

AVIONTÉ
CONNECT

PIXEL AI: Harnessing the Power of
an AI BOT for Candidate Engagement and
Recruiter Automation





About Me: Kanav Mehra

- Business Analyst at Avionté since 2024
- Spent the last 5 years studying Linguistics and Data Science at UC Berkeley
- First time speaking at CONNECT!
- Soccer, soccer, soccer





About Me: Erika Kubitschek

- Account Executive @Avionté since 2021.
- Spent 8 years working for a large family-owned staffing firm in Minnesota.
- 2nd year speaking at CONNECT.
- Wife and mom of two kids and 4 fur babies .
- DIY lover and dream is to flip houses!





About Me: Mitchell Sanford

- With Avionté since 2022.
- Background in process engineering and workflow optimization.
- 3rd year attending Avionté CONNECT.
- Live in Las Vegas.
- Love being active and exploring nature.



The Agenda

1

AI: What is it and what does it actually do?

2

Why Avionté PIXEL?

3

Getting the most out of PIXEL

4

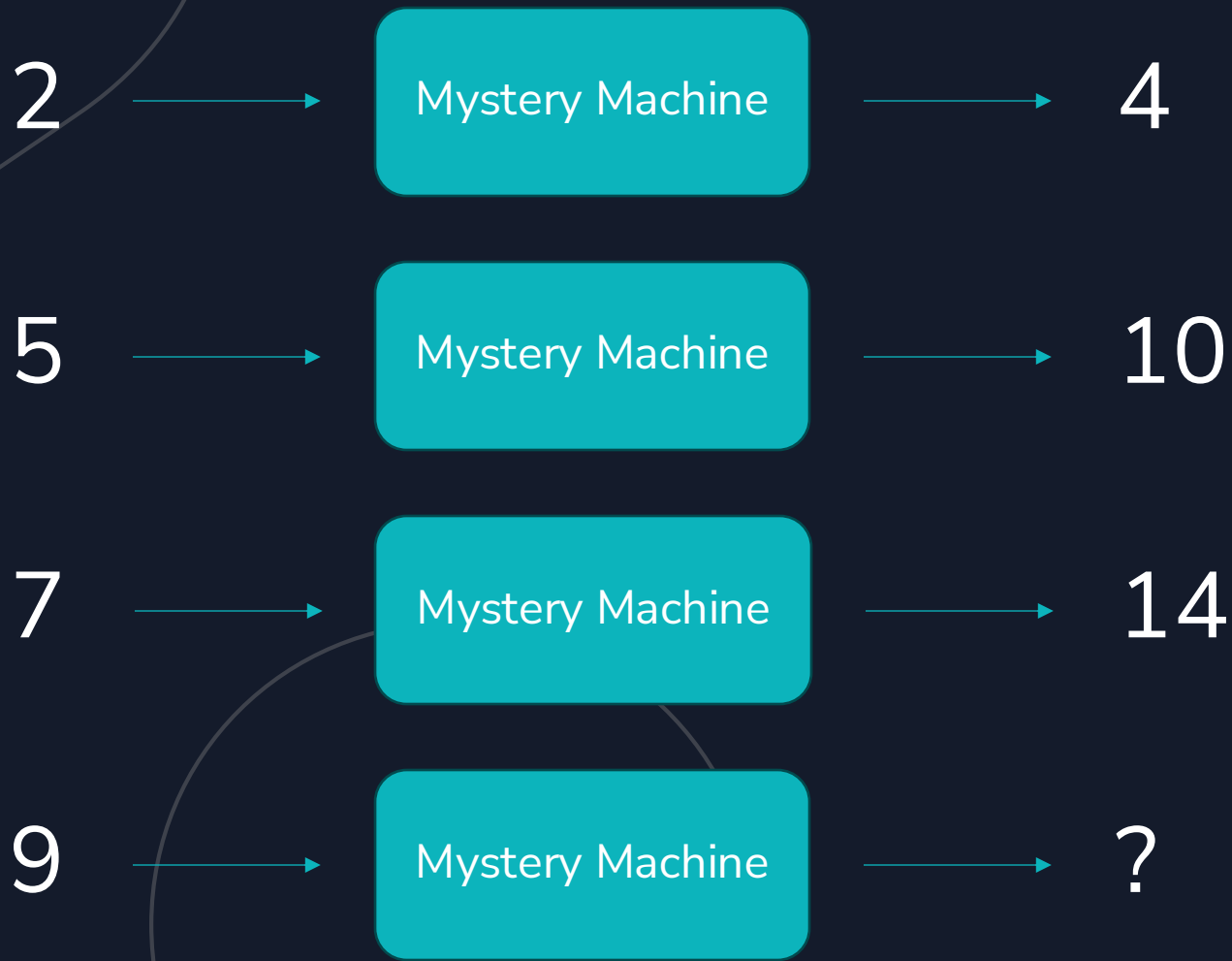
Review

5

Q&A



Demystifying AI



Demystifying AI

People choose:

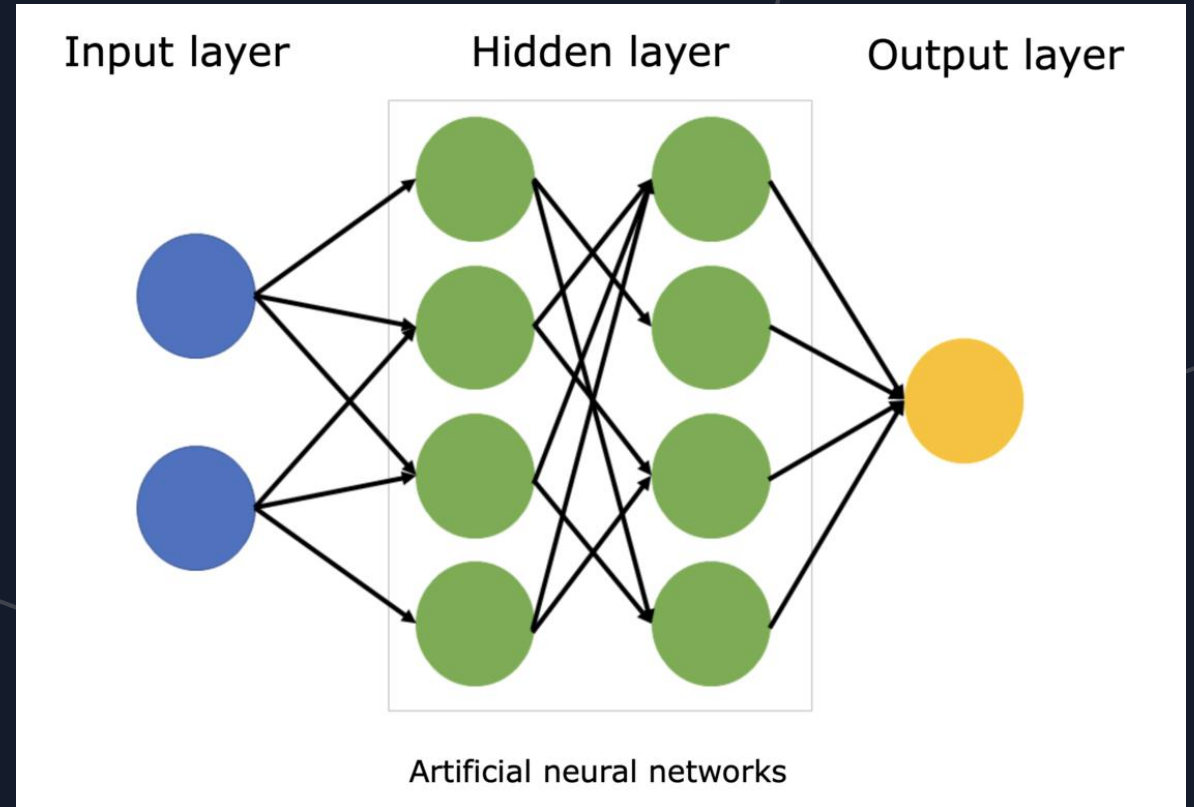
Architecture: $input \times weight = output$

AI learns:

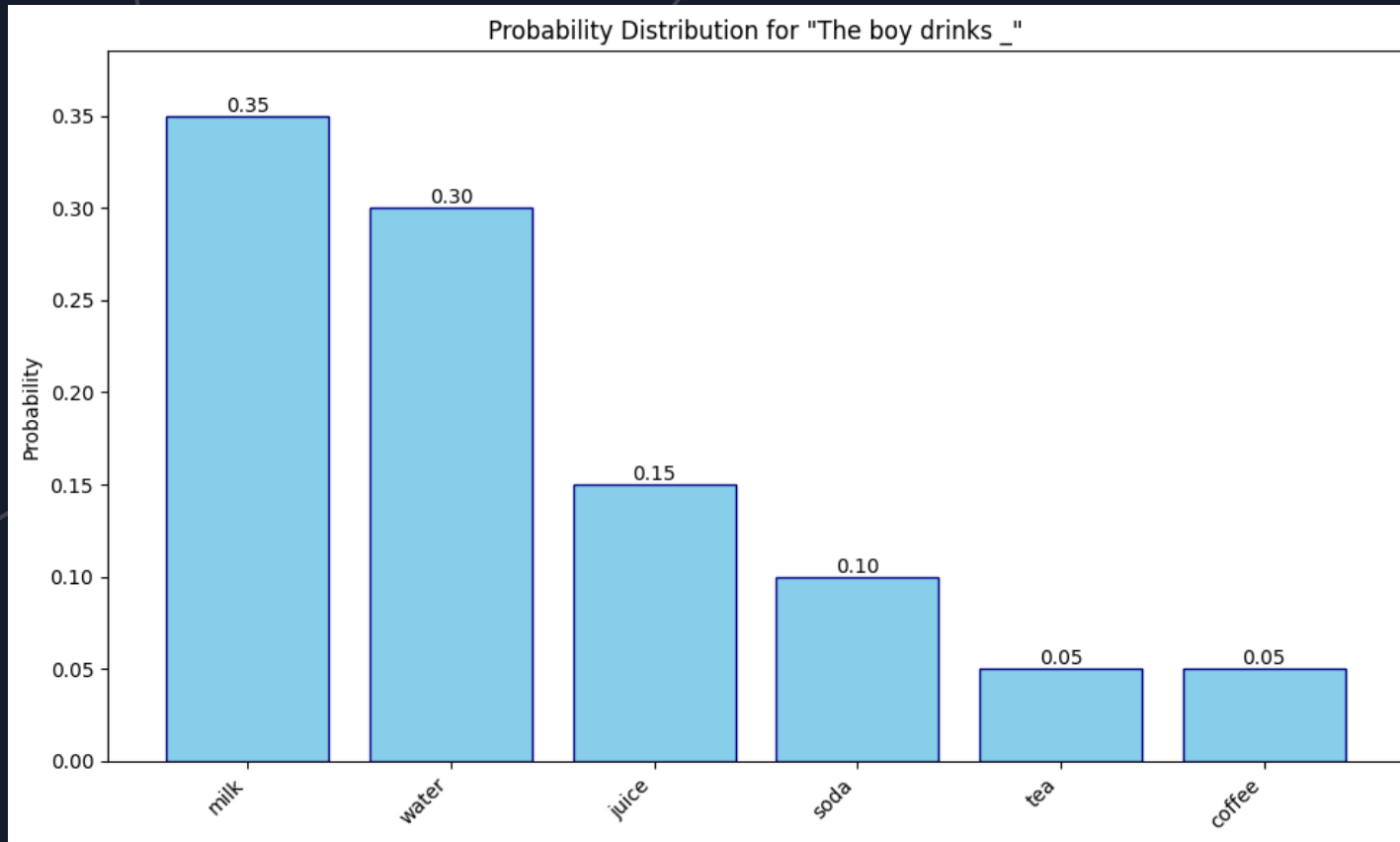
Weight(s) – ChatGPT has over 1 trillion weights to learn!

Model: Architecture and Weights

Each layer combines the inputs from the previous layer with our formula from above



Demystifying AI



Each time an LLM outputs a word, it actually generates a *probability distribution* over the words it knows

This isn't a bad thing, almost all technology we use today leverages randomness

What does this mean for you?
Careful configuration matters



How Avionté uses AI



Claude by Anthropic

Safe, empathetic, steerable
model



Integration

Integrated with our solutions,
allowing rich context



Easy configurability

Handle a wide variety of jobs,
candidates, and languages
with ease

Our goal is to build safe AI that puts you in the driver's seat



Avionté PIXEL Overview

Prescreening

- Real-time applicant screening & scoring
- Configurable interviews
- 2nd round interviews for top candidates only

Task Reminders

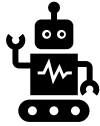
- Reduced administrative burden
- First day reminders
- Onboarding reminders
- Timecard reminders

Engagement

- Build relations with Talent
- Automated check-ins
- Holiday engagement



Talent Engagement Impact



PIXEL Never Sleeps



Reach Talent Anytime,
Anywhere



Improved Talent
Experience

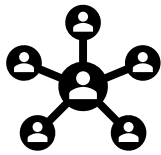


Win the Race for Talent

Avionté PIXEL is working around the clock for you and your team!



Enhanced Recruiter Productivity



One to Many
Interactions



Automated Reminders



Less Administrative
Tasks



Focus on high-value
tasks

Less administrative work means more time for revenue generating activities!



Scale with your Existing Team



Taking away the
administrative middle



More Focus on Building
Relationships



More Focus on Revenue
Generating Activities

Do more with less!



Best Practices: Our Canvas

← Interview Bot Name Save Clone Cancel

1 Interview Builder — 2 Associate Bot Next: Associate Bot > Test Bot

Opening Questions

Introduction ?

Let's get started with the interview!

The following always appears after the Introduction:
At any time, you can "skip" or "repeat" a question.

- Salary
- Work Authorization
- Commuter Time
- Education
- Security Clearance
- Request Resource
- Freeform Question
- Yes Question
- No Question

Experience Questions

+

Closing Questions

Closing ?

Display this message only if the applicant passes the interview (optional):

Display this message at the close of the interview:

We're all set. Thank you for interviewing with me today! Have a nice day.

+



Best Practices: Be Specific!

Skill ? ×

Min of

Ask about confidence

Weight




Skill ? ×

Min of

Ask about confidence

Weight



Best Practices: Weight, Required/Preferred

Skill ? ×

Min of

Ask about confidence

Required Preferred

Weight




Skill ? ×

Min of

Ask about confidence

Required Preferred


Weight



Best Practices: Freeform questions


Freeform Question ? ×

Have you made lesson plans?

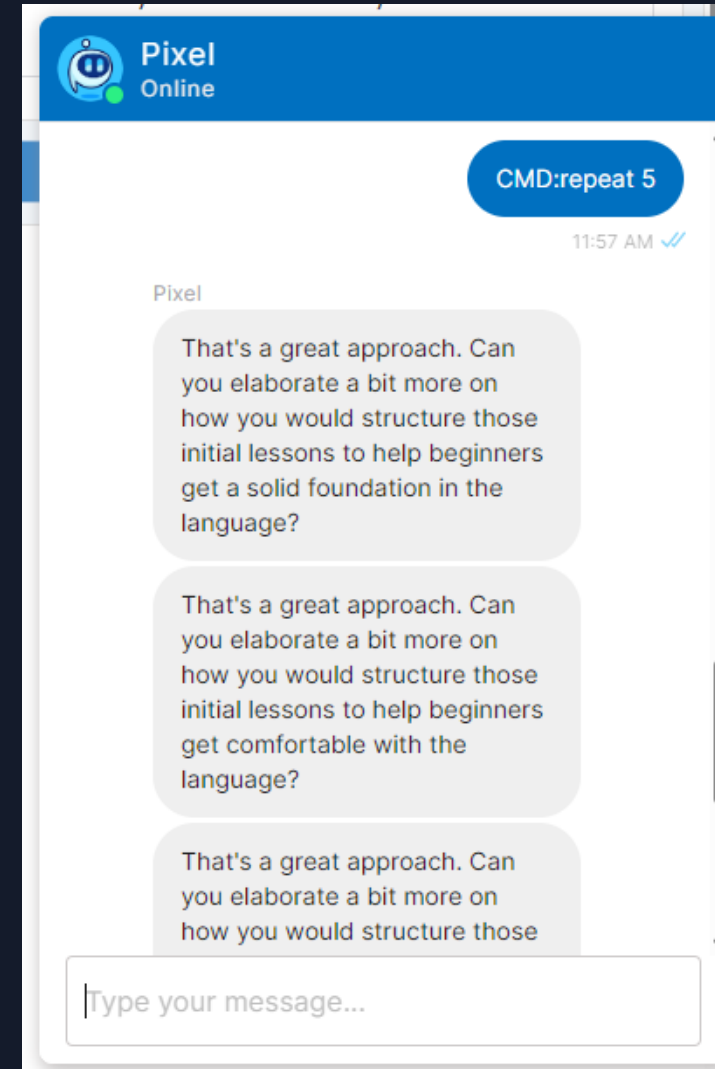
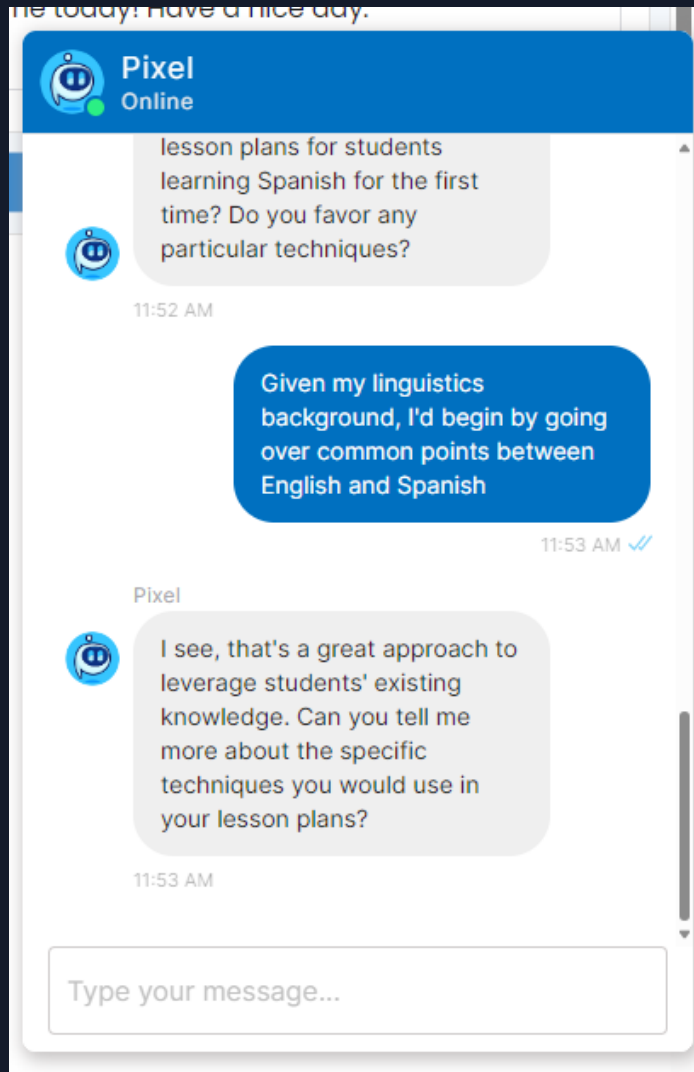


Freeform Question ? ×

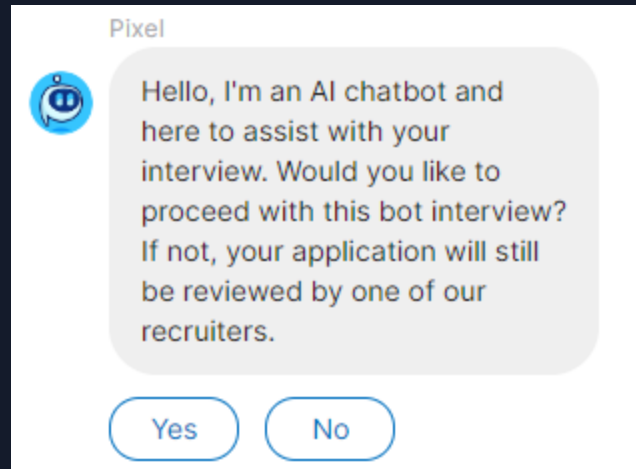
How would you craft lesson plans for students learning Spanish for the first time? Do you favour any particular techniques?



Best Practices: Test, test, test



Best Practices: Compliance



Candidate	Match	Rating
KanavTalent MehraTalent	?	Did not consent



Best Practices

Opening Questions

Introduction ⓘ

Let's get started with the interview!

The following always appears after the introduction:
At any time, you can "skip" or "repeat" a question.

Request Resource ⓘ

Request the following resource: Resume

Required Preferred Weight 3

Education ⓘ

Minimum level of education: High School, GED or equivalent ▾

Required Preferred Weight 3

+

Experience Questions

Freeform Question ⓘ

How would you craft lesson plans for students learning Spanish for the first time? Do you favour any particular techniques?

Salary ⓘ

Salary range for this job:

\$ 30 to \$ 50 Per Hour ▾

Required Preferred Weight 3

Yes Question ⓘ

Do you have an M.Ed?

Required Preferred Weight 3

Skill ⓘ

Min 7 Years ▾ of C2 Spanish with experience in a spanish speaking environment

Ask about confidence

Required Preferred Weight 3

+

Closing Questions

Closing ⓘ

Display this message only if the applicant passes the interview (optional):

We're all set! Someone from our team will be reaching out to you soon!

Display this message at the close of the interview:

We're all set. Thank you for interviewing with me today! Have a nice day.

+

Review

AI is a tool

- Freedom to focus on high value tasks
- You are at the wheel
- “When all you have is a hammer...”

Avionté PIXEL is integrated

- Seamless integration with BOLD
- Build once, use everywhere
- Automated delivery

What next?

- Experience center
- Mobile game
- Talk to your Account Manager



Questions & Answers

Thank You

Rate the session



Leave further feedback...

SEND

Cancel

Rate This Session

IN THIS BIZZABO APP:

- Open the Bizzabo app
- Select the Agenda tab from the main screen
- Locate this session by Name, Date and Time
- Rate the session
- Optional to leave further feedback

THANK YOU FOR YOUR FEEDBACK