

BUSINESS & OPERATIONS

Smart Hiring

From CV screening to evidence-based hiring, with AI screening, virtual recruiters, and immersive assessment.

A CV says what someone did. A simulation shows what they can do.

Smart Hiring turns each role's requirements into structured interviews and realistic work simulations. AI reads and ranks applications in any language, a virtual recruiter conducts the same first-round interview with every candidate, and simulations show how people act at work. Your team receives comparable evidence and makes the decision.

-50/60%
RECRUITING AND
ASSESSMENT COSTS

-2/3
HIRING CYCLE
TIME

40+
LANGUAGES FOR
INTERVIEWS AND
SIMULATIONS

THE PROBLEMS WE SOLVE FOR COMPANIES AND ORGANIZATIONS

01 – VOLUME

Too many applications, too few hours

Hundreds of CVs per role, seasonal peaks, several sites and countries: your recruiters spend their days screening and scheduling. Smart Hiring reads and ranks every application in any language and handles invitations and reminders, so your team starts from a shortlist.

02 – CONSISTENCY

Every interviewer, a different interview

The outcome depends on who runs the interview, and comparing candidates across teams, sites, and countries is guesswork. A virtual recruiter asks everyone the same structured questions, and you get results you can compare.

03 – BEHAVIOR

A CV does not tell you how they will act

You find out how a new hire handles a customer, a deadline, or a conflict only after onboarding, and a wrong hire costs you twice. Simulations of your real work situations show behavior before the offer.

FORMAT

Online, on site, or in immersive rooms. Complete platform or single modules: AI screening, structured AI interviews, immersive assessment, assessment and development centers. Integrated with your Applicant Tracking System and HR systems.



Four steps. One decision, and it stays yours.

01 Map the role

With your HR team and line managers we define the capabilities and behaviors that really matter for the job, the criteria to observe them, and the weight of each. The same map drives screening, interviews, and simulations.

02 Screen and rank

AI reads applications in any language, matches them with the role, and proposes a first ranking on transparent criteria. Candidates receive invitations, instructions, reminders, and outcomes automatically, in your brand's voice.

03 Interview and observe

A virtual recruiter runs the same structured interview with every candidate, remotely, at any hour, with adaptive follow-ups and in 40+ languages. When the role requires it, candidates enter simulations of real work situations, a client, a deadline, a conflict, where behavior, judgment, and communication become observable.

04 Compare and decide

Your team reviews comparable profiles: recordings, answers, scores, and qualitative notes in one dashboard, integrated with your Applicant Tracking System. HR keeps full visibility and traceability. The decision stays with people.

WHAT YOUR TEAM GETS

Ranked shortlists

On the same criteria for every applicant, in every language.

Interview records

Recordings and answers from the virtual recruiter, ready to review.

Behavioral evidence

What each candidate did in the simulation, not only what they said.

Comparative dashboards

Scores, notes, and audit trail, in your HR systems.

Start with one role

Choose one open position. Share the job description and your 10 best hires of the last years. We build the role map, run the first structured campaign, and compare the results with your current process. Then scale what works to the next roles.

HUMAN OVERSIGHT

AI screens, interviews, and documents. Recruiters see everything and decide. Every ranking and score can be examined, discussed, and overridden.

CANDIDATE EXPERIENCE

The same interview for everyone, no waiting for a slot, answers in days instead of weeks, and a clear outcome for every applicant.

LET'S TALK

Book a demo on www.e-real.net or propose a profile for us to select.

CONTACT

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