CRYSTAL (JOB CRYSTAL)
CASE STUDY

How Job Crystal used Crystal the AI Recruitment Machine to find, source and screen a candidate for their client Nampak.

Nampak packaging excellence

Crystal was created to help SME's hire simply better and faster, she uses AI, Machine Learning and NLP to search through an active database from Job Crystal, AND to search a passive database of 34 million South Africans to give 10 candidates that suit a Job Description. Allowing for a job to run for 30 days to screen all applications - saving more time in the recruitment process.

Nampak, Africa's leading diversified packaging manufacturer, was looking to find and hire a Data Scientist for their R&D Division. Within hours Crystal found 3 candidates from a shortlist of 10 that Nampak was excited to interview. After interviewing each candidate, they found the candidate who was the most well suited in experience and fit for the business, and presented the candidate with an offer of employment on in April 2022.

The AI Recruitment machine saved around 24 hours for Nampak as they received 10 candidates upfront and did not have to waste time for their staff through searching on different job portals and reviewing hundreds of applications.

Aneé Sieberhagen,
Business Information Manager
@ Nampak R&D

"We've been impressed with Job Crystal's quick and professional service, but the speed at which Crystal sources is a game-changer!"

APPROACH

Having 3 candidate bases is revolutionary
Having 1 system search an active database, including the largest passive base and then screening applications saves around 24 continuous hours for a business.

Job Description
Having the correct and detailed Job Description detailing the job correctly and accurately was ensuring to start where you want to finish.

Integrated tools
Like salary benchmarks (which are free) and background checks make it simple and easy to find all in one system.

Easy to use system
The system being UI/UX friendly saves from having to be trained on a complex system.

1 HOUR to find 10 candidates

2 DAYS to place the candidate

HIRED!

24 HOURS saved in finding, screening &sourcing

RESULTS & CONCLUSION

Having a recruitment tool that can search all candidate databases, not just one and having an AI tool do it all for you is a game changer in the industry. Using a Job Description to match to a CV ensures that for clients and candidates no time is wasted and no-one needs to recapture any details. The system has proven it can find the right candidate for this Job Description.