

Boost HR and recruiting system capabilities with innovative component search technology.

Resume Mirror EngenumHR™ lets you extend the capabilities of your HR or recruiting system with high-powered search technology driven by breakthrough artificial intelligence.

The candidate search capabilities of most HR and recruiting solutions are hampered by reliance on literal keyword matching, which gives users the choice of either summing up the person they're looking for in one or two words or spending their valuable time formulating complex, often ineffective boolean search expressions.

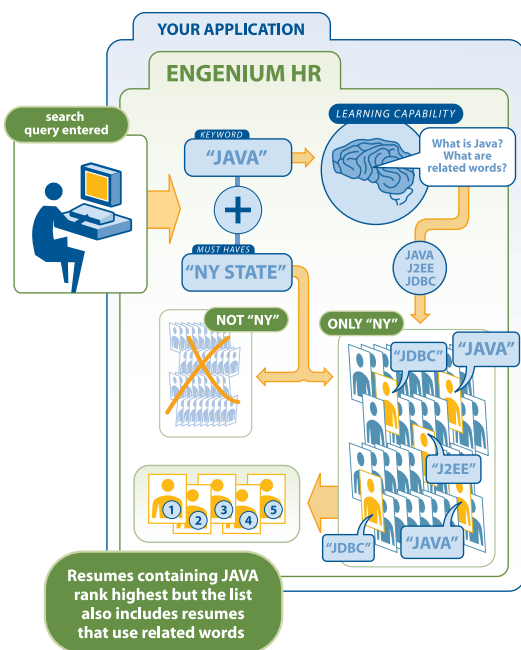
EngenumHR uses a new method — conceptual searching based on a statistical method known as latent semantic analysis — to enable your users to find and rank all relevant candidates.

Delivered as an easy-to-embed component, EngenumHR lets you quickly add deep search capabilities to your recruiting solution.

Tangible benefits for your users

Unlike the search technology used in many HR and recruiting solutions, EngenumHR lets your users:

- Rapidly and accurately discover and retrieve appropriate candidates from among thousands
- Continuously improve retrieval accuracy as the system learns
- Reduce the chance of missing a key candidate based on poor search techniques
- Cut and paste the full text of job descriptions or skills profiles for use as search criteria
- Eliminate the need for recruiters to have specialist knowledge within an industry or skill set
- Combine intelligent search with fielded and keyword searching for high-precision comprehensive search capabilities



“The EngenumHR advantage is its scalability and ease-of-maintenance. It improves as the resume database grows.”

from 'Talent Management Systems' by Allan Schweyer.

EngenumHR at a Glance

- Core technology that allows developers of HR and recruiting systems to quickly enhance search capabilities
- Uses artificial intelligence to retrieve results that match the idea behind the query
- Combines intelligent search capabilities with fielded and keyword searching
- Precise ranking system
- Easily integrates with any recruiting solution
- Choose from Java or COM integration options

Not a stand-alone solution

EngenumHR is a core technology component that is designed to be integrated with existing recruiting applications. Please note that EngenumHR is not a stand-alone software application.

The Resume Mirror advantage

Resume Mirror offers high-performance functionality in easily integrated technologies that dramatically reduce development costs and speed time to launch new capabilities to market.

When you embed EngeniumHR into your solution, your customers will benefit from the innovative technology that is already adding value to the offerings of industry leaders such as Talentology and Virtual Edge.

The EngeniumHR advantage

Speed to market.

Intelligent search methods based on table look-ups or taxonomies can take weeks or even months to tailor to your needs. In contrast EngeniumHR uses a sophisticated and fully automated statistical analysis process to custom-build its conceptual brain in minutes. The difference is dramatic.

Scalability.

EngeniumHR scales to handle millions of resumes. The precision of search results actually increases as collections of resumes grow in size.

Ranking.

EngeniumHR delivers search results in a precisely ranked list that goes beyond literal matching to include all relevant matches. It quickly pinpoints the best-matched candidate instead of returning a long list of all matching applicants.

A powerful combination.

Resume Mirror's EngeniumHR is the first search tool to combine conceptual, keyword, and fielded searching in a single comprehensive solution that is specifically designed to easily integrate with existing HR and recruiting applications in order to meet the needs of recruiters and hiring managers.

Flexible integration options

Depending on the application development environment, EngeniumHR can be integrated using one of two available application program interfaces (APIs):

- COM, for use with applications developed using ASP, VBScript, JScript or any of the Visual Studio and Visual Studio .NET languages.
- Java, for applications developed using Java and related technologies.



Powering Today's Best Recruiting Applications

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