

THE AI RECRUITING TECH BUYERS GUIDE

Buying AI Is the easy part!

Here's What Actually Matters



by **Tim Sackett & HRU Technical Resources**

So... you're thinking about AI in HR.

Good. You kind of have to be.

But let's be real—this isn't just about buying a shiny new tool. It's about changing how your team actually works day-to-day.

And yeah... we're all kind of figuring it out as we go. No one has this perfectly mapped out yet.

This is one of those “build the plane while flying it” situations.

81%

of companies surveyed plan to invest in AI-driven solutions to enhance their recruiting process this.

75%

of HR leaders say AI will significantly change how their teams operate within the next 2–3 years.

9 IN 10

jobs will change due to the introduction of Generative AI.

First: Don't just buy tech. Know what you're solving.

Before you even look at platforms, take a step back.



What's slowing your team down right now?



Where are you spending way too much manual time?



What do candidates complain about?



What do hiring managers complain about?

If you can't answer those, AI won't fix it—it'll just make the chaos faster.

What AI actually changes (quick reality check!)

What this looks like in real life:

Situation today	What it usually looks like	Where AI fits in	What changes
High applicant	Recruiters manually reviewing hundreds of resumes	AI screening + ranking	Top candidates surface faster, less time spent
Interview scheduling	Back-and-forth emails, delays, missed slots	Automated scheduling tools	Interviews get booked instantly, fewer drop-offs
Job descriptions take too long	Rewriting the same roles over and over	AI-generated job descriptions	Faster drafts, easier edits, more consistency
Too many unqualified candidates	Early interviews wasted on poor fits	AI pre-screening or chat interviews	Better candidates make it to live interviews
Slow feedback after interviews	Notes scattered, delayed decisions	AI note-taking + summaries	Faster decisions, clearer feedback
Inconsistent candidate experience	Different process depending on recruiter	AI-driven communication workflows	More consistent, timely communication
Manual reporting	Pulling data manually from different systems	AI-powered analytics dashboards	Real-time insights without manual work

None of this replaces your team, it just clears the noise so they can focus on the parts that actually need a human.

AI is really good at:



Resume review
& screening



Interview
scheduling



Writing job
descriptions



Candidate
outreach (when



Data tracking
& reporting

Basically... **the repetitive, tactical**

| Which leads to the big question

“If AI does 75% of the work... what do we do?”

This is the part people avoid. But it's the most important. If you don't answer this, leadership will. And that's how teams lose headcount.

The “higher-level work” that HR should be doing.

This will look different everywhere, but here are some real directions to think about:





Becoming actual advisors (not order takers)

- Partnering with hiring managers early
- Helping shape roles—not just fill them
- Giving real market insight (salary, talent availability, competition)



Candidate experience owners

- Making the process feel human (because AI won't)
- Building relationships with top candidates
- Closing talent—not just processing them



Talent strategy, not just recruiting

- Workforce planning
- Pipeline building before roles open
- Identifying skill gaps across the org



Employer brand & storytelling

- What makes your company worth joining?
- Why should someone pick you over competitors?
- AI can write posts... but it can't create a real story

What a transformation actually looks like:

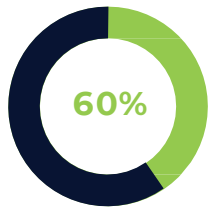
Not overnight. Not clean. Not perfect.

More like:

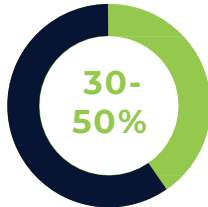
- Start small (one tool, one process)
- Test it
- Break it
- Fix it
- Expand it

Expect:

- Some tools won't work
 - Some workflows will need to change completely
 - Your team will need time to adjust.
- That's normal.



Recruiters spend **up to 60%** of their time on administrative tasks that AI can help automate.



Companies using AI in recruiting report **30–50%** faster time-to-hire.



Candidates are **2x more likely to drop out** when the process is slow or disorganized.

A few things NOT to do:

Let's save you some headaches:



Don't buy multiple AI tools at once



Don't expect instant ROI



Don't remove humans from candidate interactions entirely



Don't ignore change management with your team

A simple way to get started

If you're stuck, start here:

- 1  Pick one high-volume, repetitive task
- 2  Find an AI tool that helps with that specific thing
- 3  Pilot it with a small group
- 4  Measure time saved + quality impact
- 5  Decide what's next



AI isn't replacing HR.
But it is replacing parts of the job.

The teams that come out ahead won't be the ones chasing every new tool. They'll be the ones who get really clear on this:



Let AI take the repetitive, time-heavy work



Use that time to be more strategic, more human, and more

That's where the real value is going forward.

- AI can help you move faster.
 - It can help you see better data.
 - It can even help you narrow the field.
-
- But it can't build trust.
 - It can't read the room.
 - And it definitely can't close a great candidate the way a strong recruiter can



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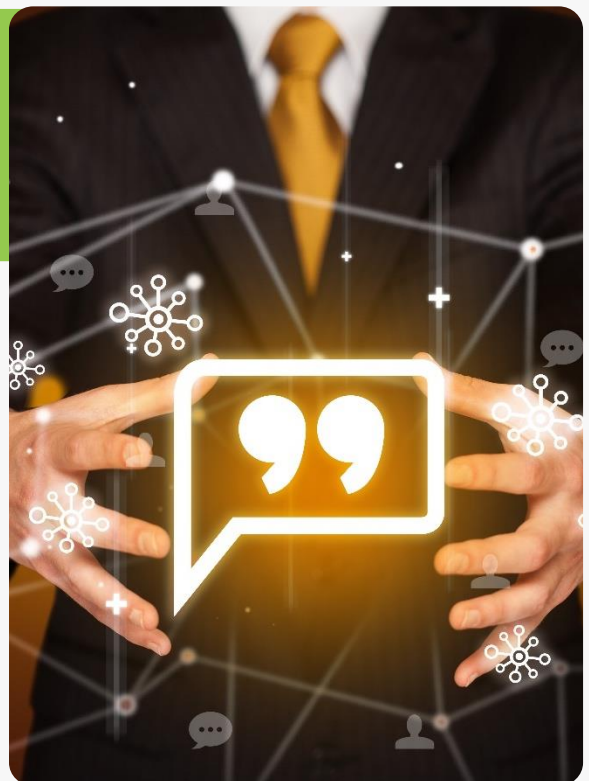


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But—**70%+** of
**candidates still say
human interaction is
the most important
part** of their experience



Want to talk this through?

If you're figuring out where AI fits into your hiring process (or just trying to make sense of all the noise!) you're not alone.

This stuff isn't one-size-fits-all.

What works for one team might not work for yours. Sometimes it just helps to talk it out with someone who's seeing it across a lot of different companies.

Let's connect. 

Even if it's just a quick conversation to sanity check where you're at.

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