

AI Recruiting Tools — At a Glance

17 tools referenced across this course, in one view — what each does, what makes it different, and a 2-sentence explainer you can repeat to anyone.

Tool	What It Does	What Sets It Apart	Explain It In 2 Sentences
SeekOut	Searches 1B+ profiles with deep technical filters — patents, publications, GitHub.	Deepest technical & diversity filtering of any sourcing tool.	It's a giant searchable database of professionals with unusually deep technical filters. Use it when a role needs verifiable hard skills, not just keywords.
hireEZ	Aggregates 800M+ profiles across 30+ sources; automates outreach sequences.	Widest source aggregation, plus built-in outreach automation.	It finds candidates across many platforms at once and can auto-send follow-ups. Great for volume, but watch for LinkedIn restriction risk from heavy automation.
Juicebox (PeopleGPT)	Plain-English candidate search across 800M+ profiles; auto-scores matches.	Natural language replaces Boolean search strings entirely.	You describe the candidate in plain English instead of building search strings. It's the fastest way to go from an idea to a longlist.
Gem	Combines sourcing, CRM, scheduling, and pipeline analytics in one system.	One workspace instead of five disconnected tools.	It's an all-in-one recruiting workspace, not a bolt-on sourcing tool. Best for teams who want a single dashboard for the whole pipeline.
Eightfold.ai	Maps candidates and roles onto a skills graph, not keywords.	Understands adjacent skills; strongest for internal mobility at scale.	It understands adjacent skills, not just exact job titles. Great for finding internal candidates who could grow into a role, not just external hires.
Findem	Enriches public + internal ATS data; resurfaces past applicants.	Best at rediscovering people you already know.	It re-finds strong candidates from your own past searches automatically. Often the fastest, cheapest hire is someone already sitting in your database.
Recruiterflow (AIRA)	AI-native ATS/CRM built specifically for retained and contingent search firms.	Purpose-built for search-firm workflows, not generic corporate HR.	It's an ATS made specifically for search firms, with an AI agent for notes and matching. Good fit if you run search as a business, not just a hiring function.
LinkedIn Recruiter	The largest professional-network database available for candidate search.	Broadest reach, but senior profiles go stale fast.	It's still the biggest pool of professionals to search. Less reliable at VP-and-above level since top executives rarely keep profiles current.
Pymetrics-style assessment	Game-based tasks infer cognitive and behavioral traits.	Data-driven signal, but must pair with real interviews.	It scores traits through short games instead of a personality quiz. Use results as interview discussion points, never as a pass/fail gate.
HireVue-style video analytics	AI analysis of recorded video-interview responses.	Can score content and delivery — delivery scoring is controversial.	It summarizes what a candidate actually said in a recorded interview. Turn off tone/delivery scoring for executive roles — content-only is the safer setting.
BABL AI	Independent, third-party bias audits for hiring algorithms.	A required compliance service, not optional software.	It's the outside auditor that checks whether your screening tool discriminates. You need this if any tool scores or ranks real candidates.
Holistic AI	AI governance platform with ongoing, always-on compliance tracking.	Continuous monitoring versus a one-time annual audit.	It tracks every AI hiring tool's compliance status in one dashboard. Built for teams managing several tools at once, not just a single audit.
DCI Consulting	Long-standing EEO and adverse-impact statistical consulting.	Deepest statistical rigor and longest compliance track record.	It's a traditional EEO consultancy now applying that rigor to AI tools. Good choice when you need defensible statistics, not just a checkbox.
Pin	Low-cost, AI-native sourcing platform for VP-level hiring.	Monthly subscription pricing versus a retained-search fee.	It's a cheap monthly alternative to paying a firm for sourcing alone. Fine for VP-level volume hiring, not a substitute for a managed C-suite search.
Claude / ChatGPT / Gemini	General-purpose AI assistants for drafting, summarizing, and analysis.	Vendor-agnostic; quality depends on the prompt, not the brand.	These are the tools you keep open all day to draft specs, compare résumés, and clean up notes. Best habit: tell them to flag anything they're unsure about instead of guessing.

Not shown: the 'Big Five' search firms (Korn Ferry, Spencer Stuart, Heidrick & Struggles, Egon Zehnder, Russell Reynolds) are professional services, not software. Verify current features/pricing with each vendor directly.