Censia Talent Intelligence
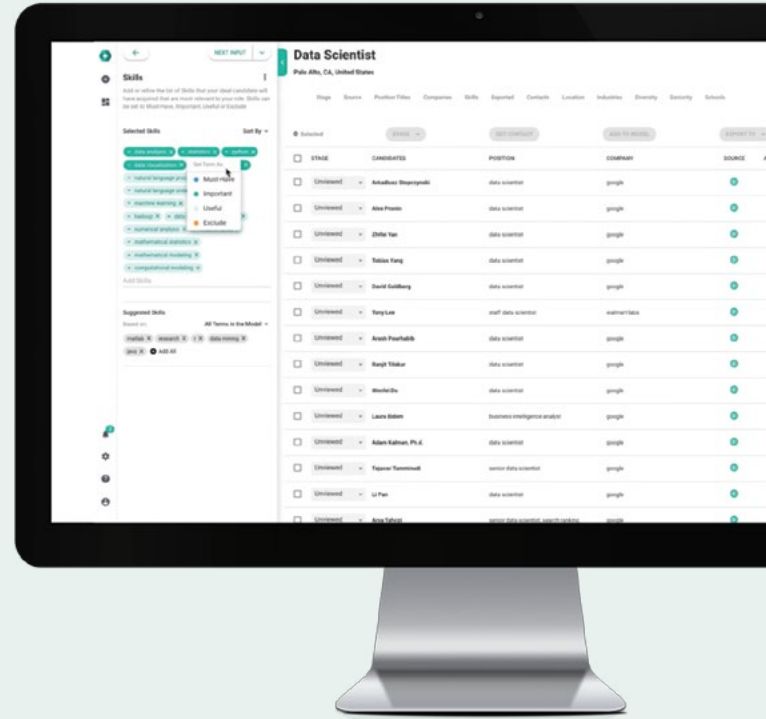
Harness the Power of AI to Unlock the Full Potential of Your Talent Team

» Fairly and efficiently filter hundreds of applicants

» Ranked pipelines across all talent sources, instantly

» Source passive candidates for hard to fill roles

» Unlock candidates trapped inside your ATS

» Cut time-to-hire in half
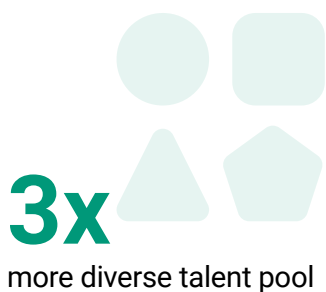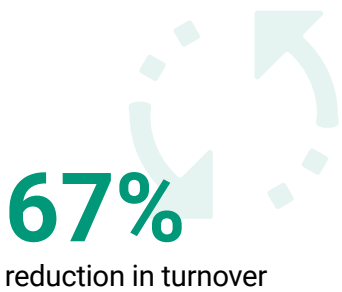
Censia
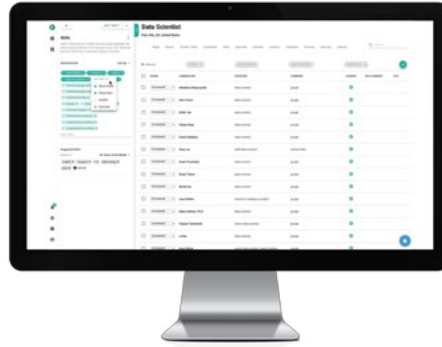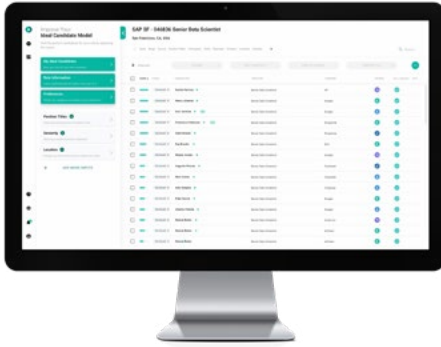Talent Intelligence Platform™

What is Talent Intelligence?

Talent Intelligence allows enterprises to find, analyze and compare talent, including inbound and previous applicants, your company's employees, and passive talent from Censia's hundreds of millions of global professionals.

Censia's talent intelligence platform reduces the time spent on manual recruiting tasks by more than 80% and instantly delivers a ranked pipeline of highly qualified candidates that is, on average, three times more diverse.

Censia Talent Intelligence Platform™ Delivers

67%
reduction in turnover

52%
faster time to hire

26
hours saved per role

3x
more diverse talent pool

73%
reduction in recruiting costs

86%
faster time to interview

Censia
Talent Intelligence Platform™

Ideal Candidate Modeling

Censia's talent intelligence solution uses AI and data science to build deep similarity scoring across multiple aspects of a candidate's professional profile (career and industry experience, trajectory, education, skills, etc.). These models give talent teams insights and comparisons between candidates that go far beyond keyword searches.

Complete Talent Profiles

In addition to a candidate's profile information, Censia includes intelligence on their career trajectory, performance capability, loyalty, diversity, education, skills, and more.

Instant Candidate Comparisons

Censia's talent intelligence ranks inbound applicants across all open roles to fairly and efficiently filter hundreds of candidates, and surface the best, all directly within a company's ATS.

Intelligent Passive Sourcing

Censia delivers immediate access to the most qualified passive talent that isn't applying, creating significant savings on agencies, professional network costs, and recruiting time.

ATS Talent Rediscovery

Talent Rediscovery unlocks the power of your ATS by matching previous applicants and sourced candidates for new roles, maximizing valuable ATS data, improving the overall quality of the talent pipeline and deepening company loyalty.

Internal Mobility Matching

Censia reveals which candidates are eligible for promotion and upskilling, improving retention and reducing flight risk. It also enriches employee profiles to give management a complete understanding of their company's talent assets as they evolve.

Censia + Your ATS

Censia's talent intelligence solution can be used on its own or easily integrated into industry leading ATS platforms, including SAP SuccessFactors, Recruiter.com, Jobvite, iCims, Bullhorn, Greenhouse, and more. Custom integrations are available, and Censia's customer success team will guide your team through the whole process.

MODELING THE IDEAL CANDIDATE IS A GAME CHANGER

We had been searching for a tool to help our Talent Acquisition Team find quality candidates in less time and that's why we chose to work with Censia. The ideal candidate model is what sold us.

Finding quality people within minutes versus sorting through resumes for hours is a game-changer. Censia's Talent Intelligence Platform was a great addition to our Talent Acquisition strategy!

— *Lorie Bryce, Talent Acquisition and Management Leader, Gerdau North America*
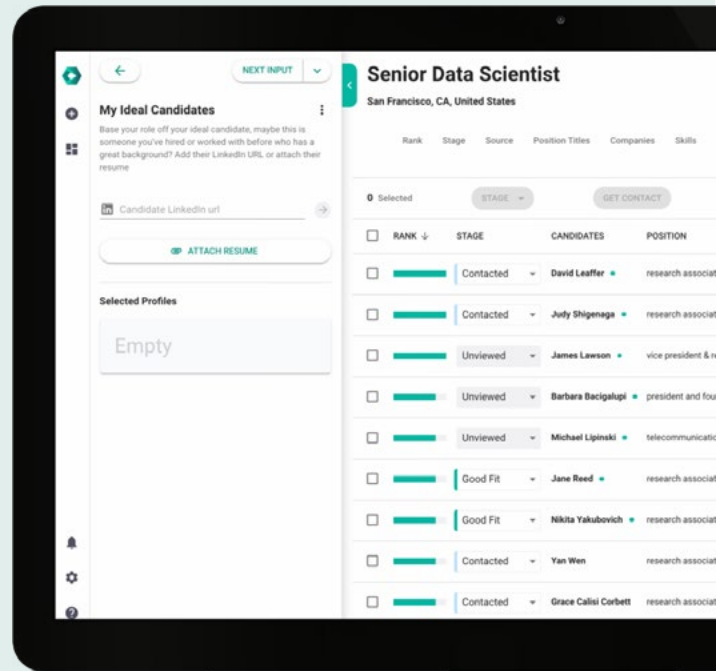
ACCESS PEOPLE DATA WITH GREATER ACCURACY

A key benefit of the SAP SuccessFactors and Censia partnership is the ability to look inside of the ATS. There is a tremendous value, as there is a lot of qualified talent in the ATS that aren't being accessed well.

The Censia Solution is very easy to use and our organization has a very good adoption rate with the Censia solution. We've had a very strong response to building models and reaching out.

— *Dennis Wilson, National Director Talent Attraction at American Heart Association*