

• Whitepaper

Maximizing the ROI of AI in Recruitment

Where AI saves recruiters time, how to measure it, and a worked example you can adapt to your own hiring.

Example - 30 open jobs, 5,000 candidates

468 hours saved

Recruiter time needed

Manual process		558 hrs
With AI		90 hrs

- Introduction

AI takes on the repetitive work. Recruiters keep the decisions.

AI has changed how companies approach talent acquisition. By automating repetitive tasks, it lets recruiters focus on the strategic parts of their role, from building relationships with candidates to working with hiring managers.

But AI comes with costs and changes to how teams work, so it is important to assess its return on investment (ROI) before adopting it. This whitepaper looks at the ROI of AI in recruitment component by component, then walks through a worked example.

In this whitepaper

- ✓ The four AI components that save the most recruiter time
- ✓ Typical manual time for each task
- ✓ A step-by-step example for 30 open jobs
- ✓ A simple way to estimate your own ROI

468 hours

of recruiter time saved in the worked example

84%

less time on screening, first interviews and candidate questions

- ROI components

Where AI saves time



AI resume screening

Automates the first review of resumes and identifies candidates who match the job's requirements, such as skills, experience and education.

ROI FACTOR

Time savings

TYPICAL MANUAL TIME

2 to 3 minutes to review one resume



AI interviews

AI runs first-round screening interviews, assesses each candidate's answers to structured questions and summarizes them for the recruiter, who makes the decision.

ROI FACTOR

Time savings and better-informed assessment

TYPICAL MANUAL TIME

15 to 30 minutes per phone or video screen



Candidate communication with a chatbot

A chatbot answers candidate questions, gives updates and keeps candidates engaged around the clock.

ROI FACTOR

Time savings and a better candidate experience

TYPICAL MANUAL TIME

10 to 15 minutes per candidate interaction by email or phone



Content generation

AI helps write job descriptions and job ads that are clear, engaging and aimed at the right candidates.

ROI FACTOR

Time savings and better applications

TYPICAL MANUAL TIME

Up to 1 hour per job description, including research and revisions

• Worked example

ROI calculation

An example company with 30 open jobs and 5,000 candidates. The assumptions are illustrative; replace them with your own numbers.

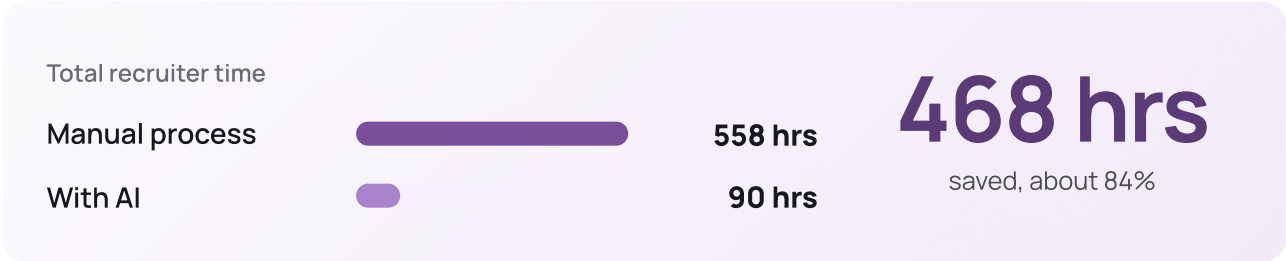
30
open jobs

5,000
candidates applied

3 min
to review one resume manually

30 min
per first-round phone interview

TASK	MANUAL PROCESS	WITH AI	SAVED
AI resume screening 250 → 20 hours	Review all 5,000 resumes: 3 min × 5,000 = 15,000 min = 250 hours	AI screens 5,000 resumes and qualifies 400. Review 400: 3 min × 400 = 1,200 min = 20 hours	230 hours
AI interviews 225 → 45 hours	Interview 450 candidates (15 per job): 30 min × 450 = 13,500 min = 225 hours	AI interviews 450 and qualifies 90. Interview 90: 30 min × 90 = 2,700 min = 45 hours	180 hours
Chatbot 83 → 25 hours	500 candidates (10%) need answers: 10 min × 500 = 5,000 min ≈ 83 hours	The chatbot handles 70% of questions. Answer 150: 10 min × 150 = 1,500 min = 25 hours	58 hours



Figures are rounded. Content generation is not included in the total; at up to 1 hour per job description, it can save up to a further 30 hours for 30 jobs.

- Your own ROI

Estimate the return for your team

Hours saved = (manual hours) – (hours with AI)

Savings = hours saved × your recruiter's hourly cost

ROI = (savings – cost of the AI tool) ÷ cost of the AI tool

- 1 Count your open jobs and the applicants you expect for them.
- 2 Time the tasks AI would take on: resume reviews, first interviews and answering candidate questions.
- 3 Use the example on the previous page to calculate manual hours and hours with AI.
- 4 Multiply the hours saved by your fully loaded recruiter cost per hour, and compare with the cost of the tool.
- 5 Add the benefits that are harder to price: faster time to hire, a consistent process for every candidate, and a better candidate experience.

See the numbers on your own roles.

We'll run Talenteria on one of your real jobs and show you where the time goes.

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