



SmartRecruiters
An SAP company

Our Story & Vision

SmartRecruiters
An SAP company

01

01. OUR FOUNDATION

SmartRecruiters was founded on a bold belief: **great companies are built through great hiring**. We began by replacing outdated systems with a modern, flexible ATS.

02

02. GLOBAL SCALE & THE PIVOT

Supporting **4,000+ organisations** in over 120 countries. In 2024, it was clear: **the entire model of hiring needed to change**.

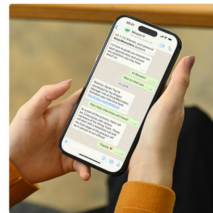
03

03. THE AI-NATIVE PLATFORM

We created a platform powered by **Winston** (embedded AI companion) and **SmartOS** (adaptive talent OS) — built for **speed, simplicity, and scale**.

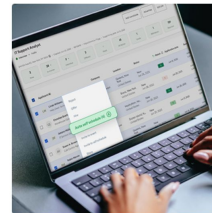
Do more *with less*

With our simple, easy-to-use interface and powerful workflows, expect effortless efficiency and productivity gains.



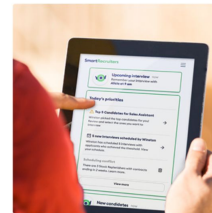
70%
Reduction

in time-to-hire by *streamlining the*



97%
Reduction

in scheduling administration work,



50%
Increase

in hiring velocity in *high-volume, high-*



Powered by AI

Intelligent, connected recruiting automation for enterprise teams.

The SmartRecruiters Advantage

SmartRecruiters
An SAP company



Platform Usability

With drag-and-drop tools, SmartRecruiters is easy to configure and navigate.



Robust Workflow Automation

Tailor workflows with automation at every step, reducing manual effort and saving time and money.



Seamless Candidate Experience

Candidates can easily apply to jobs without creating a login.



Mobile-First Design

Hiring teams can manage open roles right from their phone, and message candidates via SMS or WhatsApp.



AI Control Hub

Control the deployment of AI capabilities to ensure your team can adopt and use them effectively.



Winston, Your Way

Customise how Winston, your AI companion, looks and interacts with candidates to be on brand.



Dynamic Scheduling

From 1-on-1 to group sessions or hiring events, set up interviews for any role.



AI in the Flow of Work

Allow for human touchpoints where desired while integrating AI throughout every step.



Integrate Your Tools

Connect Slack, Teams, and Google or Microsoft 365 Calendar in a few clicks.



Candidate Relationship Management

A built-in recruiting CRM comes standard so you can nurture top talent from day one.

SmartRecruiters for SAP SuccessFactors

SmartRecruiters
An SAP company

Together, **SAP SuccessFactors** and **SmartRecruiters** power intelligent hiring for the future – enabling organisations to **attract**, **hire**, and **onboard** the right talent. With **AI**, **skills**, and **insights** at the center of hiring, we help organisations make **smarter hiring decisions** that drive **better business outcomes**.



01

AI-Enabled Processes

Build a workforce with the skills needed for the future with **AI-enabled hiring processes**.



02

Engaging Experiences

Deliver experiences that inspire candidates, empower recruiters, and **engage top talent** from the start.



03

AI-Driven Insights

Harness AI-driven insights to make **faster, smarter hiring decisions** at every step.



04

Workforce Planning

Connect hiring with workforce planning and talent management to **ensure every hire drives success**.

Winston

Winston is SmartRecruiters' AI-powered hiring companion, helping automate repetitive tasks and delivering intelligent insights through



Winston Chat



Winston Match



Winston Screen



Winston Companion ✓ Delivered



Winston Interview ✓ H1 2027

Candidate Experience



65%

**Increase
in Hires YoY**

"People just intuitively know how to use SmartRecruiters."

Eric Houwen
Head of Talent Acquisition, Deloitte

Deloitte.



Micro-Career Site



Winston Chat



Discovery & Apply



Self-Schedule an Interview



4.84 / 5

**Candidates rate Winston Chat at 4.84
out of 5 on average, across 34,054
rated AI-assisted applications**



Recruiter Experience

- Daily Recruitment Tasks
- Posting a Job Ad
- Shortlisting Candidates
- Interview Scheduling & Bulk Actions
- Winston Match & Screen
- Talent Pools & Communities
- Job Offers

"SmartRecruiters allows us to focus on handling our candidates in a good way. Because they are also our customers, they build our perception in the market and impact our reputation."



Winston **Match** delivers **6x faster** candidate review - and gets it right, with the **top-ranked candidate** going on to be **hired 85% of the time.**

SmartRecruiters
An SAP company



Hiring Manager Experience

 Winston Companion

✓ DELIVERED

 Candidate Review, Shortlisting & Scorecards

 Post Interview Nudges & Feedback

 Offer & Approvals from anywhere

Time-to-fill
33%
reduction

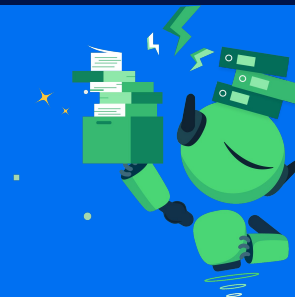
"Hiring managers didn't want to go into our previous solution because it was so difficult. With SmartRecruiters, all the information they need is right there."

Helene Perdue
Director of Talent Acquisition, Asbury



SmartRecruiters

An SAP company



Super Admin Experience

- 01 AI Control Hub
- 02 Configure your own workflows
- 03 Efficient, centralised control
- 04 Safe, secure and compliant

TIME TO HIRE

23 → 9
days

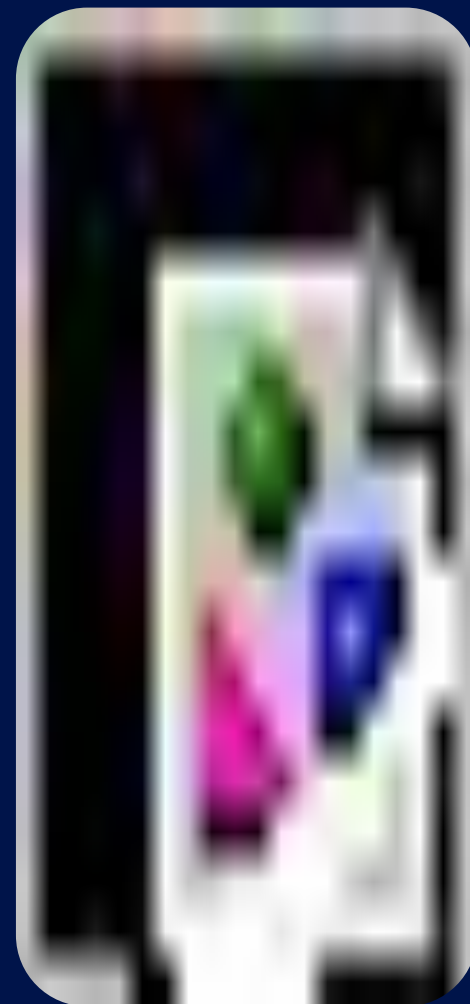
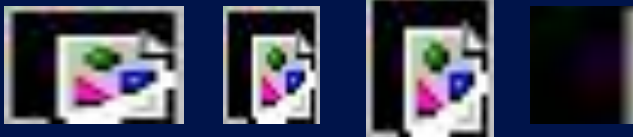
"With SmartRecruiters AI, we move through high volumes of information from a high volume of candidates in a systematic way."

Adam Reynolds
Head of Talent, Frasers Group

FRASERS
GROUP



Work within the tools you already use



FEATURE / CAPABILITY	SmartRecruiters for SAP SF	SAP SuccessFactors Recruiting
Recruitment Model	Best-of-breed talent acquisition platform fully integrated with SAP	HCM-embedded recruiting module
Core Applicant Tracking	Flexible, configurable workflows designed for high-volume and professional hiring	Structured, template-driven workflows
Talent Engagement (CRM)	Built-in CRM for proactive talent pooling and nurture campaigns	Typically extended through integrations
User Experience	Modern, mobile-first, intuitive experience for recruiters and candidates	Configuration-heavy, process-led UX
AI & Automation	Embedded AI suite for sourcing, matching, screening, scheduling, and engagement	AI features available within structured model
Global Scalability	Unified global governance with local flexibility in one platform	Multi-brand supported through segmented configuration
Deployment & Adoption	Faster deployment with dedicated TA-focused onboarding and support	Implementation aligned to broader HCM roadmap
Strategic Alignment	Recruiting innovation roadmap aligned with SAP ecosystem strategy	Recruiting innovation tied to overall HCM suite evolution

SmartRecruiters

An SAP company

SmartRecruiters Unlocked:

The *Intelligent Hiring* Lab

8.30am, 4th November

SAP Norge AS, Oslo



Thanks for listening

Let's connect!

James Deverell

Solutions Consultant @ SmartRecruiters

j.deverell@smartrecruiters.com



James Deverell

Solutions Consultant @ SmartRecruiters

