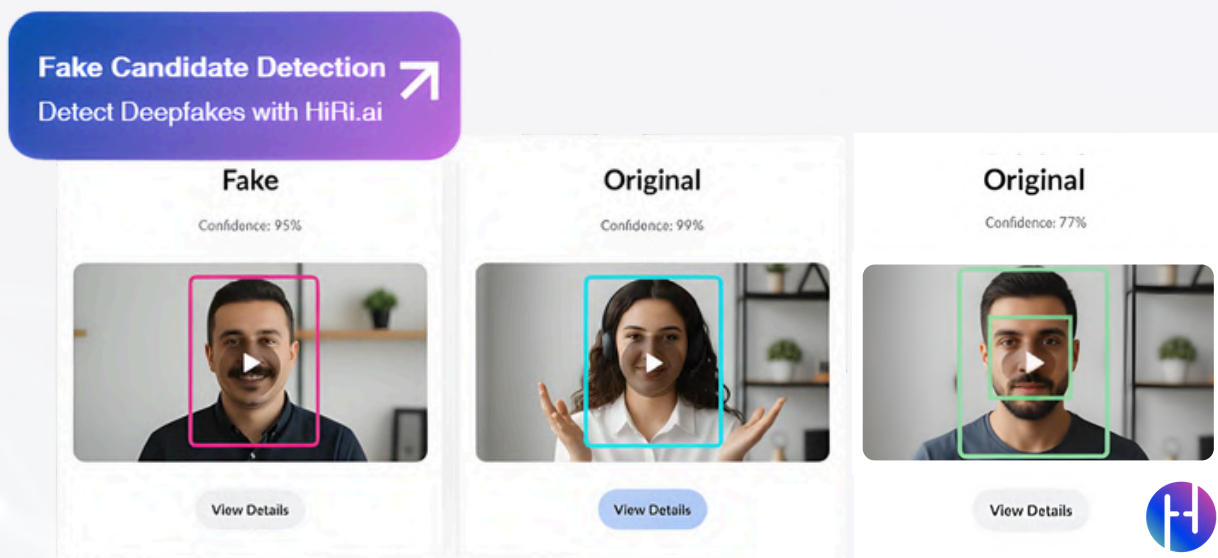

- **High Volume Support:** It can interview over 1,000 candidates simultaneously, without interruption.
- **Time and Resource Savings:** The interview process is run in parallel without being dependent on human resources, eliminating waiting time for both candidates and HR teams.
- **Scalability:** It is ideal for large hiring campaigns and mass recruitment; the system easily adapts, no matter how much your demand increases.

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↗ Fake Candidate Detection

The HiriBot Interviewer does more than just conduct interviews; it automatically detects false or misleading applications, ensuring the integrity of your processes.

HiriBot's advanced artificial intelligence systems analyze the information within the candidate's spoken/written answers, their behavioral data during the interview, and inconsistencies among presented past experiences. Thanks to this comprehensive control, profiles lacking authenticity are instantly identified, reducing the risk of costly mis-hires and unnecessary time loss.
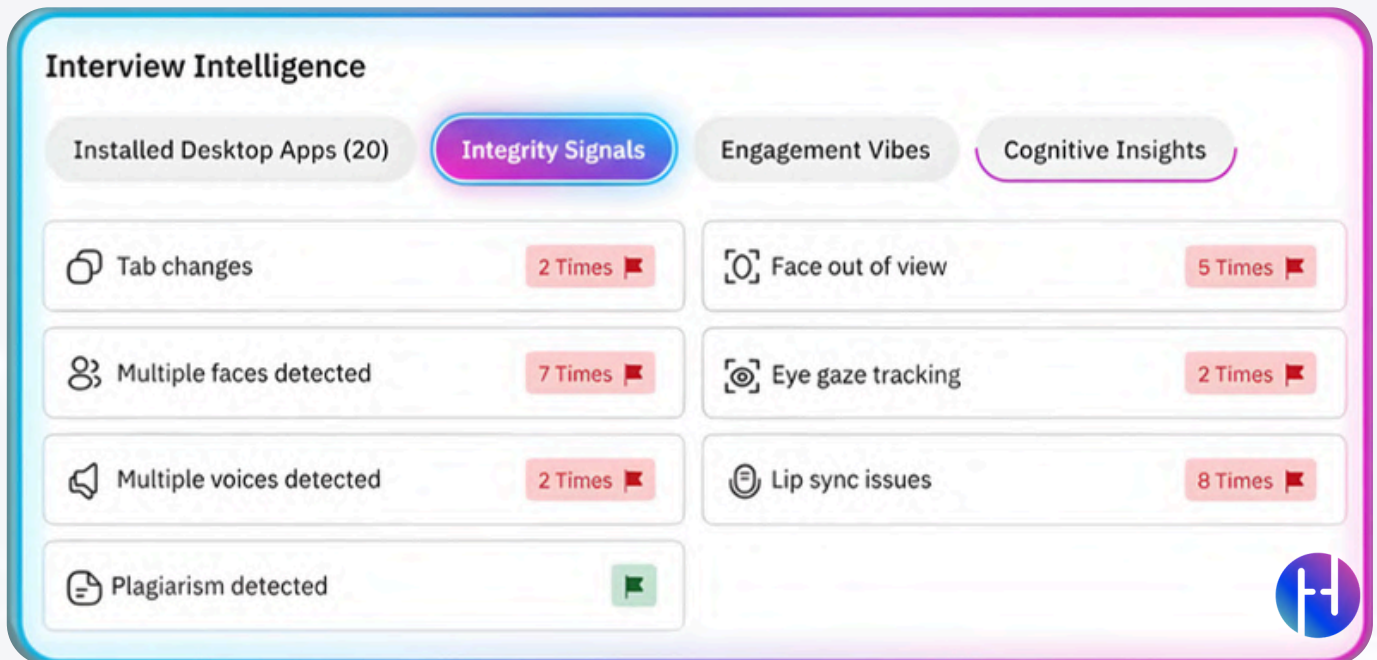

Fake Candidate Detection ↗
Detect Deepfakes with HiRi.ai

Fake	Original	Original
Confidence: 95%	Confidence: 99%	Confidence: 77%
View Details	View Details	View Details

- **Aim**: To eliminate inauthentic or misleading applications at the earliest interview stage.
- **Method**: Automatic AI analysis and multi-factor data consistency control.
- **Benefit**: Provides a high level of reliability, saving time and costs in the recruitment process.
- **Scope**: Offers maximum effectiveness, especially in high-volume applications and automated interview processes.

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↗ Remote Proctoring System

The HiRi.ai Remote Proctoring System is an advanced supervision module used to ensure the integrity and security of your autonomous or live remote interview/exam processes.

Thanks to Artificial Intelligence (AI) and Computer Vision technologies, the candidate's behavior is continuously monitored and suspicious situations are detected, providing an assessment process that is both fair and flexible.

Interview Intelligence

| Installed Desktop Apps (20) | Integrity Signals | Engagement Vibes | Cognitive Insights |

Tab changes	2 Times	Face out of view	5 Times
Multiple faces detected	7 Times	Eye gaze tracking	2 Times
Multiple voices detected	2 Times	Lip sync issues	8 Times
Plagiarism detected			

This system offers your candidates a flexible process while ensuring your organization's assessment standards are maintained with high reliability.

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Core Proctoring Mechanisms:

- Behavioral and Screen Monitoring: The system continuously monitors the candidate's actions, tracking tab changes, unauthorized screen sharing, and potential eye gaze tracking outside the camera view (often indicative of reading from an external source).

- Biometric and Integrity Analysis: Uses AI to confirm the candidate's authenticity by flagging instances where the face is out of view, multiple faces are detected, or there are unusual lip sync issues (indicating potential video feed manipulation).

- Content and Audio Integrity: Ensures the originality of responses by performing plagiarism detection on both written text and transcribed audio responses (checking against external sources). It also flags the presence of multiple voices (suggesting external assistance).

No Room for Doubt. Data Verifies Identity and Honesty.

HiRi

8. HiRi Co-Pilot: Your Interview Co-Pilot

The HiRi Co-Pilot is a smart support system that increases efficiency and objectivity during the interview. It joins live meetings to take on the entire operational burden.
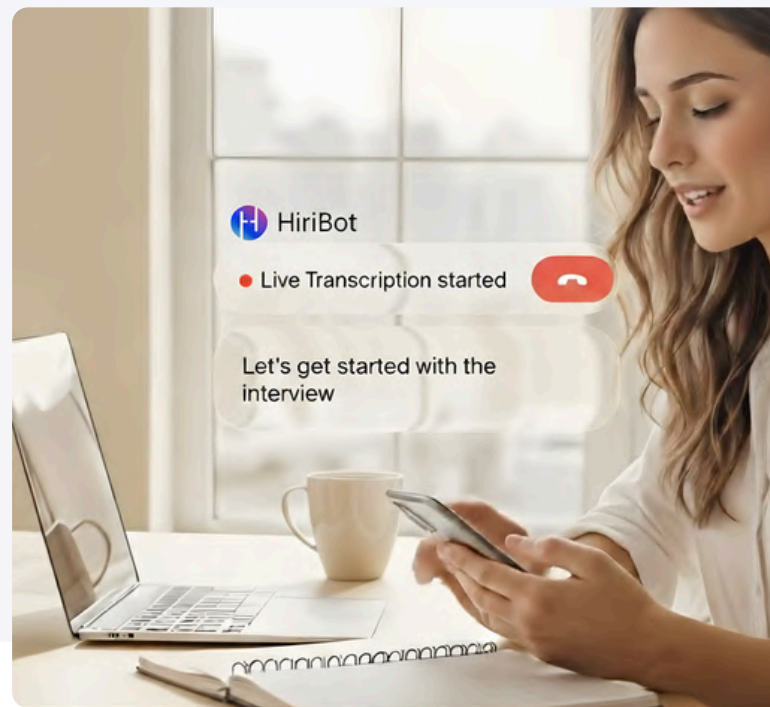

Key Features:

- **Transcription & Notes:** Converts all conversations to text instantly and automatically records detailed notes. This eliminates distraction during the interview.
- **Real-Time Guidance:** Provides instant feedback (e.g., deepening questions) to the specialist, ensuring the interview reaches defined targets more efficiently.
- **Instant Analytics:** Automatically prepares an objective score and detailed evaluation report immediately after the session ends.
- **Audit Trail:** Records the conducted interview as video, providing the opportunity to review any missed points later.

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9. Predictive Analysis & HiRi Score

The HiRi.ai platform offers a holistic assessment methodology that predicts the candidate's future job success, not just their current competencies. Candidate ranking is supported by a dual-layer scoring system that combines technical proficiency with behavioral competencies.
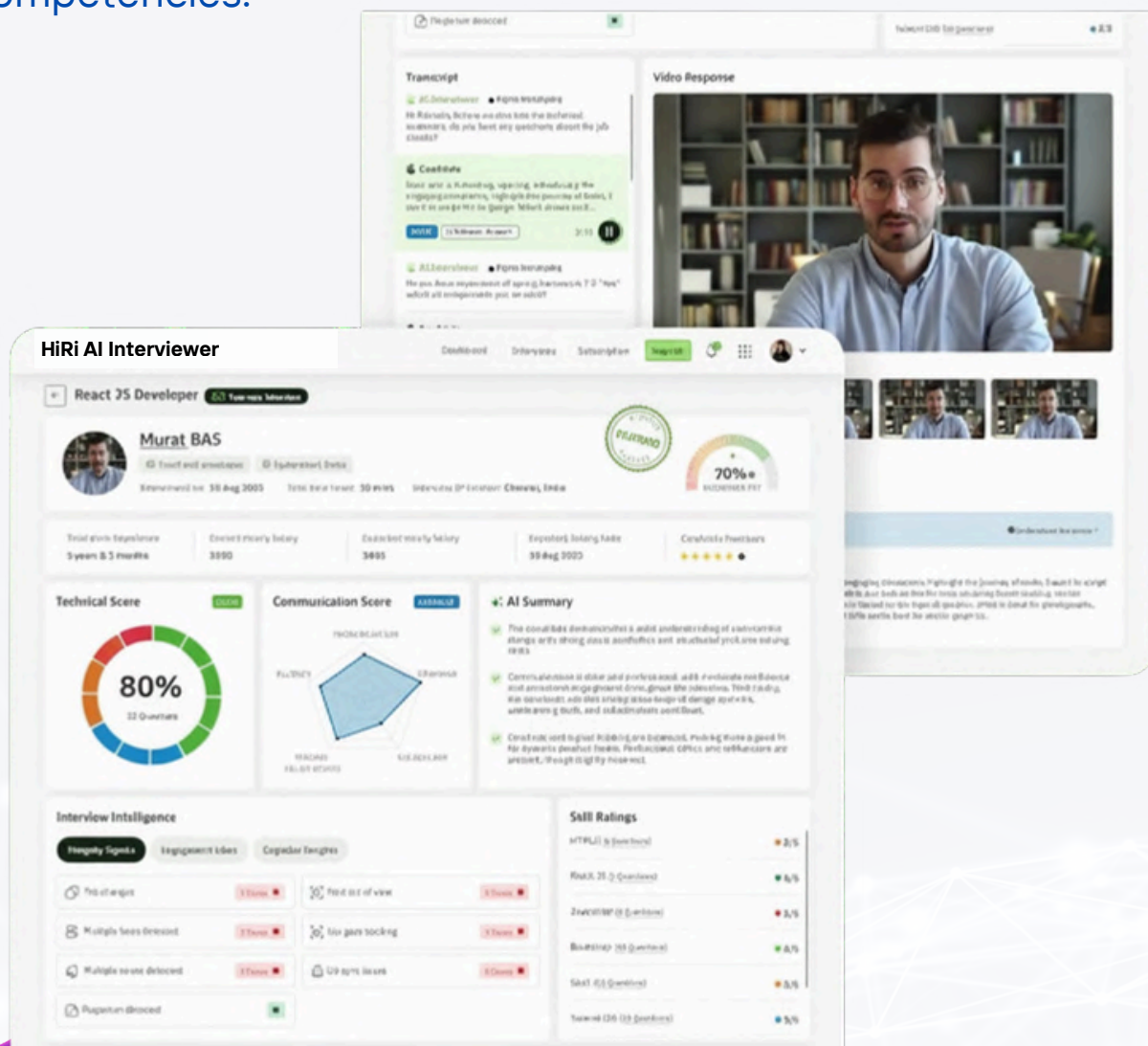
Thanks to this dual-layer scoring system, HiRi.ai measures not only what the candidate knows, but also how they behave and produce results, bringing the most compatible candidate to your organization.

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↗ Technical Precision and STAR Method Integration

Candidates' technical skills and behavioral competencies are analyzed and scored with precision by Artificial Intelligence (AI):

- **Technical Scoring:** Technical responses are scored fully automatically and objectively, thanks to our special algorithms aligned with the job description and keywords.
- **Behavioral Assessment:** In general competency and interview questions, the candidate's responses are analyzed based on the four components of the STAR Method (Situation, Task, Action, Result). This provides the clearest forecast of the candidate's future performance based on their past experiences.

↗ Detailed Interview Reports and HiRi Score

HiRi.ai's Detailed Interview Reports convert these holistic assessment results into objective, comprehensible analysis documents, accelerating your decision-making processes.

- **HiRi Score:** The HiRi Score, which is at the center of these reports, presents the candidate's role suitability as a single, fair metric supported by Artificial Intelligence scoring.
- **Holistic Assessment:** All critical competencies are evaluated together, including technical skill scores, communication proficiency, behavioral signals, problem-solving ability, and general professionalism.
- **Objective Ranking:** Thanks to the HiRi Score produced by AI-supported scoring, all candidates are ranked impartially and fairly.
- **Easy Sharing:** Reports can be downloaded in high-quality, corporate PDF format for easy sharing and archiving among the team.
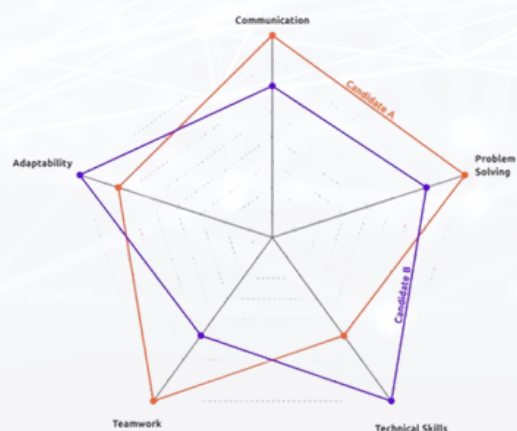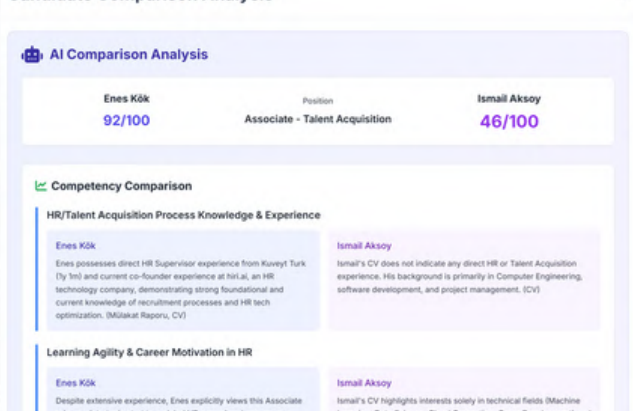
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10. Candidate Comparison

The HiRi.ai Candidate Comparison Module makes the final phase of your decision-making process objective and effortless. It enables you to make the most accurate choice by bringing the finalists in your narrowed candidate list side-by-side on a single screen.

↗ **Multi-Dimensional Comparison:**

This module compares all data collected on the HiRi.ai platform, not just CVs:

- Holistic Metrics: It presents candidates' general HiRi Scores, technical proficiency scores, behavioral competencies based on the STAR Method, and recruiter feedback in a single matrix.
- Data Visualization: The comparison is visualized with easy-to-read graphics and color coding, allowing candidate strengths and weaknesses to be instantly noticed.
- Objective Decision Support: The comparison results eliminate emotional bias and provide a scientific basis for the team to select the candidate with the most suitable skill set for the role.
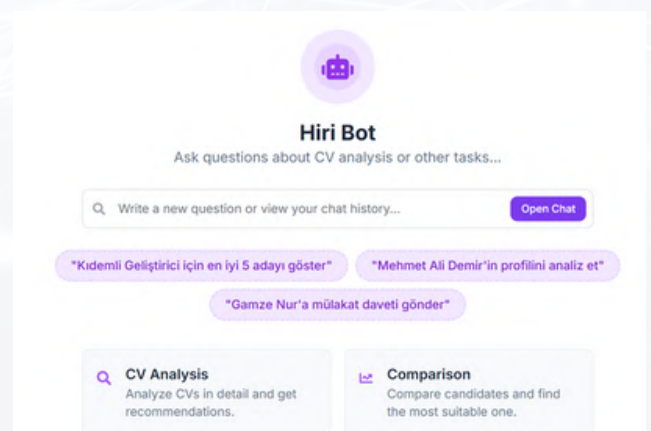

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11. Candidate Pool Chatbot

The HiRi.ai Candidate Pool Chatbot feature converts your accumulated talent data into an instant, interactive information source.
Instead of reviewing hundreds of CVs, interview results, and score reports individually, you can now easily access all candidate information, interview scores, and assessment data directly via the chatbot on our platform.

↗ Smart Query and Analysis:

Thanks to its Natural Language Processing (NLP) capability, our chatbot understands your queries and provides instant answers:

- Quick Answers: Get immediate answers by querying all candidate information.
- Smart Ranking and Comparison: Reach decision-making results in seconds by asking the chatbot complex questions directly, such as, "Rank and compare the top 5 candidates with the highest technical scores for this job posting."
- Easy Access: You can effortlessly access CVs belonging to old job postings, interview records, and generated HiRi Scores via the Candidate Pool Chatbot.

Hiri Bot
Ask questions about CV analysis or other tasks...

Write a new question or view your chat history...   Open Chat

"Kıdemli Geliştirici için en iyi 5 adayı göster"   "Mehmet Ali Demir'in profilini analiz et"

"Gamze Nur'a mülakat daveti gönder"

CV Analysis
Analyze CVs in detail and get recommendations.

Comparison
Compare candidates and find the most suitable one.

HiRi

12. Reference Checker

The HiRi.ai Reference Checker module eliminates the difficulty of manual reference checking. HiRi.ai manages the entire process: contacting candidates' references, asking structured questions, and automatically collecting the responses. All feedback is standardized, reliable, and presented to you in easily comparable reports.

↗ Key Features:

- **Process Automation:** Manages the entire communication and data collection process with candidates' references.
- **Structured Questioning:** Ensures objective and standardized feedback by using predefined, structured questions.
- **Data Reliability:** All collected feedback is standardized, ensuring reliability and comparability.
- **Reporting:** Presents feedback in easy-to-compare reports, accelerating the decision-making phase.
- **Time Efficiency:** Eliminates the manual effort and time consumption associated with traditional reference checks.

Stop Chasing Calls. Start Verifying Talent.

HiRi

13. HRIS Integrations

HiRi.ai easily integrates with your existing Human Resources Management Systems (HRIS). This integration allows you to directly transfer candidate data and interview results to your HRIS without the need for manual data transfer. This eliminates dual data entry and data inconsistency. As a result, your recruitment process operates seamlessly within a single ecosystem.

↗ Key Features:

- Seamless Integration: Establishes easy and fast connection with existing HR Management Systems (HRIS).
- Automated Data Transfer: Directly transfers candidate data and interview results to the HRIS, eliminating the need for manual data entry.
- Data Integrity: Eliminates dual data entry and the resulting risk of data inconsistency.
- Uninterrupted Workflow: Ensures the recruitment process operates smoothly and efficiently within a single digital ecosystem.

HiRi: Data Flow, Seamlessly.

HiRi

14. Corporate Knowledge Base

The Corporate Knowledge Base feeds HiRi.ai's Artificial Intelligence (AI) capabilities with your company's internal information and documents. This allows HiriBot to customize its interview questions and assessments not only based on general competencies but also according to your corporate culture, values, and position-specific internal expectations.

This module enables organizations to develop an AI uniquely tailored for their recruitment needs. This ensures that a market leader in the retail sector does not operate with the exact same metrics as a technology leader; the AI is developed specifically for each company.

⇗ Key Features:

- **Custom AI Development**: Allows companies to develop and train the recruitment AI using their own data.
- **Culture and Value Fit**: Personalizes interview questions and assessments based on your corporate culture, values, and specific internal expectations.
- **Unique Metric Processing**: Ensures that the resulting HiRi Score and metrics are processed based on the custom information of your organization.
- **Strategic Data Input**: Feeds AI capabilities with internal company documents and knowledge for highly contextualized analysis.

Empowering HiRi.ai with Your Corporate Intelligence.

HiRi

HiRi

Beyond Tracking, The Talent Intelligence

Contact Us for a Live Demo!

📞 0 534 495 49 55

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