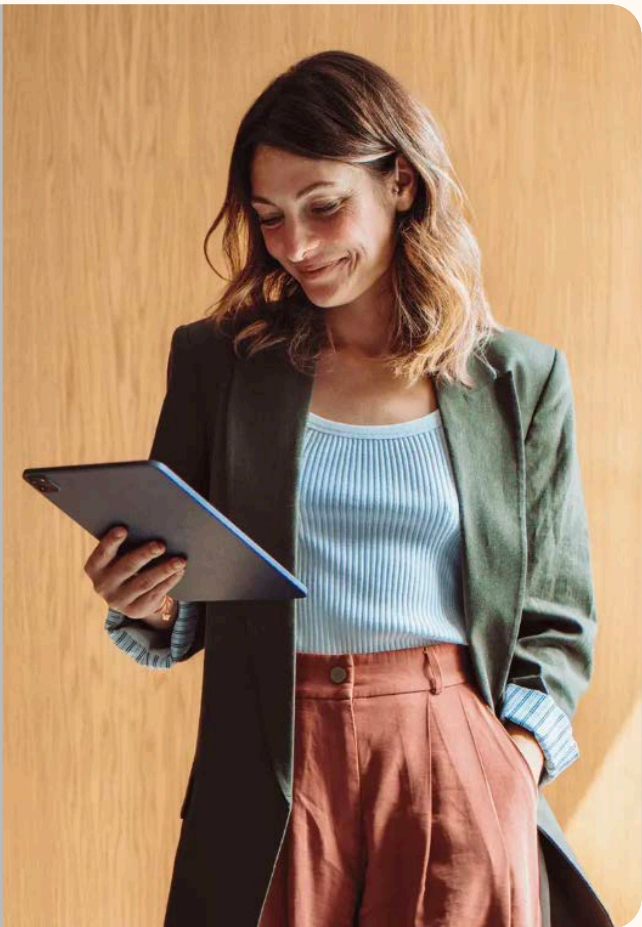


The Practical Guide to AI Agents for Recruiting



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Introduction

Hiring today moves fast, and recruiters are expected to move even faster. One minute you're closing out a role, and the next, you're scrambling to fill three more. Candidates vanish without warning. Stakeholders expect updates yesterday. And while your tech stack might be stacked, much of the coordination and heavy lifting still lands on your desk.

Most AI tools are built to assist, not to act. While they're useful for one-off tasks, they don't take real work off your plate. But AI agents change that. They screen, source, follow up, and adapt based on what's working—all without waiting for step-by-step instructions.

In this practical guide to AI agents for recruiting, you'll learn:

- What agentic AI is and how it differs from the AI you've used before
- Where AI agents can plug into your workflow and save you time
- Why your unique skills still matter in the hiring process
- How to pair agentic AI with human insight for even better results

If you want to stay informed as technology in hiring continues to evolve, then this guide is for you. It breaks down the basics of agentic AI and how you can start using it to work more efficiently without giving up control of your process.



What is agentic AI and why should recruiters care?

Agentic AI is a newer form of artificial intelligence designed to work toward goals without needing constant input. While agentic AI refers to the intelligence that powers decision-making and adaptability, AI agents are the tools that apply this intelligence to real-world tasks.

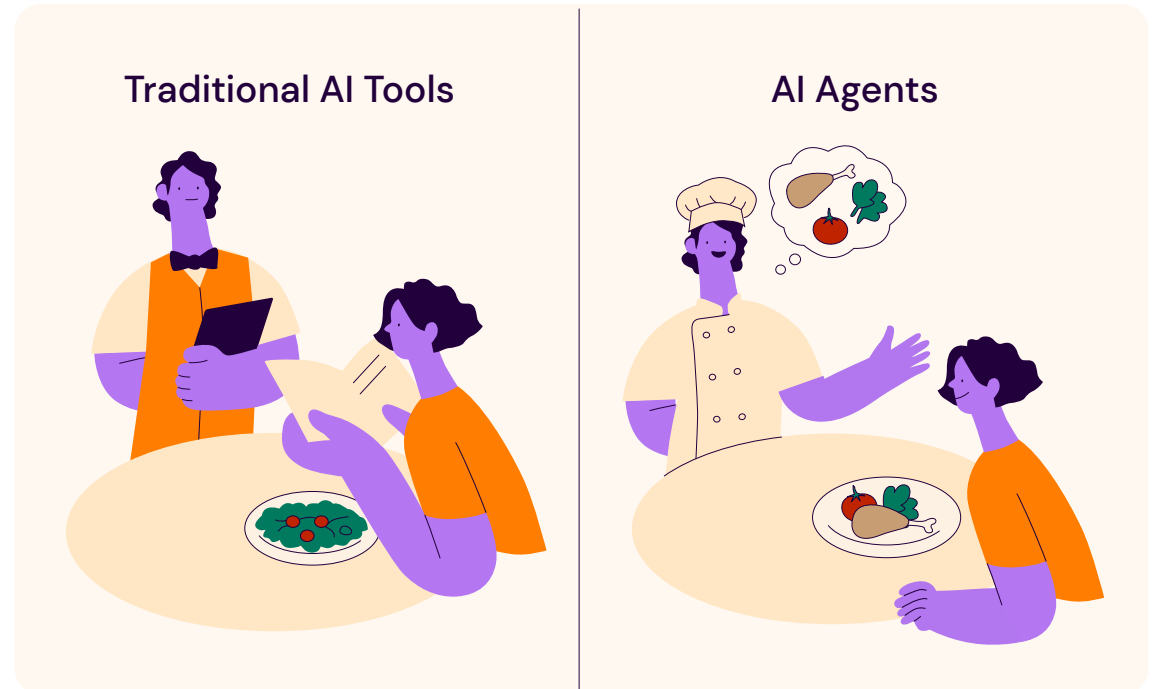
Unlike other AI tools that wait for a prompt or stick to preset rules, AI agents are goal-driven. They make decisions, adjust their behavior based on outcomes, and continuously improve.

You can think of traditional AI tools like waiters—you tell them what you want, and they bring it to you. But AI agents are more like having a personal chef. You give them the outcome you're aiming for, and they figure out how to get there while keeping your tastes, dietary needs, and favorite ingredients in mind.

In recruiting, AI agents go beyond the simple tasks of sorting resumes or drafting emails. They can actively search for candidates, send personalized messages, schedule interviews, and refine their approach on the fly.

Here's what sets agentic AI in hiring apart:

- **Autonomy:** AI agents don't need step-by-step instructions. They can source candidates and progress tasks on their own.
- **Decision-making:** They analyze candidate data, prioritize outreach, and pivot when needed.
- **Adaptability:** As they gather feedback from recruiters and observe candidate behavior, AI agents learn and get better at hitting hiring goals.



The evolution of AI in recruiting

The rise of agentic AI didn't happen overnight. It's part of a larger evolution in how technology has supported recruiting, and understanding that journey can help us make sense of where we are now.

AI type	How it works	Recruiting example
Machine Learning (ML)	Identifies patterns, makes predictions	Suggests top applicants based on past hiring
Generative AI (Gen AI)	Creates content from training data	Writes a personalized email to a candidate
Agentic AI	Takes actions autonomously, adapts to outcomes	Finds candidates, engages them, schedules interviews

We started with early machine learning that could spot patterns. Then came generative AI, which could create content. Now, agentic AI marks the next leap—one where technology takes action.

- Machine Learning helps recruiting teams recognize patterns. It identifies qualified candidates based on keywords and offers predictions, but always within the parameters you set.
- Generative AI adds creativity. It can draft job descriptions and write outreach messages, but it still relies on your prompts to take action.
- Agentic AI acts with purpose. AI agents can initiate tasks and operate across multiple stages of the hiring process with little oversight.

This progression reflects a shift from supportive AI to collaborative AI. Here's how that plays out across key tasks in the recruiting process:

Task	Machine Learning	Agentic AI
Resume screening	Identifies top applicants based on past hiring data and predefined filters	Screens resumes, proactively reaches out to promising candidates, and refines selection criteria based on recruiter feedback
Candidate follow-up	Predicts the best times for interviews based on past scheduling trends	Analyzes recruiter availability, contacts candidates, schedules interviews, and reschedules if conflicts arise
Task	Generative AI	Agentic AI
Job descriptions	Writes a compelling job description based on provided criteria	Writes the job description, posts it on multiple job boards, analyzes engagement, and tweaks the description for better applicant response
Interview scheduling	Generates a follow-up email template for a recruiter to send	Sends the follow-up email, tracks open rates, adjusts the messaging based on candidate responses, and schedules interviews accordingly

In each of these scenarios, machine learning and generative AI offer support up to a point, but agentic AI actually does the work. This shift frees up your team to spend less time on repetitive tasks and more time building relationships and making strategic hiring decisions.

How agentic AI transforms the recruiter workflow

The true impact of AI agents is felt in the day-to-day. Rather than simply speeding up existing tasks, agentic AI removes tedious work from your plate and allows your team to stay focused on high-impact decisions.

Below is a breakdown of how each stage in the recruiting process shifts with agentic AI at work:

The recruiter workflow with agentic AI



Role kickoff and rubric creation

Time saved:
1-2 hours per role



Smart sourcing at scale

Time saved:
3+ hours per week



Dynamic candidate screening

Time saved:
60-70% of screening effort



Personalized, multi-step outreach

Time saved:
Multiple hours per campaign



Intelligent scheduling

Time saved:
1-2 hours per role



Feedback loops and optimization

Time saved:
Compounding efficiency over time

Role kickoff and rubric creation

Before: You write job descriptions and go back and forth with multiple people to finalize.

After: You use an AI agent to analyze past hiring data, build a candidate evaluation rubric, and highlight any gaps for your review.

Time saved: 1–2 hours per role

Smart sourcing at scale

Before: You run endless searches, write Boolean strings, and jump between systems.

After: You deploy an AI agent to source automatically across job boards, social networks, and niche communities—surfacing high-fit candidates based on real signals, not just titles or keywords.

Time saved: 3+ hours per week

Dynamic candidate screening

Before: You read resumes manually and hope your ATS surfaces the right ones.

After: You let AI agents apply your custom rubric and identify candidates with clear reasoning.

Time saved: 60–70% of screening effort

Personalized, multi-step outreach

Before: You send generic templates with limited personalization.

After: You use AI agents to craft tailored messages for each candidate, send them at optimal times, and follow up automatically with personalized responses.

Time saved: Multiple hours per campaign

Bonus: Your outreach is more engaging because the messaging is context-aware instead of just cut-and-paste.

Intelligent scheduling

Before: You send emails, wait for replies, and reschedule calls.

After: You rely on AI agents to coordinate calendars, confirm interviews, and handle changes.

Time saved: 1–2 hours per role

Continuous feedback loops and optimization

Before: You gather anecdotal comments without a place to share them.

After: You tap AI agents to track sourcing success and hiring outcomes, then optimize your strategy in real time.

*Time saved: 1–2 hours per week
(plus compounding efficiency over time)*

Each of these shifts creates a recruiting system that adapts and improves without more manual oversight. But as impressive as this is, agentic AI works best when paired with the judgment and experience only humans can bring.

Where recruiters still matter

AI can move fast, but it doesn't understand hesitation in a candidate's voice. It won't catch that raised eyebrow from a hiring manager during a debrief. It doesn't know when to pause for a gut check, or when to push forward despite uncertainty.

That's the work only you can do.

AI agents are great at keeping things in motion, but the real work of recruiting—the part that builds trust and makes someone say yes to the right offer—still depends on you.

When to lean in?

Some moments in hiring can't be automated. You'll want to stay close to the process when:

- A candidate has an unconventional background that doesn't check every box but could bring something your team needs
- A hiring manager keeps shifting priorities and someone needs to bring clarity
- The stakes are high: senior roles that require a strong mix of hard and soft skills.



What it looks like when you pair agentic AI with human expertise

Let's look at an example of how you might use an AI agent in recruiting.



1

Say you're hiring a head of product. You kick things off by prompting your AI agent with the role's goals and requirements. Within minutes, it pulls data from your ATS and public profiles to suggest a tailored rubric. You make a few tweaks, and it's ready to go.



2

The AI agent then scans multiple job boards, niche product communities, and social platforms—surfacing candidates who not only match the skills but also show signals of adaptability and leadership. It identifies the top profiles and presents a shortlist annotated with reasons behind each match.



3

One candidate stands out. They've led multiple product initiatives and have glowing peer reviews, but they're missing a few "must-haves"—a couple of industry-specific certifications and recent B2B SaaS experience. On paper, it's a maybe.



4

But you trust your instincts. You reach out, have a conversation, and quickly realize this candidate has already solved the very challenges your team is up against. They ask sharp questions. They connect the dots. And they bring energy that doesn't show up on a resume.



5

You align with the hiring manager and move them forward. Six months later, that hire leads a high-stakes product launch—on time and under budget—and unlocks a new revenue stream for the business.



6

An AI agent made the search faster, but it was your judgment, curiosity, and collaboration that made it count.

Recruiter Tip

if you're navigating moments like these often, you don't have to do it alone. SeekOut Spot combines AI agents with the support of a dedicated recruiter—someone who knows when to pause and when to push.

How SeekOut Spot combines agentic AI and human expertise

Agentic AI has the power to transform recruiting workflows, but it doesn't replace the empathy and strategic judgment that human recruiters bring to the table.

The most effective hiring teams don't choose between humans and AI. They pair the two.

When your team doesn't have the time or expertise, SeekOut Spot can step in. SeekOut Spot is our agentic AI recruiting service that blends the speed of AI agents with the judgment of a dedicated recruiter.

How SeekOut Spot works

With SeekOut Spot, AI agents handle sourcing, screening, and personalized outreach at scale. Meanwhile, your SeekOut recruiter acts as a talent advisor, interpreting the AI agent's results and ensuring the hiring process stays focused on finding the right fit.

And because SeekOut Spot is a service, not a software, you don't need to involve your IT team or change your existing systems. Everything runs behind the scenes with support on our side.



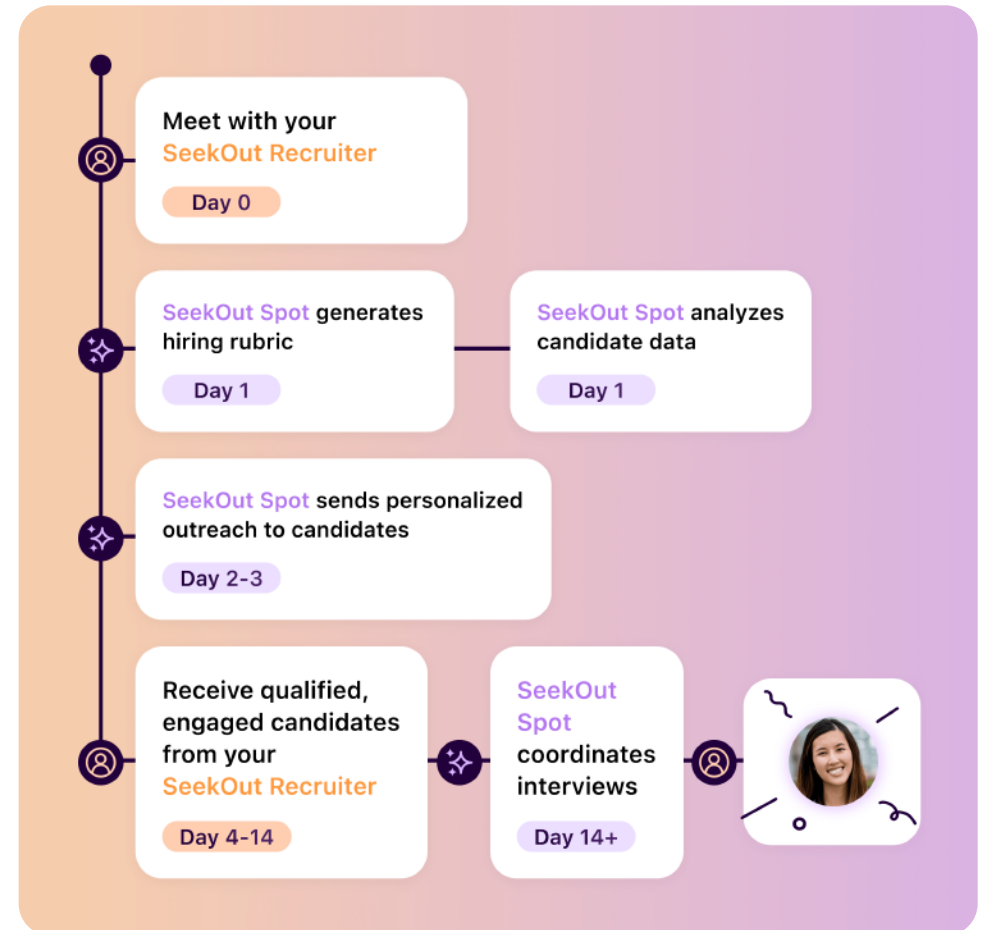
Getting started with SeekOut Spot

The process begins with a 30-minute kickoff call—no procurement delays and no disruption to your stack. You and your SeekOut Spot recruiter align on the role's must-haves, nice-to-haves, and the unique skills that define a successful hire.

From there, the collaboration unfolds:

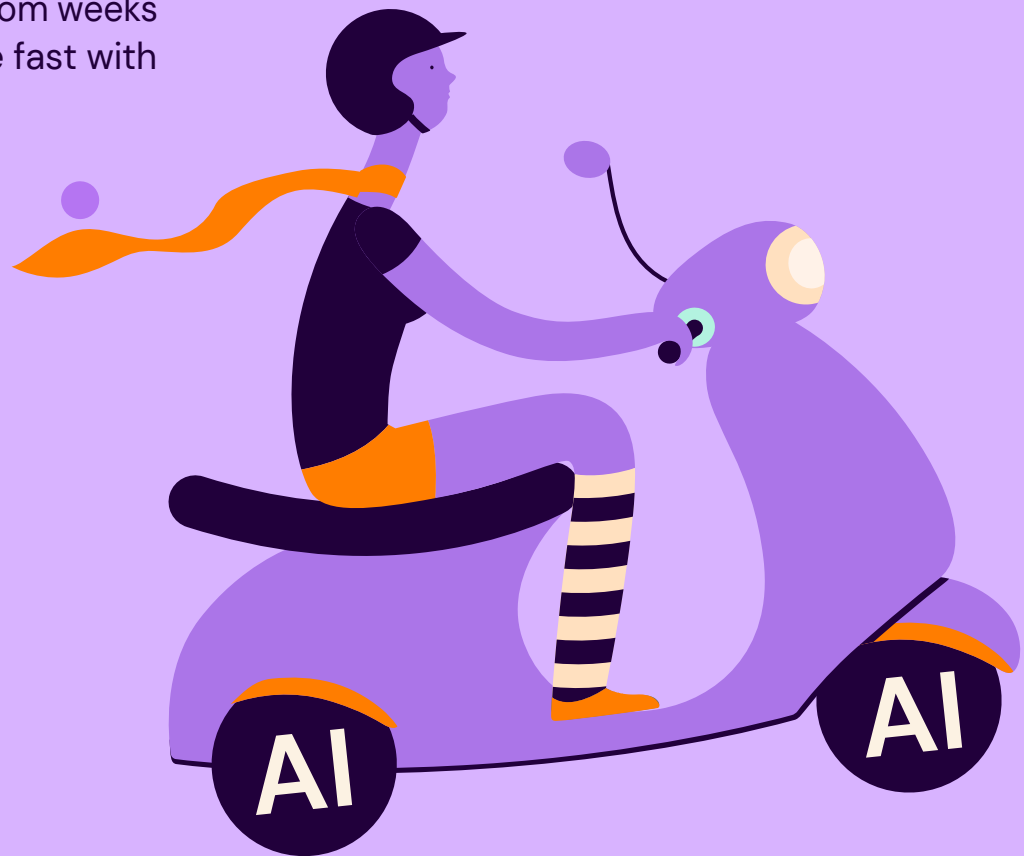
- **Day 0:** Attend a kickoff meeting with your SeekOut Spot recruiter to discuss your role requirements.
- **Day 1:** SeekOut Spot's AI agent generates a customized rubric using your inputs. The SeekOut Spot recruiter will apply this rubric when evaluating and screening candidates.
- **Also on Day 1:** The AI agent begins sourcing candidates, scanning thousands of profiles for deep-fit signals like growth trajectory, relevant experience, and past performance.
- **Day 2-3:** Outreach begins. SeekOut Spot's AI agent engages with candidates through personalized, multi-step messaging designed to spark interest and drive responses.
- **Day 4-14:** Your SeekOut Spot recruiter screens responses, confirms interest and fit, and delivers a curated slate of qualified candidates ready to move forward.
- **Day 14+:** You can receive support past candidate slate delivery on request. Your SeekOut Spot recruiter will use agentic AI to assist with additional operational and strategic activities, including interview coordination, candidate assessment, salary negotiation, and offer letters.

You stay informed and in control the whole time without having to do all the administrative busy work.



SeekOut Spot in action: A case study

SeekOut Spot delivered speed and precision to transform Abett's hiring process. By drastically shortening candidate evaluation timelines from weeks to days, Abett secured an outstanding hire fast with greater confidence in candidate quality.



The Challenge

Abett was looking for a candidate with strong SQL and analytical skills and exceptional project management capabilities—a rare combination that made sourcing much more challenging. They had previously worked with recruiters who presented misaligned candidates, which prolonged the hiring timeline for the highly technical team. Abett aimed for an efficient hiring search without compromising candidate quality

“The role we were hiring for has historically been really challenging to source,” said Molly Hanlon, VP of Product Operations. “Thanks to SeekOut Spot, we hired an outstanding candidate who perfectly fits the role.”



“I’m a data person, so hiring and interviewing can be exhausting,” said Molly. “Having well-matched candidates come through the door pre-screened was invaluable.”

—Molly Hanlon, VP of Product Operations

The Solution

Abett turned to SeekOut Spot to leverage human expertise alongside sophisticated AI. The SeekOut Spot recruiter quickly established clear criteria, incorporated precise feedback, and iteratively refined candidate profiles to present only strong matches to the Abett team.

1. **Rapid candidate sourcing and screening.** Instant communication via Slack streamlined feedback loops, while advanced AI technology cut the sourcing process to several days.
2. **Iterative search refinement.** The Spot recruiter adapted quickly to Abett’s detailed feedback to ensure each consecutive candidate was a stronger match than the last.
3. **Access to passive, top-tier talent.** Spot’s AI-driven search uncovered an exceptional candidate who wasn’t actively seeking new opportunities, providing Abett with an exclusive talent advantage.

The Results

SeekOut Spot delivered speed and precision to transform Abett’s hiring process. By drastically shortening candidate evaluation timelines from weeks to days, Abett secured an outstanding hire fast with greater confidence in candidate quality.

For Abett, the best part wasn’t just speed, it was the simplicity. SeekOut Spot worked without needing to update systems or train the team on new software. The accelerated hiring timeline allowed the Abett team to return quickly to their core tasks, minimizing the costly distraction traditionally associated with hiring complex roles.

Getting started with agentic AI

While generative AI tools like ChatGPT are widely available, true agentic AI isn't as accessible to the general public. The most advanced capabilities are often housed within purpose-built recruiting platforms. That's where partnering with a company that already has agentic AI in place can make a real difference. You don't have to build your own workflows from scratch, train your team on complex tools, or manage ongoing system updates. Instead, you get immediate access to proven technology that's already embedded in a recruiting context.

A logical first step

If you're worried about complexity, don't be. You don't need to overhaul your systems or get procurement approval to try agentic AI.

Start by mapping your current workflow. Ask yourself:

- Where do we spend the most time on repetitive tasks?
- Which steps are necessary, but don't require deep expertise?
- What would we delegate if we had an extra set of hands?

Are you ready to try agentic AI?

Here are a few questions to assess if agentic AI could be a fit for your team:

- Do you need to move fast to fill a role?
- Are your hiring needs unpredictable or changing frequently?
- Are the roles you're hiring for filled by candidates with online profiles?
- Does your process include time-consuming, repetitive tasks?
- Would you rather avoid training your team on complex tools?

If you answered yes to most of these, it's worth exploring how agentic AI could make your hiring easier.



Start with one role. Let the AI agent handle the time-consuming work while you focus on candidate conversations. If it delivers results, scale from there.



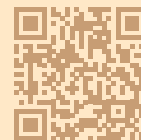
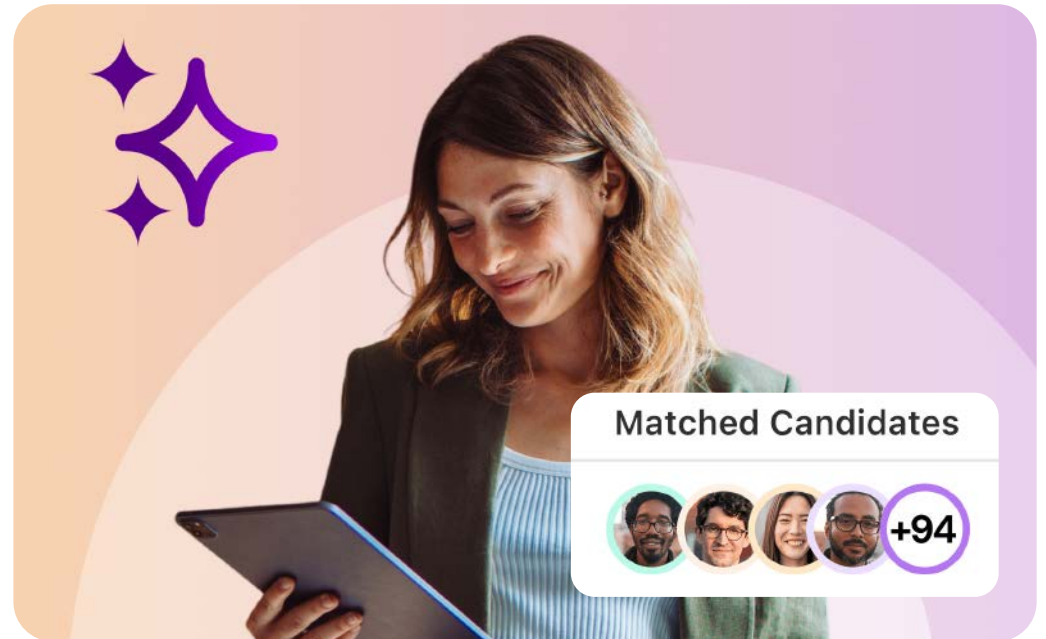
Smarter recruiting starts now

You've seen how agentic AI can shift the recruiting workload from endless tasks to focused, high-impact work. You've seen how it fits into sourcing, screening, outreach, and scheduling. And you've seen how the smartest teams are building stronger workflows by combining AI and human expertise.

You don't need to wait for a big tech overhaul or a new budget cycle to get started with agentic AI. You can start small. Let an AI agent help with one open role. Let it handle the busy work while you focus on candidate conversations and hiring strategy. You'll feel the difference almost immediately.

Recruiting will always need people. But you shouldn't have to do it all yourself.

SeekOut Spot was built for recruiters who want to stay hands-on where it matters and get support where it makes sense. It's practical, it's fast, and it's built to scale with you.



Ready to amp up your hiring with agentic AI?

[Schedule a meeting](#) with our team and experience how SeekOut Spot can accelerate your hiring process while delivering unmatched candidate quality.

Glossary of AI terms

Term	Definition
AI (Artificial Intelligence)	Technology that mimics human intelligence to perform tasks like decision-making, language understanding, and pattern recognition.
AI Agent	A smart assistant powered by agentic AI that can take actions, make decisions, and complete recruiting tasks autonomously.
Agentic AI	Advanced AI that plans, initiates, and completes tasks independently, like sourcing and contacting candidates without direct input.
Algorithm	A set of rules a computer follows to solve problems or make decisions, such as ranking candidates.
Automation	Using technology to perform tasks automatically, like screening resumes or scheduling interviews.
Chatbot	An AI tool that chats with users to answer questions, pre-screen candidates, or schedule interviews.
Data	Information used by AI to learn and make decisions, such as resumes, job postings, or hiring outcomes.
Deep Learning	A form of AI that uses neural networks to find patterns in large data sets—helpful for interpreting resumes and messages.
Generative AI	AI that can create content like outreach emails, job descriptions, or interview questions based on patterns.
Large Language Model (LLM)	A powerful AI model trained on vast text data to understand and generate human-like responses. Examples include GPT-4.
Machine Learning (ML)	A way AI learns from data and improves over time—used in candidate matching and outcome prediction.
Natural Language Processing (NLP)	AI that understands and interprets human language, powering tools like resume parsers.
Prompt	The instruction you give an AI tool—for example, “write a follow-up email to a candidate.”
Prompt Engineering	Crafting better prompts to get more accurate and helpful responses from AI tools.
Recruiting Workflow	All the steps in the hiring process, from sourcing to offer—many of which can be automated by AI.
Resume Parsing	The process of extracting information from resumes using AI, like skills, experience, and job titles.
Semantic Search	AI-powered search that understands meaning and context, not just keywords.
Talent Intelligence	Insights gathered through AI about candidate trends, hiring patterns, or job market data.
Training Data	The information an AI system learns from. High-quality training data leads to better results.

Additional Resources

[“Top 10 ChatGPT Prompts for Recruiters” PDF](#)

[“5 Myths About AI and Recruiting \(and the Truths Behind Them\)”](#)

[“How to Finally Add AI to Your Hiring Tech Stack \(Even if You’re Hesitant\)”](#)

seekout>

SeekOut helps organizations recruit and redeploy talent using the latest agentic AI solutions. Our software and services help you hire the right people and place them in roles that drive the greatest impact.