# ESW Unifies their Talent Ecosystem using RSC+ with Hiring Assistant, Saving 1.5 Hours Per Role Screening Applicants

A connected recruiting workflow that **accelerates sourcing and applicant evaluation** while preserving the human judgment that matters.

**1.5 hours**

saved per role

**2x faster**

candidate review for Fullstack Engineer roles

**28% → 38%**

InMail acceptance rate

Introduction

# A Pursuit of Efficiency in Global Talent Acquisition

For ESW, a global commerce enabler hiring niche talent in tech and enterprise sales, precision is central to recruitment strategy. When hiring for strategic impact rather than scale, efficiency is essential.

**“We needed to bring AI into our screening workflow so our team could work smarter and accelerate sourcing—while keeping the human touch where it matters.”**

Louise McCann | Director of Talent Acquisition, ESW



*Visual generated with Microsoft Copilot. Does not depict ESW employees.*



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Business Challenge

# The Efficiency and Trust Gap

**Workflow inefficiency**

Recruiters had to toggle between Greenhouse (ATS) and LinkedIn to build a comprehensive candidate view, spending significant time manually working through applicant evaluations.

**Candidate verification**

Increasingly optimized CVs could obscure actual experience and skills. LinkedIn profiles offered a more trusted signal of titles, achievements, progression, and company context.

**The need**

A single workflow that could bring trusted LinkedIn data into candidate evaluation while automating the sourcing pipeline.

How LinkedIn Helped

# Unifying the Ecosystem

RSC+ completed the Hiring Assistant experience for ESW by expanding Hiring Assistant from a powerful sourcing tool to an end-to-end recruiting partner.

01

## Seamless Workflow

LinkedIn Hiring Assistant evaluates all applicants – regardless of where they applied – in one place, saving time shortlisting applicants.

02

## Comprehensive Evaluation

Resume data from Greenhouse is layered with candidates' trusted LinkedIn profiles to power LinkedIn Hiring Assistant evaluations, helping recruiters identify qualified talent faster and with greater confidence.

03

## Unified Pipeline View

Applicants and externally sourced candidates are evaluated by Hiring Assistant in one platform, creating a more unified hiring pipeline.

*employees.*

# Results Delivered: Scaling Impact and Quality

**1.5 hours**

**saved per role**

Faster initial shortlisting and evaluation.

**2x faster**

**tech-role evaluation**

Moved through Fullstack Engineer candidates faster while maintaining rigor.

**28% → 38%**

**InMail acceptance**

A significant lift signaling engaged, well-matched talent.

**Always-on**

**sourcing**

Surfaced talent the team might otherwise have missed.

**Automating routine screening gave recruiters more bandwidth for relationship-building, market intelligence, and employer brand positioning.**




# A more unified talent ecosystem

**RSC+ with Hiring Assistant helped ESW accelerate sourcing and applicant evaluation, expand access to qualified talent, and give recruiters more time for the human work that moves the needle.**