

# AI that transforms your candidate experience.

## Make speed your competitive advantage.

With intelligent automation, two-way texting, candidate qualification, and interview scheduling, organizations around the world save time with conversational experiences that candidates love.

### Key benefits

Empower your hiring teams to stay focused on securing top talent with Candidate Experience Agent from Workday Paradox. No complex training – just faster hiring and immediate adoption and results:

- Increase your competitive advantage with purpose-built AI agents that create great experiences for everyone.
- Leverage AI safely and responsibly with Workday as the source of truth. We use Transparent AI that never makes autonomous hiring decisions.
- Boost productivity, eliminate waiting, and cut hiring process waste – saving your team time, money, and frustration.



### Save time and reduce manual tasks for recruiters and hiring managers.

The Workday Paradox platform actually gets work done for your team, assisting recruiters in screening and scheduling automation or handling all manual hiring tasks for frontline managers.



### Create world-class, highly personalized candidate experiences.

Conversational AI creates dynamic, two-way candidate interactions via chat or SMS, answering questions, pre-screening, sending reminders, and simplifying applications.



### Increase speed and conversion at every hiring touchpoint.

Turn your Workday Recruiting applications into a simple conversation via chat or SMS, making it faster and easier for candidates to find jobs apply in minutes.



Being able to not have to think about scheduling and to know that it will happen — It's a huge cost and time saver. You can't put a value on how this experience has been a game changer for our candidates and recruiters. To have the languages deployed and for the candidates to have somebody reach out and it automatically understands the language of speaking. It creates a local experience.

And on top of all that, to get a tool that can overlay on top of Workday and free up time for recruiters to talk to people, that's a no-brainer.

**Seema Shah**  
Global TA Operations Manager  
Johnson Controls

The world's leading companies trust Workday Paradox.



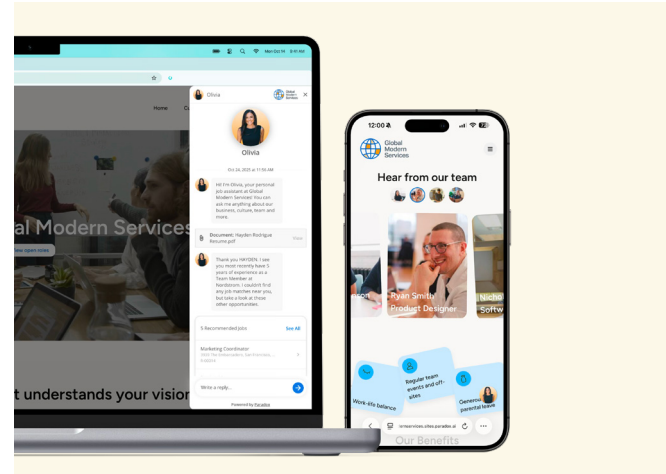
## The functionality that your team needs.



Shown here: a conversational application utilizing SMS chat to apply.

### Conversational Apply

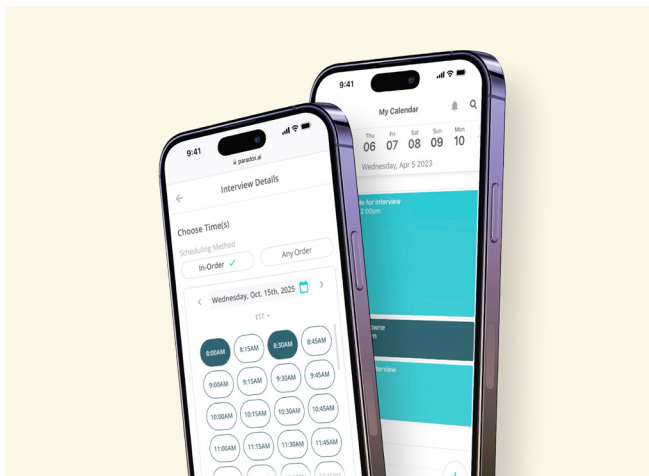
- Automated candidate screening and dynamic Q&A in 100+ languages on the fly
- 1:1 and 1:many SMS and WhatsApp messaging
- Text and chat to apply integrated with Workday Recruiting



Shown here: custom designed career sites on desktop and mobile.

### Conversational Career Sites

- Designed and hosted career site integrated with Workday Recruiting
- Dynamic, personalized content and conversational job search
- Unmatched mobile optimization and experience



Shown here: the conversational scheduling interface for recruiters.

### Conversational Scheduling

- Full automation of interview scheduling, including:
  - 1:1 pre-screens, round robins, panels, sequential, multi-location, virtual and recorded interviews
- Automated reminders and rescheduling
- Interview prep and feedback



Paradox is really helping our recruiters do work. It's not just another tool they need to interact with. The right tools don't necessarily need a higher degree of interaction, they augment the way we do work. Olivia demonstrates to our team that we want them to spend time on the activities they want to spend time on rather than the trivial tasks.

Olivia gives recruiters the opportunity to do the things they want to do, the opportunity to work on more value, add consultative conversations, and spend less time doing administrative tasks.

**John Higgins**  
VP, Talent Acquisition  
Essentia Health

## Key Features

### Conversational Apply

- Chat & Text-to-Apply
- Automated Screening
- Candidate Sourcing
- 1:1 Texting & Messaging
- Multilingual Experiences
- Employee Referrals
- Recorded Video
- Chat to CRM

### Conversational Scheduling

- Automated 1:1 Scheduling
- Rescheduling & Reminders
- Panel & Group Interviews
- Interview Prep
- Interview Feedback
- Browser Extension
- Calendar Negotiation

### Conversational Career Sites

- Custom Career Sites
- Dynamic Content
- Advanced Job Search
- Resume Matching
- Analytics & Reporting
- Mobile-Optimization
- Internal Career Sites

### Hiring Team Experience

- Real time bi-directional integrations
- Mobile app designed for frontline hiring teams
- Choice of user experience for different personas
- Workday as system of record
- Streamlined candidate, job, and offer management

## How Workday Paradox makes your life easier.



### Reduce clicks with step and status workflows in Workday.

Paradox makes recruiters' and hiring managers' lives easier by triggering automation in our system based on candidate status changes in Workday. Our AI assistant then does actual hiring tasks, like asking candidates for more information, scheduling interviews, sending reminders for pre-boarding, and more.



### Simplify your user experience with the Paradox Browser Extension.

Using our browser extension, recruiters can message candidates and schedule more complex interviews without leaving Workday Recruiting, eliminating multi-screen distraction and the back-and-forth of different systems.



### Centralize where your teams work with Hiring Team Experience.

Depending on where you want your hiring managers to operate day-to-day, Paradox can mirror Workday's fields and statuses, allowing teams to manage jobs or offers out of Paradox with simple toggles and via mobile.

#### How Hiring Team Experience works



Centralized recruiting teams create job requisitions in Workday Recruiting.



Frontline teams manage jobs from the Paradox system and utilize the simple UI to complete hiring tasks.



All hiring data is sent back to Workday Recruiting as the system of record.

**Learn more.** To explore how the Workday enterprise finance solution can work for you, please contact Sales at [workday.com/contact](https://workday.com/contact) or +1-877-967-5329.

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