



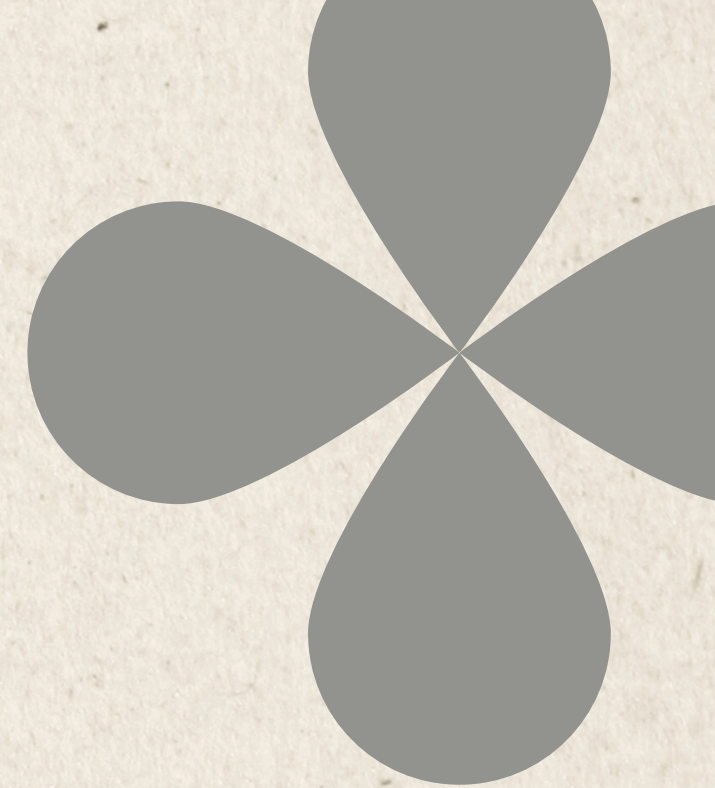
Sorting Hat

**The AI-native recruiting platform
for staffing firms**

Replaces your ATS, CRM, sourcing and screening stack

 www.sortinghat.ai

 hello@sortinghat.ai





About Us

Sorting Hat replaces the stack your recruiters fight every day: ATS, CRM, sourcing tools and screening spreadsheets with one AI-native platform built specifically for staffing, search and RPO firms.

Our platform take on the repetitive work: sourcing, outreach, follow-ups, screening calls, and notes that write themselves onto the record. Your recruiters keep the judgment calls the shortlist, the client conversation, the close.

We are not here to take recruiters out of hiring. We are here to make each one capable of carrying 2–5x the desk they run today.

11+ Staffing firms | 12M Candidates processed | 40% Drop in job portal spends

The Challenge

Recruiters are filling 2026 requisitions with tools built for 2010. Roles change faster than the software meant to fill them.

In contingency and RPO, the firm that submits first usually gets paid. Every hour lost to admin is a placement lost to someone quicker.

Talent firms lose the race on three fronts:

Irrelevant Inbounds

95% of inbound applicants aren't qualified for the role.
Outbound finds better talent, but it doesn't scale on manual effort.

Unpredictable timelines

Niche roles stay open for six months or more, tying up recruiter capacity and pushing revenue into the next quarter.

Fragmented Tooling

ATS, CRM, job boards and spreadsheets don't talk to each other. Recruiters spend 60–70% of the week on admin, not on hiring.





The Solution

One platform for every desk, from niche search to high-volume hiring.

Agentic AI that plans, acts and learns across your entire workflow, absorbing the repetitive work so your team spends its hours where judgment actually changes the outcome.

Recruiters carry 2–5x more roles. Admin drops from 60–70% of the week to under 15%.

One system in place of separate ATS, CRM, sourcing and screening tools.

Talent Pool

Source from your own database first, then inbound and outbound campaigns.

Workflow

AI runs the chase, the screening calls, and the notes that write themselves onto the record.

Revenue & Growth

An AI-native CRM that reads the brief, works your prospect list, and chases what you're owed.

Analytics

Every recruiter's activity, every desk's margin, and a forecast you can plan headcount against.



END-TO-END HIRING INTELLIGENCE LAYER

From prospecting to revenue, one seamless platform

■ Role Definition Intelligence

Turn a vague brief into a real scorecard, using the client's goals, workflows, competitor benchmarks and your own past placements.

■ Contextual Talent Search

Search natural language search on your own database & linkedIn active applicants

■ Candidate Engagement text and voice

Confirm interest, notice period and claims through AI voice calls, WhatsApp, email and LinkedIn.



■ Real-World Skill Simulations

Assess candidates with tailored, role-specific AI interview

■ Interview-Ready Shortlists

Provide curated shortlists backed by performance data.

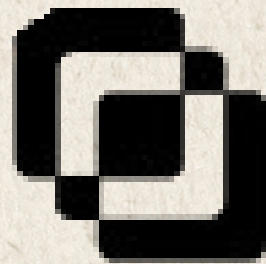
■ Seamless Integrations

Sync with 100+ tools to keep all hiring data updated.

Trusted By



Jigsaw
Every piece matters



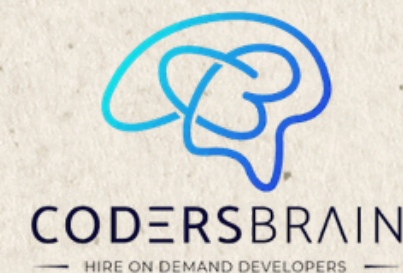
SCRABBLE
Grow with us



Interned



Peoplefy



Success Story



SCRABBLE
Grow with us

“Once we chose Sorting Hat,
there was no looking back to
old ways of hiring”



Co-founder & Director
Naveen Tiwari

6 hours Time to first Submission	40% drop In job portal spends	2X more Jobs per recruiter
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The Challenge

- Juggling multiple old-school portals to avoid data loss and the hassle of retraining our team
- Buying AI tools was easy; getting recruiters to actually adopt them never happened
- Every new role meant fresh spend on Naukri and LinkedIn

The Solution

- Full migration from the existing ATS with no data loss, plus hands-on implementation and training for the team
- Same headcount, twice the roles closed
- Utilizing our own database and running outbound campaigns to build pipelines in hours

Success Story



“With Sorting Hat, our team scaled from managing 7 roles to 15+ each and saved \$1M annually in the process”



Director & Global Head
Sumit Saxena

2X Recruiter Capacity	67% More profiles sourced daily	\$1M Saved Annually
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The Challenge

- High hiring volumes running against fixed recruiter bandwidth
- Each recruiter could carry only 4-6 roles, with manual sourcing and slow screening throughput
- Every new role meant starting sourcing fresh on Naukri, even when candidate data already existed in their talent pool

The Solution

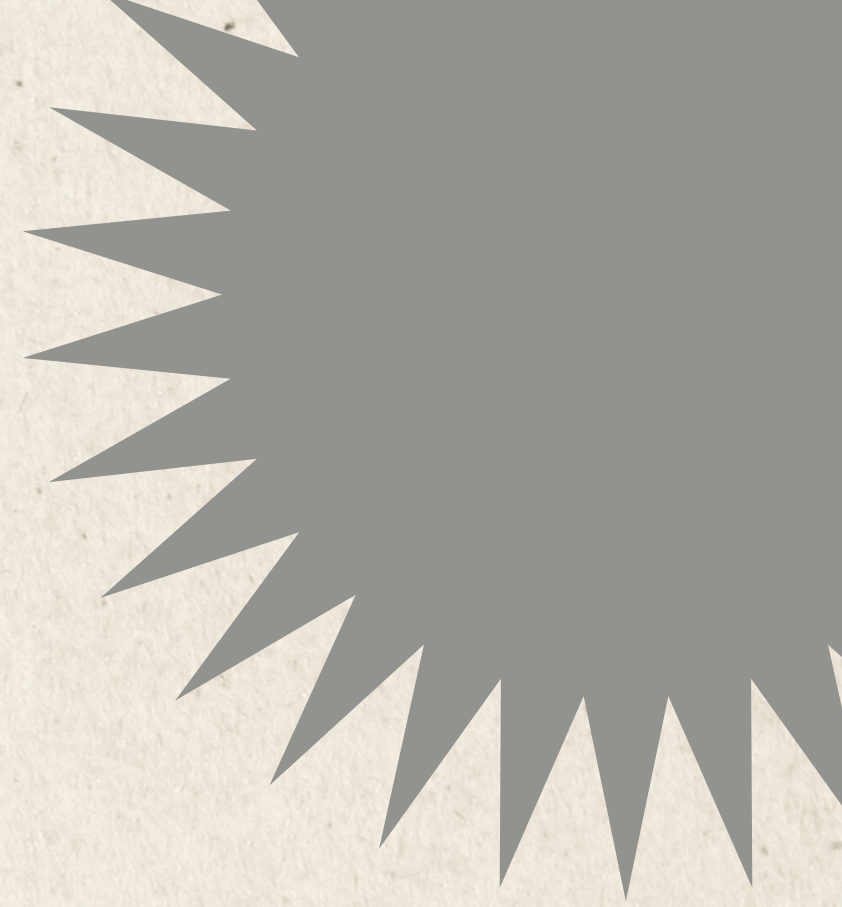
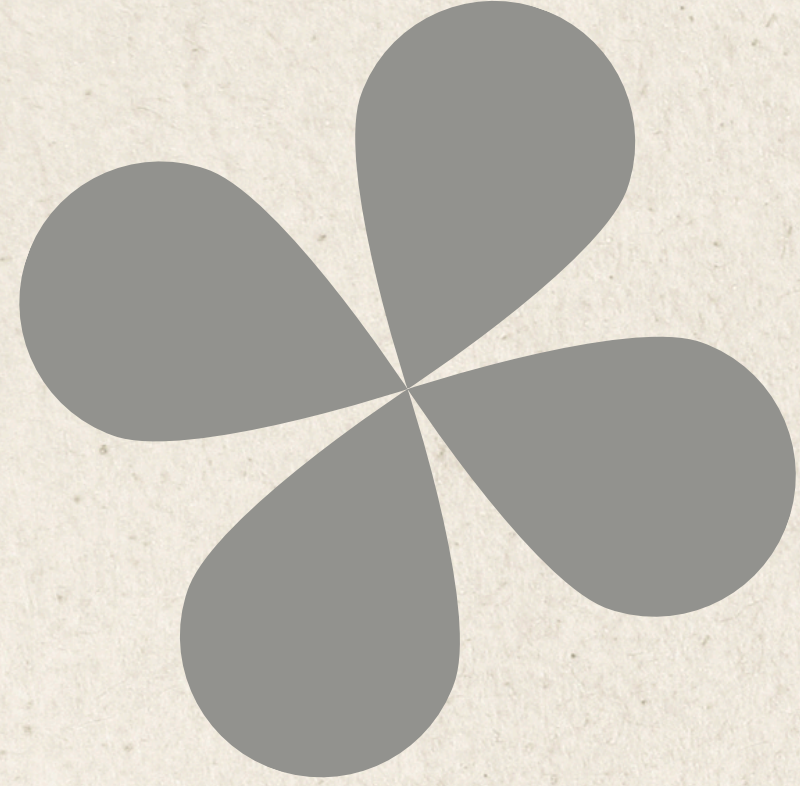
- Sourcing automated and candidate profiles enriched daily
- Conversational AI ran structured screening calls, returning recruiter hours to client-facing work
- One centralised, continuously refreshed talent pool, making talent reusable across every role



Why Sorting Hat Wins: The Outcome Delta

Metric	Traditional ATS/CRM	LinkedIn/Job Boards	Sorting Hat
Recruiter Capacity	4-5 jobs	Self-service	14-15 jobs
Daily Sourcing	~5 Manual	Candidate-led	250 Verified
Daily Screening	~25 Confirmed calls	NA	~100 Confirmed calls
Admin Time	60-70%	NA	<15%
Time-to-First Interview	2-3 weeks	Varies	<48 hours
Outcome	Fragmented, slow	Irrelevant inbounds	2-3X More





Thank You



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