



Modern HRM System

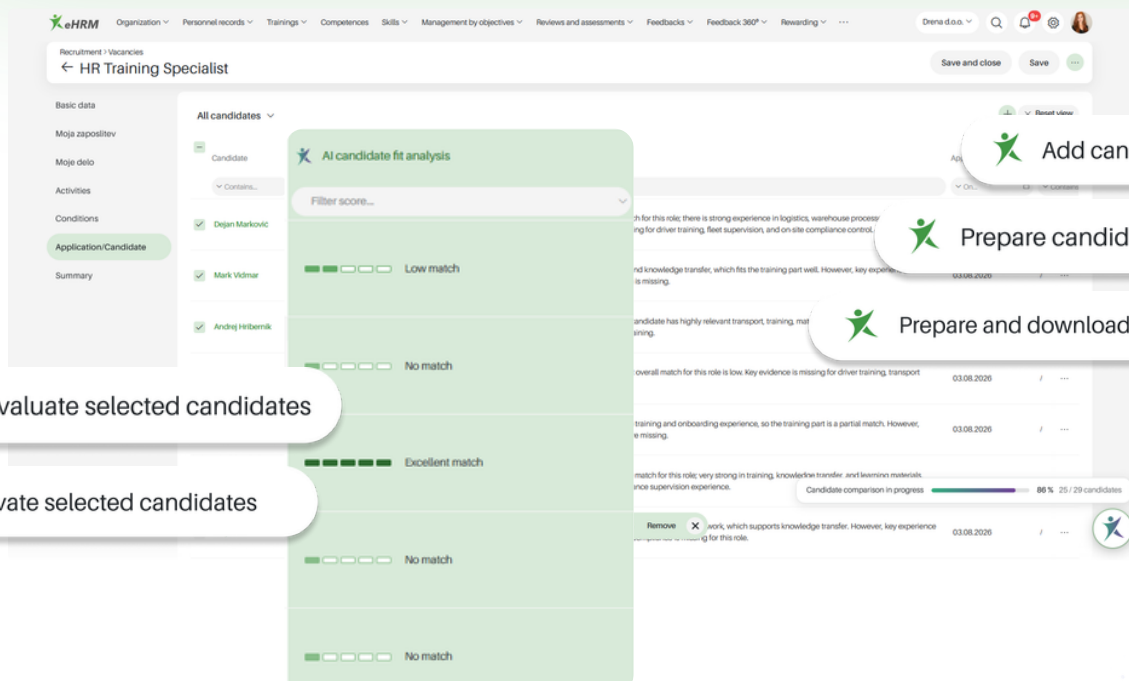
Artificial intelligence in the Recruitment Module

Find the right candidates faster, with less effort and more confidence in your decisions.

Recruitment is a race against time. The best candidates are only on the market for a few days, yet HR teams spend a huge share of their time manually reviewing applications, retyping data from CVs, and coordinating with hiring managers.

AI in the Recruitment module takes over exactly that routine work — giving you back time for what actually matters: conversations with people and high-quality decisions.

AI doesn't decide for you. It prepares a candidate-to-requirements match analysis and explains its reasoning — the decision stays in your hands, just now backed by data.



1. Smart candidate comparison for job postings

From hundreds of applications to a shortlist — in minutes.

AI automatically derives key comparison parameters from the job posting, then analyzes all applications and produces a match analysis for each candidate against those requirements.

- Automatic generation of key analysis parameters based on the job posting requirements
- Adjustable parameters — users can customize the criteria and their weight in the match analysis

Name	Weight	Instructions for AI
Transport and logistics experience	5 Very high	Evaluate whether the candidate has work experience in transport or logistics, especially in environments involving drivers, fleets, warehouses, distribution, or road transport. Look for concrete roles, employers, duration, and tasks directly relevant to this position.
Training delivery and knowledge transfer	5 Very high	Evaluate the candidate's experience in preparing and delivering trainings, workshops, or onboarding programs. Specifically look for evidence of knowledge transfer, mentoring, preparation of materials, leading groups, and adapting content to different target...
Fleet supervision and vehicle inspection	4 High	Evaluate experience with fleet supervision, inspection of trucks, documentation, and on-site compliance. Look for work with fleets, operational control, vehicle checks, recording deviations, and participation in corrective actions.
Knowledge of transport and traffic regulations	4 High	Evaluate whether the CV shows knowledge of relevant legislation in transport, traffic, occupational safety, or freight transport. Look for mentions of laws, regulations, certificates, or tasks requiring compliance with legal requirements.
Compliance monitoring and corrective actions	4 High	Evaluate the candidate's experience in monitoring compliance with rules, recording findings, reporting to management, and proposing improvements. Look for concrete examples of inspections, audits, incidents, reports, or actions taken to resolve non...
Preparation of internal procedures and materials	3 Medium	Evaluate whether the CV mentions preparing manuals, instructions, internal procedures, checklists, or training materials. Focus on roles where the candidate had to develop, update, or standardize documents for company use.
Work with large fleet operations	2 Low	Evaluate whether the candidate has experience in high operational complexity environments, especially with larger fleets or multiple locations. Look for experience coordinating or supervising a large number of vehicles, drivers, processes, or sites.

- CV and cover letter analysis for all candidates, no manual review needed
- Candidate-to-requirements match analysis organized into clearly defined categories

Candidate	AI candidate fit analysis	AI analysis rationale	Application date	Last activity
Dejan Marković	Low match	The warehouse/logistics background is a partial match for this role; there is strong experience in logistics, warehouse processes, and onboarding new workers. However, evidence is missing for driver training, fleet supervision, and on-site compliance control.	03.08.2026	/
Mark Vidmar	Low match	A guitar teacher with strong experience in teaching and knowledge transfer, which fits the training part well. However, key experience in transport, logistics, and fleet/compliance supervision is missing.	03.08.2026	/
Andrej Hribčnik	Excellent match	Strong match for the HR training specialist role. The candidate has highly relevant transport, training, materials, and fleet control experience; the main gap is broader HR practice beyond driver training.	03.08.2026	/
Špela Krajnc	No match	Strong background in cosmetics and client work, but overall match for this role is low. Key evidence is missing for driver training, transport regulations, and fleet compliance oversight.	03.08.2026	/
Tina Hribar	No match	The fitness instructor background shows solid group training and onboarding experience, so the training part is a partial match. However, transport, regulations, and fleet control experience are missing.	03.08.2026	/
Natalia Vrhovnik	Medium match	Corporate trainer and driving instructor - a moderate match for this role; very strong in training, knowledge transfer, and learning materials. However, there is no fleet, logistics, or on-site compliance supervision experience.		
Katja Pirc	No match			

Selected: 4 New activity Change status Notify Remove

Candidate comparison in progress 86% 25 / 29 candidates

1. Smart candidate comparison for job postings

From hundreds of applications to a shortlist — in minutes.

- Clear candidate list with an explanation behind each analysis

The screenshot displays the eHRM HR Training Specialist interface. The top navigation bar includes various modules like Organization, Personnel records, Trainings, Competences, Skills, Management by objectives, Reviews and assessments, Feedbacks, Feedback 360°, and Rewarding. The main header shows 'Recruitment > Vacancies' and 'HR Training Specialist'. A sidebar on the left lists navigation options: Basic data, Moja zaposlitev, Moje delo, Activities, Conditions, Application/Candidate (highlighted), and Summary. The main content area is titled 'All candidates' and features a table with six candidates. Each row includes a candidate's name, an 'AI candidate fit analysis' bar with a score and match level, an 'AI analysis rationale' text box, and an 'Application date'. The table is filtered by 'Filter score...' and 'Contains...'. A 'Reset view' button is located in the top right corner of the table area.

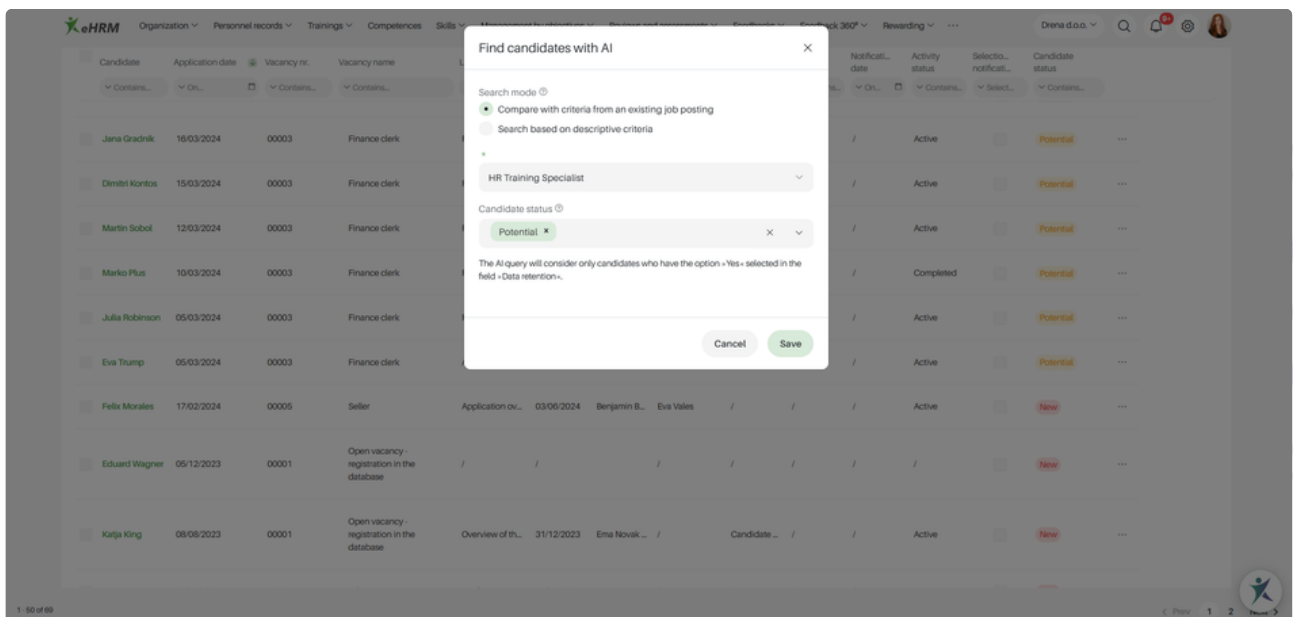
Candidate	AI candidate fit analysis	AI analysis rationale	Application date
Dejan Marković	Low match	The warehouse and logistics background fits the transport environment well, especially through DHL, and Schenker. However, key experience in training, internal procedures, and fleet supervision is missing for this role.	03.08.2026
Mark Vidmar	No match	A music educator with strong experience in teaching, lesson planning, and knowledge transfer, which supports the training aspect. However, key experience in transport, regulations, and fleet oversight is missing.	03.08.2026
Andrej Hribčnik	Excellent match	Transport and driver training professional - a very strong match for this role; he stands out in training, internal procedures, compliance, and fleet oversight. The main gap is a direct HR focused background.	03.08.2026
Špela Krajnc	No match	The cosmetics background shows strong service experiences, but the match for this role is weak; key experience in transport, driver training, fleet oversight, and compliance is missing.	03.08.2026
Tina Hribar	No match	The fitness instructor background shows solid group training and onboarding experience, so the training part is a partial match. However, transport, regulations, and fleet control experience are missing.	03.08.2026
Nataša Vrhovnik	Medium match	Corporate trainer and driving instructor - a moderate match for this role; very strong in training, knowledge transfer, and learning materials. However, there is no fleet, logistics, or on-site compliance supervision experience.	03.08.2026

2. Searching for Ideal Candidates Across Your Entire Database

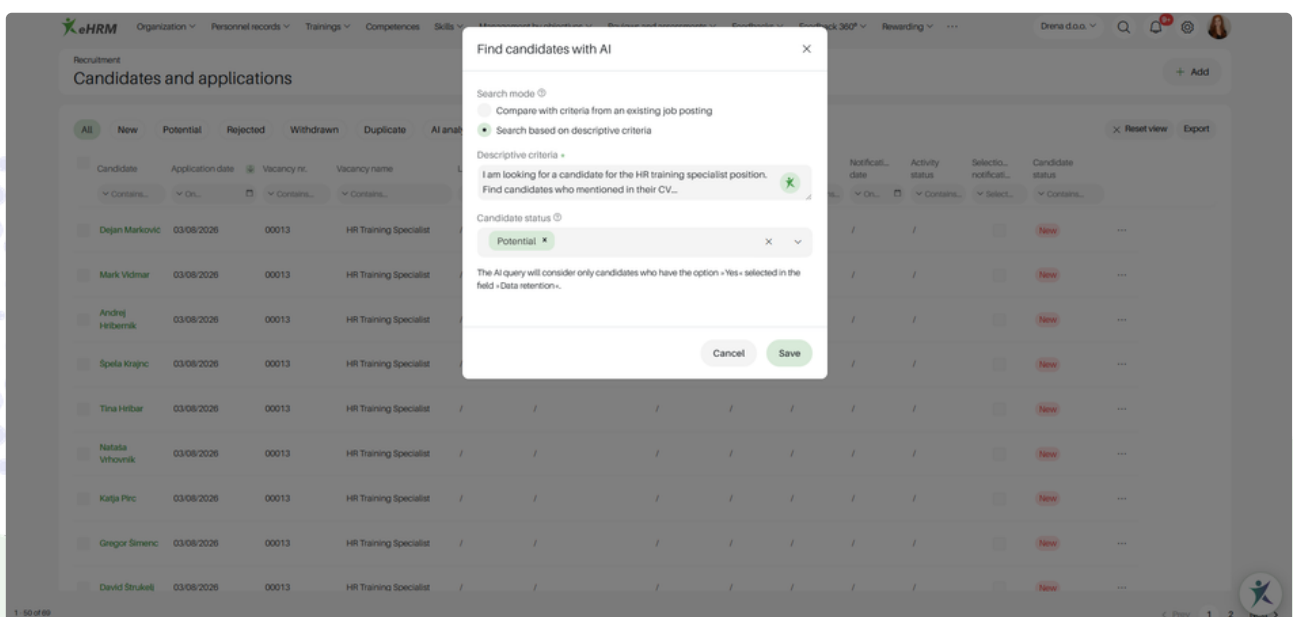
The best candidate might already be in your database.

Don't limit yourself to those who applied. AI searches your entire candidate database to find profiles that best match your needs.

- Search the full database and compare candidates against an existing job posting's requirements



- Fully flexible, descriptive search criteria — search using natural language instead of filters
- Clear list of best-fit candidates with an explanation of the match analysis



3. Candidate summary and suggested interview questions

Ready for every interview in five minutes.

AI creates a structured candidate summary from the CV and cover letter and suggests questions worth asking.

- Concise, structured candidate summary — the essentials in one place
- Suggested, targeted questions for the first interview
- Summary delivered as a document, ready to share with managers and panel members.

The screenshot shows the eHRM system interface for a candidate profile. The top navigation bar includes the eHRM logo and various menu items: Organization, Personnel records, Trainings, Competences, Skills, and Management by objectives. The main header shows the candidate's name, 'Alex Morgan - Full-stack Developer (m/ž)', and action buttons: Save, Save and close, Change status, and Notify candidate. The left sidebar contains navigation options: Basic data, Condition fulfillment, Activities, and Notifications. The main content area displays a candidate summary and suggested interview questions. The candidate's name is 'Alex Morgan', and the job title is 'Full-stack Developer (m/ž)'. The summary includes contact information, job details, and a brief overview of the candidate's experience. The suggested interview questions are listed below the summary.

Alex Morgan

Private phone: +386 40 555 123
Private email: alex.morgan@example.com
LinkedIn: linkedin.com/in/alexmorgan-dev

Tender: Full-stack Developer (m/ž)
Job: 1.3 Prevajalstvo - 34 Tehnični strokovnjaki
Application date: 13/08/2026
Candidate status: New

Candidate Summary

Alex Morgan is a full stack developer with 6+ years of experience in .NET, C#, React, TypeScript, and SQL. He has worked on REST APIs, cloud services, CI/CD, and mentoring junior developers.

Suggested Interview Questions

Summary

The CV clearly demonstrates several highly relevant areas for this tender: web application development with .NET, C#, and React, work with REST APIs, SQL, CI/CD, and collaboration in a Scrum team. It also shows mentoring experience and work in Ljubljana, which aligns with the tender's hybrid setup and office locations. The interview should mainly validate the depth of the candidate's front-end experience versus the tender requirement, the level of individual ownership in architecture and more complex solutions, and the concrete experience of delivering production systems in this role type.

Main interview focus

1. How deep and recent the candidate's experience is with React or a comparable front-end technology relative to the tender requirement.
2. The candidate's actual individual role in architectural decisions, modernization, and

4. Automatic candidate entry from CVs

Upload the CV — AI does the rest.

Entering a candidate is no longer about retyping data. The system reads and understands the CV and automatically creates an organized candidate profile.

- Add a candidate to a job posting in seconds with a simple CV upload

The screenshot shows the eHRM interface with a 'Candidate entry with AI' modal open. The modal contains a 'Biography' field with a 'Load or drag into frame' button. The background shows a job posting for 'HR Training Specialist' with various fields like 'Job', 'Available positions', 'Work location', 'Employment reason', 'Binding collective agreement', and 'Basic gross salary'.

- Automatic reading and analysis of CV content using AI
- Fast capture of key personal data into structured fields
- Less administration and fewer manual data-entry errors
- Organized, comparable candidate data, ready for search and analysis

The screenshot shows the eHRM interface with a 'Candidate entry with AI' modal open. The modal displays a structured candidate profile with fields for 'First name', 'Last name', 'Phone', 'E-mail', 'LinkedIn', 'Date of birth', 'Gender', 'Citizenship', 'Source of information about available Job', 'Application type', and 'Addresses'. The background shows the same job posting for 'HR Training Specialist'.

Business value

Reach the right candidate faster, at lower cost.



What you gain



Concrete business benefit

Faster shortlisting

A shortlist is ready in minutes instead of days — respond to top candidates faster



Less administration

Data entry, application review, and summary preparation are automated



Better decisions

Match analyses with explanations enable data-driven decisions, not gut feeling



Lower recruitment costs

Find candidates in your own database, reducing the need for advertising and external agencies



Consistent criteria

All candidates are evaluated against the same criteria



Competitive advantage

A faster, more professional process means a better candidate experience and more hires



Save time on recruitment with AI

Discover how AI in the Recruitment module can help you find the right candidates faster, reduce administrative work, and make better decisions.

[Schedule a demo](#) with our eHRM experts.

