My Ally's AI Power Reduces Source-to-Hire Timeline
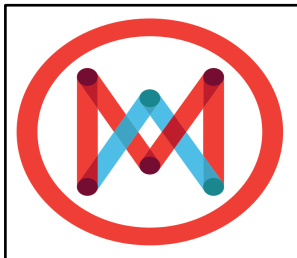
My Ally

Best Advance in Talent Acquisition Technology

May 2018

Company Background

Company At-a-Glance	
Headquarters	San Jose, CA, USA
Year Founded	2015
Revenue	Less than $50 million
Employees	11-50
Global Scale	Worldwide
Customers/Output, etc.	Customers include Outcome Health, Exabeam, Chegg, Talend, Student Loan Hero and RetailNext.
Industry	Computer Software
Website	http://myally.ai

Value Proposition

My Ally's AI Recruiting solution addresses major pain points in scheduling coordination for corporate recruitment. Manually scheduling interviews can be painful for recruiting professionals particularly when handling high volumes or multiple rounds and interviewers. Add in last-minute cancellations and coordination across time zones, and it's no wonder that recruiting professionals spend ±20% of their time scheduling and rescheduling interviews of prospective hires.

My Ally's AI product uses Artificial Intelligence to coordinate recruitment. It integrates into a company's Applicant Tracking Software and automates interview scheduling/rescheduling, follow-ups, conference-room booking, and finding replacement interviewers for cancellations.

In the process, My Ally has reduced candidate source-to-hire timelines from +2 months to <15 days while materially improving candidate experience. My Ally can integrate with all major ATSs, including Greenhouse, Jobvite, Taleo, Lever, iCIMS, SuccessFactors and SmartRecruiters, and leaders are working to add Outcome Health, Exabeam, AKORN, RetailNext and Talend.

"I hired My Ally's AI recruiting assistant, whom I called Jeeves. Scheduling all the interviews, Jeeves saved me a lot of productive hours that I could spend on other challenging tasks. Jeeves's conversation skills are so polished that sometimes I forgot it was a bot that was assisting me. Most of the candidates were amazed by the cool bot coordinator scheduling their interviews swiftly. Within no time, Jeeves won the hearts of everyone in my company as the super-bot who helped us to take our recruiting efficiency to the next level." – **Jack Perkin,** Senior Talent Acquisition Manager, Exabeam

"Alex has been instrumental in helping to manage high-volume pipelines on the order of 50+ candidates with increased effectiveness and efficiency while reducing time to hire. We've been very fortunate in having Alex fully integrate directly into our ATS, Greenhouse, allowing for increased transparency and an even higher level of candidate care throughout the interview process. I would recommend any company give this tool and resource a fair shot, as it's been incredibly helpful for not only my team, by our organization overall." – **Jason Kemp,** Talent Agent, Outcome Health

Product or Program Innovation

My Ally's AI technology works on concepts of natural-language processing and machine learning to read, understand, and reply to candidates. The AI technology is simple to use and integration with an ATS takes very little time.

My Ally automates interview calendaring, including all the back and forth emails with candidates and follow ups, saving the recruitment team 10s of hours every week and providing the ultimate candidate experience. Clients get insights on the process, such as the number of interviews that happened in a day, the number of interviews per interviewers, and the number of cancellations. My Ally also monitors pivotal metrics, making it easier for recruiters to analyze, identify gaps, and make improvements. Clients can customize the My Ally Dashboard for reports and even templates they want to send to candidates.

Unique Differentiators

My Ally's Smooth integration with clients' ATSs makes it easy to automate the recruiting scheduling process, but the technology is much more than a scheduling tool. It also handles all emails and follow ups with candidates, tracks performance of the interview team, and provides feedback to candidates as they move through the recruitment pipeline. My Ally saves the recruiting team 30+ of hours of time each week.

In addition, customers can customize the dashboard to add their own preferences, such as the maximum number of interviews they want to take in a day or a week, best times to conduct interviews, and buffer time between interviews.

Figure 1: Preferences Page
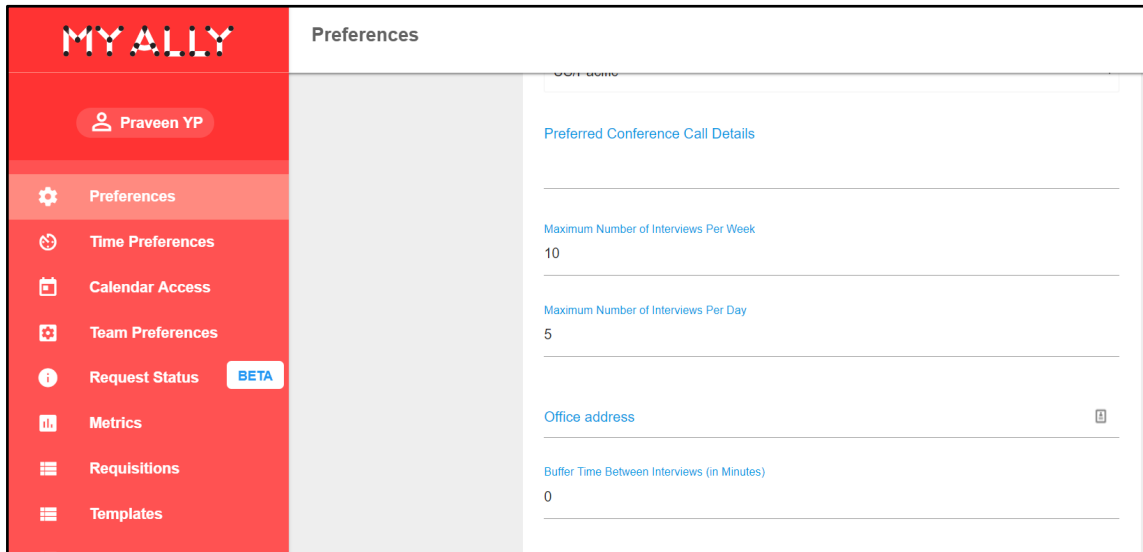
Source: My Ally

The sophisticated software also gives clients the opportunity to set rules, such as skill-based interviewer matching or the number of people on an interview panel. Customers even can select a load-balance option, so each interviewer is handling the same number of interviews per day or week.
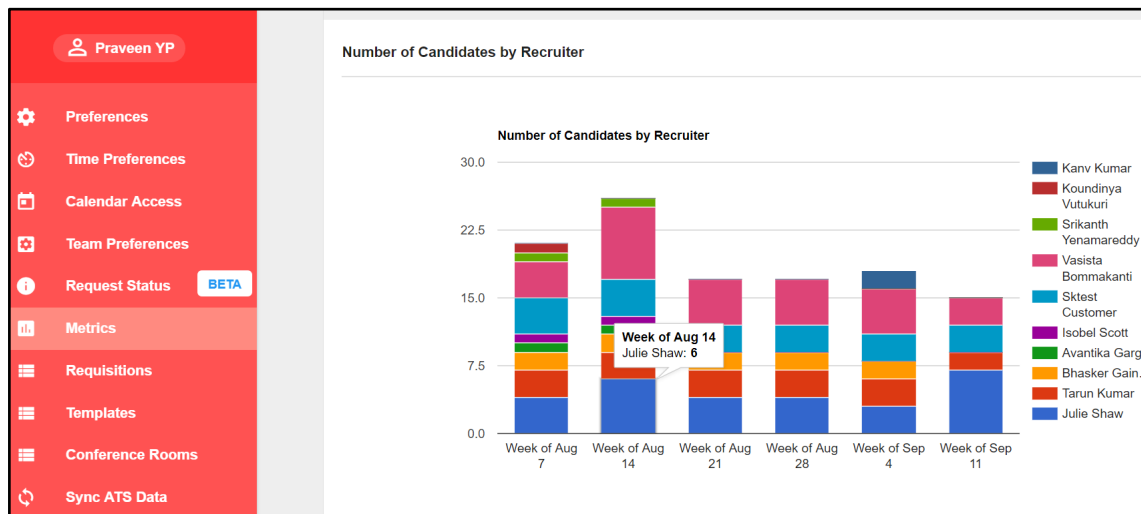
Figure 2: Rules for Selecting Interviewers
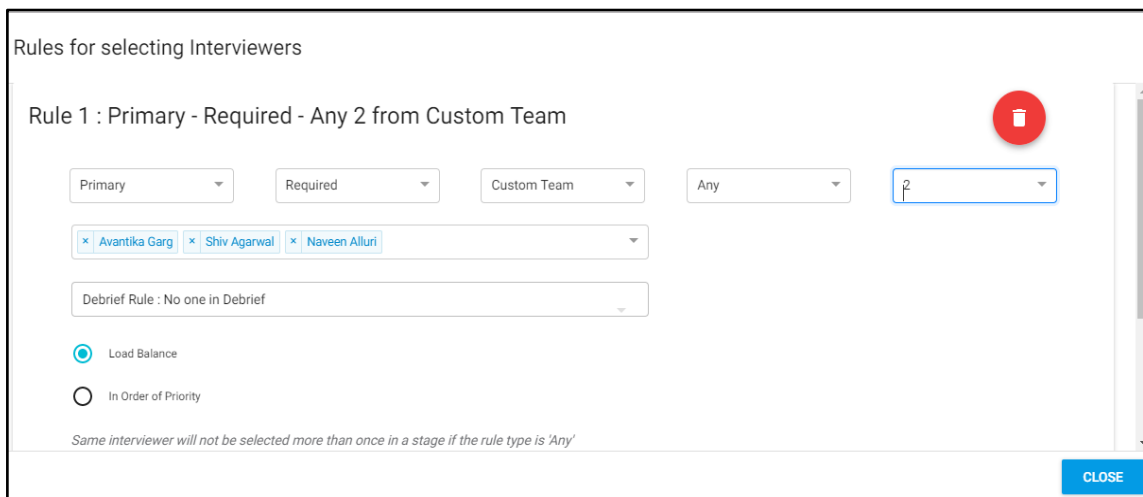
Source: My Ally

My Ally provides metrics that clients can use to analyze their recruiting process, including the number of interviews scheduled per week, the number of candidates by recruiter, and the number of interviews rescheduled.

Figure 3: Number of Candidates by Recruiter

Source: My Ally

Measurable Results

Client: Outcome Health

Outcome Health, which provides digital health information to patients at point of care such as a physician's office, achieved the following results after integrating My Ally into the recruiting process:

- Average days in application review changed from seven days to one day.

- Hiring rate per week went up by 200%.

- Candidates moved 300% faster in the interview-to-job offer pipeline.

- Phone screens went up 3.3x.

- The team of four saved 500+ hours per month.

Client: Student Loan Hero

The My Ally software is known as Alex at Student Loan Hero, which helps college graduates organize, manage, and repay student loan dept.

"As an international organization that encourages remote working, Alex is a boon for SLH. Alex was instrumental in connecting us to talents across the world through web call integration, taking care of respective time zones. Seamlessly integrating with the Greenhouse ATS Alex saved me around 50 hours each month. To top it all, working with Alex is a cake walk." – **Alexis Hauser,** HR Specialist, Student Loan Hero

Figure 4: Executive Brief

	Feature	My Ally
	Availability sent to candidates automatically based on interviewer calendar	Yes
Interviewer preferences	Ability to limit maximum no. of interviews in a week for any interviewer - Load Balancing	Yes
	Daily follow up with the candidate to submit availability automatically	Yes
	Specify blocks on your calendar for interviews	Yes
	Ability to specify Replacement interviewers	Yes
Preferences for profile	Distribute interviews evenly among the pool of interviewers	Automatic
	Choose a set of conference rooms to be booked for a particular round of interview	Automatic
Candidate experience	Automatic back-n-forth with the candidate based on interviewer ability	Yes
	Auto handling of interviewer declines with replacement interviewers	Yes
Recruiter experience	Communicate to the assistant through Email as well as Notes in ATS	Yes
	Daily follow-up with the interviewers to submit feedback	Yes
	Auto scheduling of next steps based on evaluation	Yes
Interviewer invite	Sending invites to interviewers	Automatic
	Booking of conference rooms	Automatic
	Ability to mark certain interviewers as optional - shadow rounds	Yes
	Complete Loops/Interview Process	Yes
Candidate confirmation	Sending candidate confirmation to candidates	Yes
Integration with ATS		Yes

Source: My Ally

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