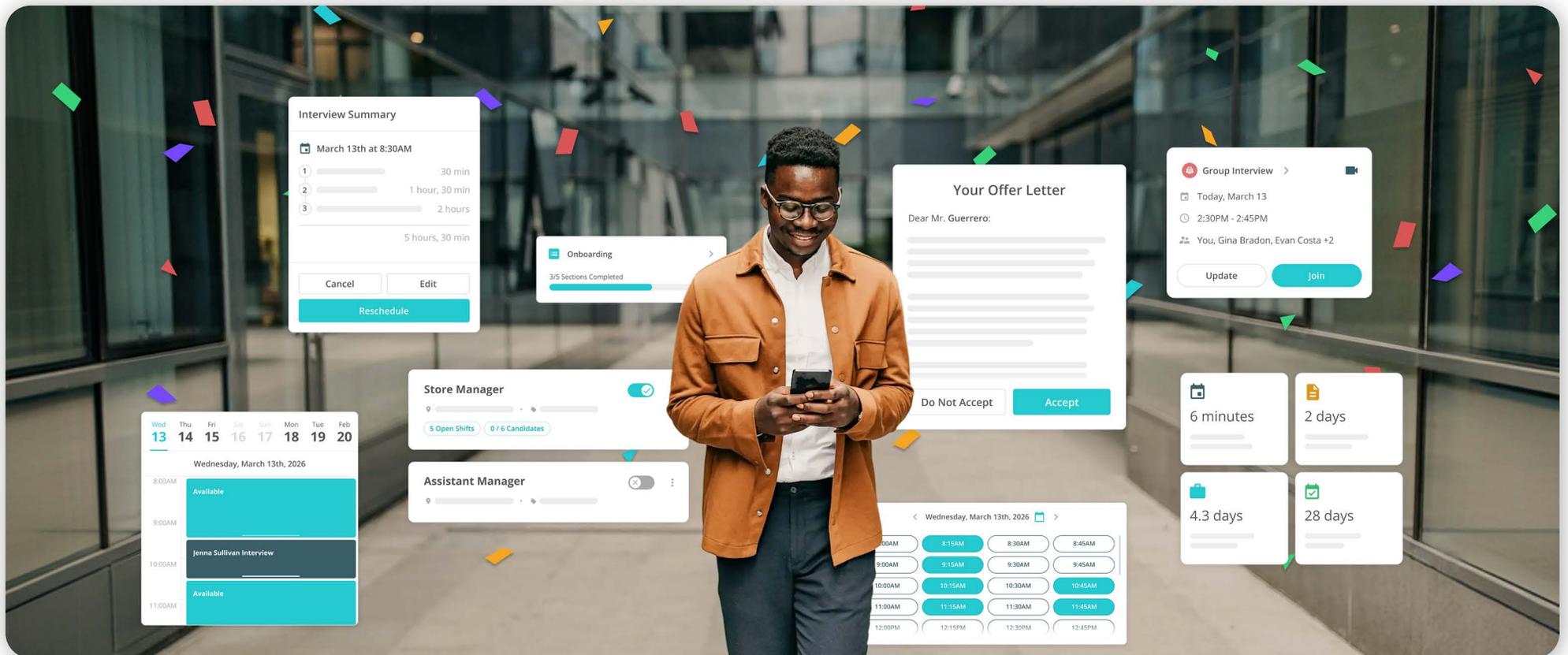# 10 magical things you can do with Paradox.

Creating magical moments for candidates is what we do best.

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Meet the AI agent that transforms your candidate experience.

In a world where talent acquisition is more competitive than ever, companies that want to hire the best talent have to get creative. Candidates no longer accept poor hiring experiences with outdated applications, slow response times, and zero transparency. Paradox reduces candidate drop-off by making it simple for candidates to apply, qualify, and self-schedule interviews in minutes, creating magical moments throughout the hiring process.

Make speed and experience your competitive advantage, taking the complexity out of hiring for both your teams and candidates. With intelligent automation, two-way texting, candidate qualification, and interview scheduling, forward-thinking organizations around the world are saving time with conversational experiences that candidates love.
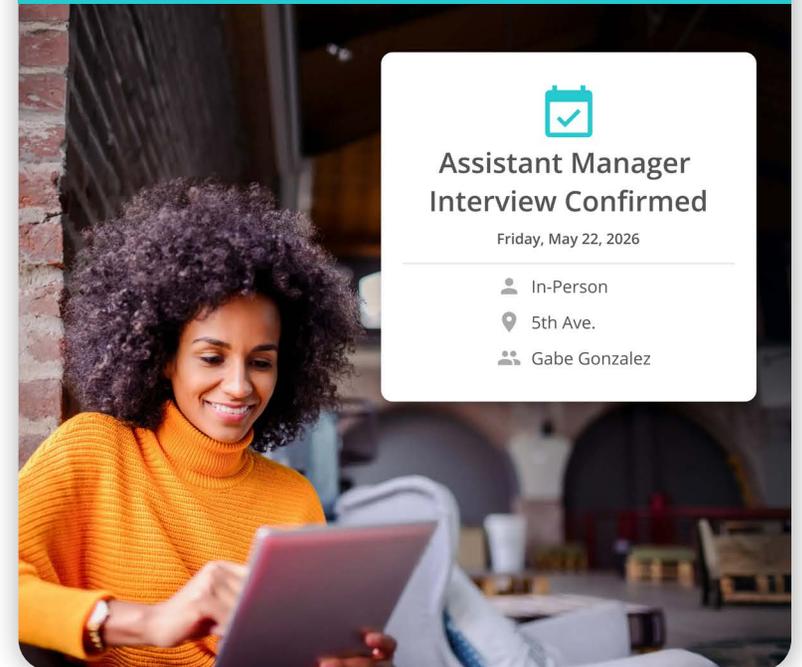
#1

Open jobs with a single tap. Really.

It's hard to imagine anything less magical than manual data entry for job requisitions. With Paradox, recruiters and hiring managers can open new roles and kick off the hiring process with a single tap from their mobile device. Yes, for real. Designed specifically for frontline hiring teams, the mobile experience allows you to manage jobs on the go, ensuring you can react to staffing needs the moment they arise.

By automating the trivial tasks of job creation and management, you give your team 4x more time for strategic conversations that actually drive growth. Paradox is an AI partner that augments how your team works, letting them focus on the human parts of hiring they love – without having to be glued to a desktop computer in the back office all day.

"

Paradox gives recruiters the opportunity to do valuable work and spend less time doing administrative tasks.

John Higgins
VP of Talent Management, Essentia Health
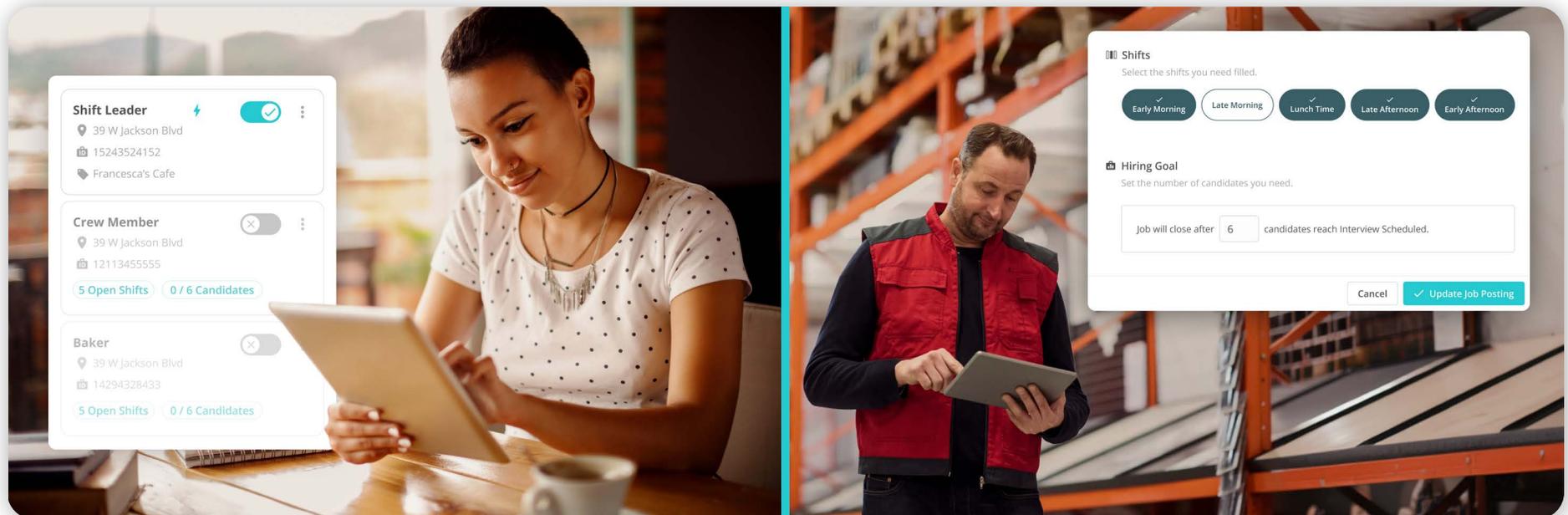
#2

No logins. No passwords. No friction.

Stop the clunky ATS redirect dead in its tracks. With Paradox, you can place keywords or short codes on everything from store signage to social media posts. Candidates simply text to apply, instantly starting a conversation that captures their interest the moment it strikes. It's an invitation to a better experience.

The biggest barrier to a great application? The "Create Account" button. Paradox removes the friction by eliminating the need for logins or passwords entirely. Candidates apply through a familiar, conversational interface like SMS or WhatsApp, making the process feel like a chat with a friend rather than a chore.

75%

decrease in total time-to-hire
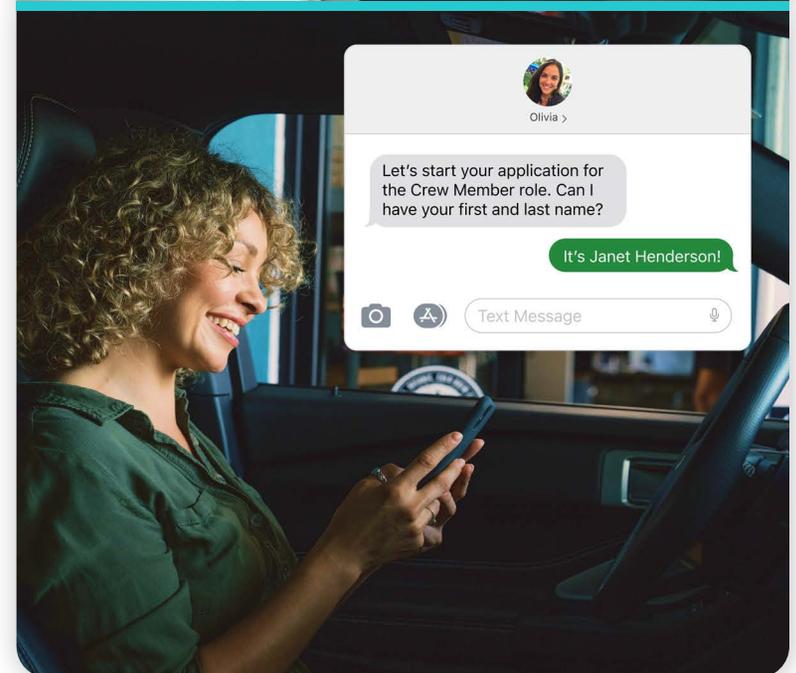
#3

Apply in minutes, not hours.

Why spend hours on a form when you can do it in three minutes? Paradox enables a conversational application experience that typically sees a 33% decrease in total time-to-apply. We've traded tedious data entry for a more human experience: simple, intuitive conversations. Instead of making candidates manually fill out the same experience they've already provided with a resume upload (which we all know they love to do!), Paradox lets them apply in minutes by simply answering a few qualifying questions.

By automating the screening and information-gathering process, you provide a lightning-fast experience that removes the friction responsible for candidate drop-off. This shift to a candidate-first flow has led to a staggering 100% increase in total applications for some organizations. Who would have thought that a candidate would be more likely to convert if they actually enjoyed the process? Well, us, actually. When you make it this easy to say "yes" to an application, you win the race for top talent.

"

Paradox is the first solution that really knew how to do high-volume recruitment; it's been a game changer for us. AI automates all the recruiting tedium like screening and scheduling through text conversations.

Rachel Allen
Head of TA, 7-Eleven
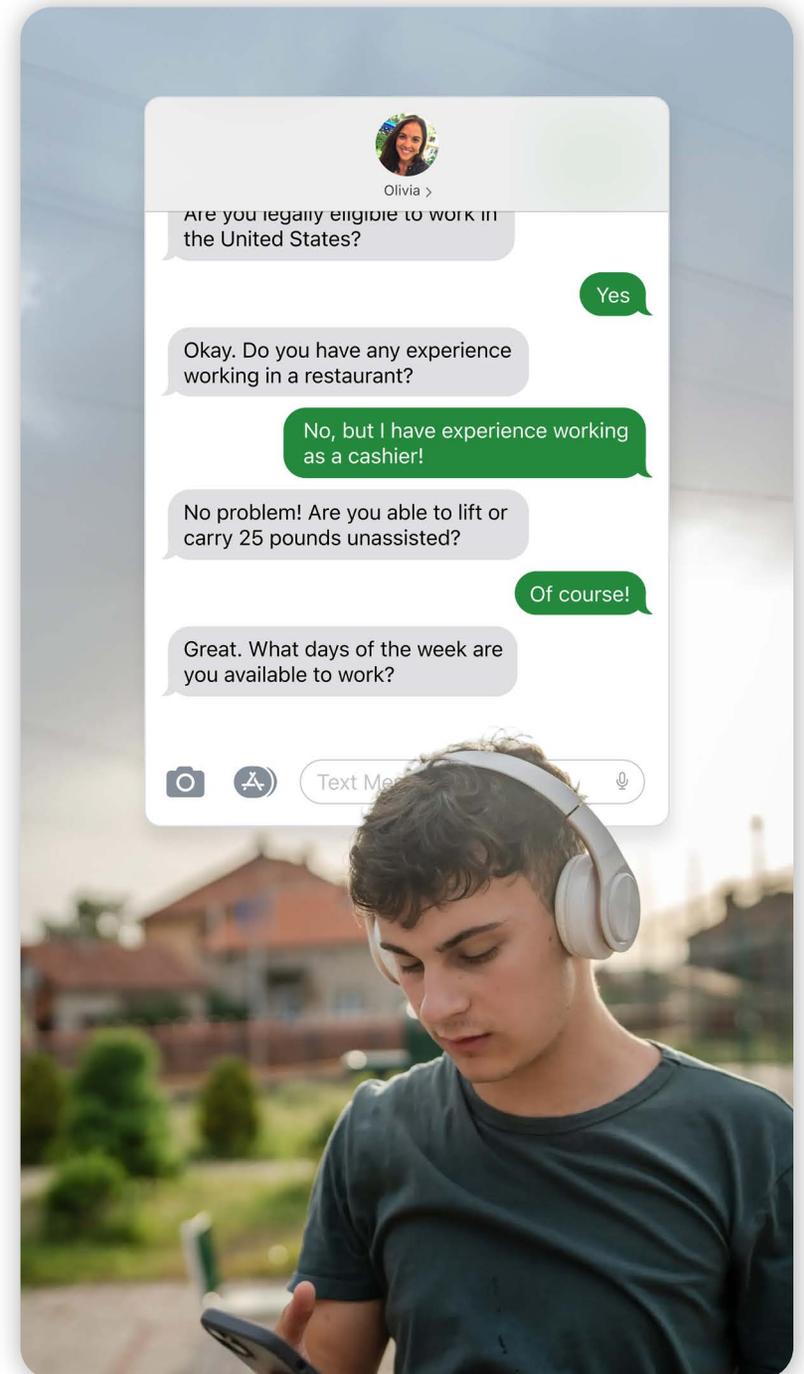
#4

Scheduling interviews has never been simpler.

Say goodbye to the "calendar shuffle" and the endless back-and-forth emails that stall your hiring momentum. Paradox syncs directly with your recruiters' and hiring managers' calendars to find open times instantly. Once a candidate is qualified, the AI agent sends those real-time options directly via chat, allowing them to self-schedule their own interviews in seconds. It's the world's fastest scheduling experience, and for a candidate who is used to waiting days for a confirmation, it feels like pure magic.

But the magic doesn't stop at simple 1:1 meetings. Even the most complex interviews (those multi-day, multi-location, or panel interviews that usually take hours of coordination) can now be scheduled in minutes. Paradox effortlessly navigates various calendars, time zones, and room availability to find perfect time slots. By automating logistical hurdles, you eliminate the friction that leads to drop-off and give your team more time to focus on strategic initiatives. Let that human ROI shine!

#5

Never have another no-show again.

The "Aha!" moments aren't just for candidates — they're for your hiring managers, too. Paradox automatically sends interview reminders to keep candidates and hiring managers engaged and informed, because everyone can use a nudge sometimes.

Reminders aren't just a check box. They're a strategic engagement point to keep candidates warm. Our reminders can be customized to include any information your stakeholders might need, from virtual meeting links to interview prep.

40%
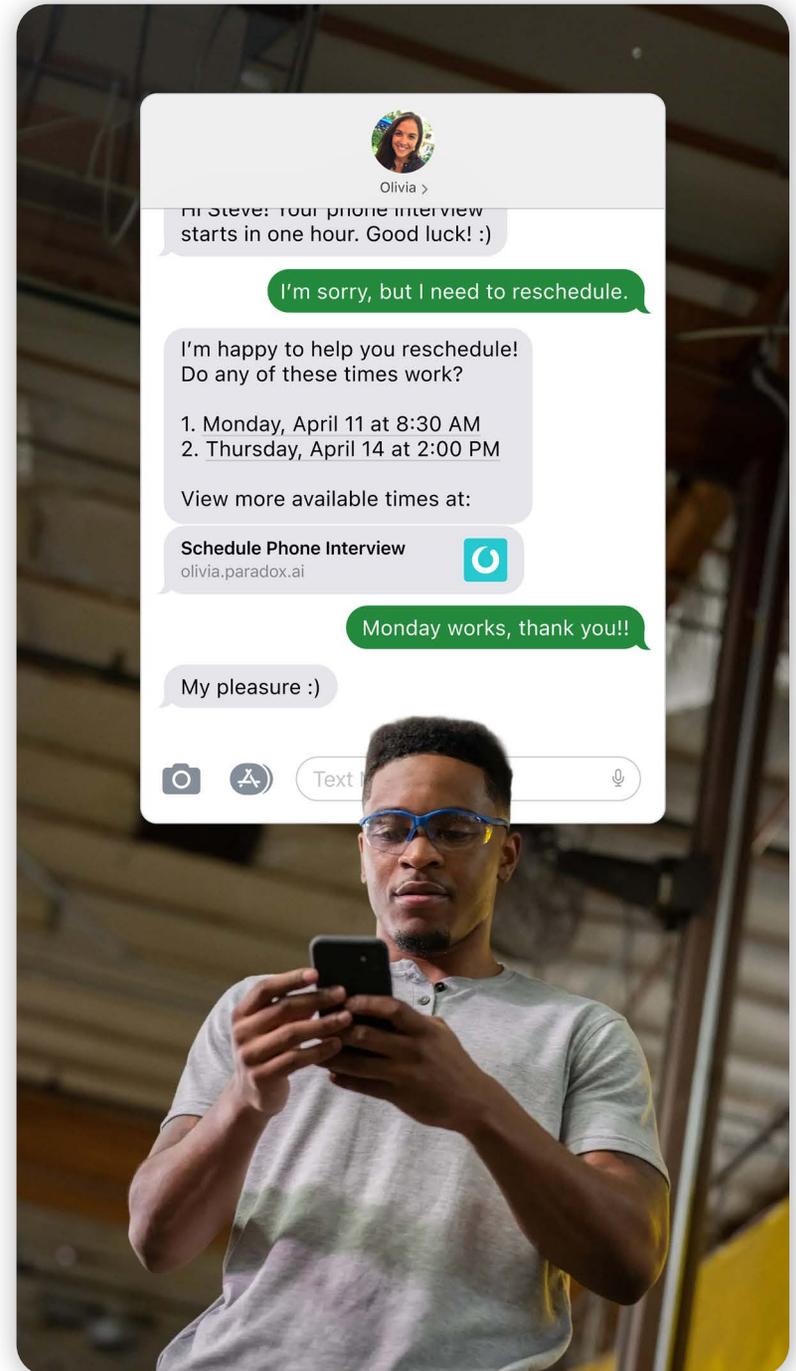### decrease in interview no-shows

ACE. Hardware

#6

Take the headache out of rescheduling.

Life happens, but it shouldn't stall your hiring. When a candidate or manager needs to change a time, Paradox automatically manages the entire rescheduling process. Our AI agent navigates calendars and time zones to find a new slot that works for everyone, instantly updating the invite and keeping the momentum of your hiring process moving forward without skipping a beat. No back-and-forth emails, no manual calendar checking, and zero friction.

But we know that "magical" also means having complete control. Even with this flexibility, you can set boundaries that protect your team's time. You have the power to customize your rescheduling rules, setting limits on how many times a candidate can move an interview. It's not fair to your team to keep chasing a moving target, and Paradox ensures that while the experience is accommodating, it remains respectful of your hiring managers' schedules.

$2M
saved per year with automated interview scheduling

gm

Olivia

Hi Steve! Your phone interview starts in one hour. Good luck! :)

I'm sorry, but I need to reschedule.

I'm happy to help you reschedule! Do any of these times work?

1. Monday, April 11 at 8:30 AM
2. Thursday, April 14 at 2:00 PM

View more available times at:

Schedule Phone Interview
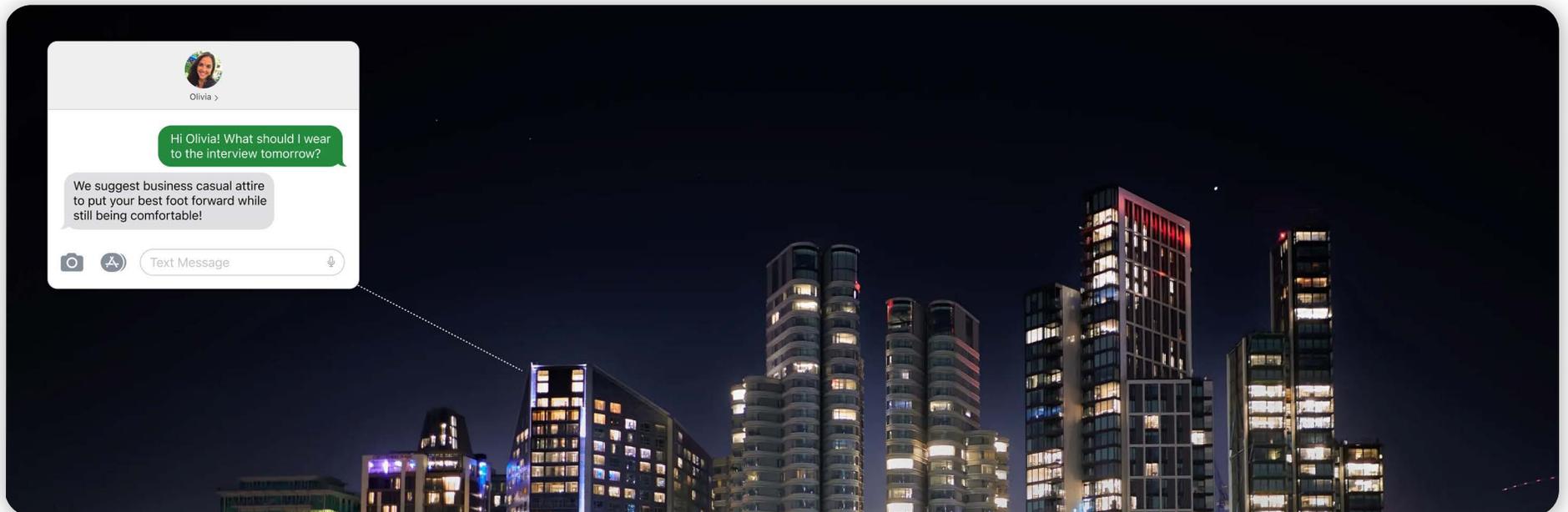olivia.paradox.ai

Monday works, thank you!!

My pleasure :)

#7

Answer any candidate question, 24/7.

Top talent doesn't always look for work during business hours — in fact, 35% of applications happen after-hours. If a candidate has a question about your culture or the requirements of a role at midnight on a Sunday, they shouldn't have to wait until Monday morning for a response. Paradox acts as a 24/7/365 recruiting concierge, providing instant, accurate answers whenever inspiration strikes. By meeting candidates where they are, you ensure that the momentum of a great experience never stalls.

This "always-on" accessibility does more than just provide information; it builds trust through transparency and responsiveness. While your human recruiting team is getting well-deserved rest, your AI agent is busy nurturing leads, handling the heavy lifting of FAQs, and making every candidate feel like a priority. It's the magic of never missing a connection, allowing your team to walk into the office each morning to a pipeline of qualified, informed candidates who have already had their first great interaction with your brand.

Olivia >

Hi Olivia! What should I wear to the interview tomorrow?

We suggest business casual attire to put your best foot forward while still being comfortable!

Text Message

#8

Make language barriers a thing of the past.

Hiring a global or diverse workforce shouldn't be limited by the languages your recruiters speak. Paradox instantly breaks down communication gaps by detecting and communicating in over 100 languages. Whether a candidate is applying in Spanish, asking about benefits in French, or checking their interview status in Japanese, AI agents respond fluently in their native tongue. This creates a truly localized and inclusive experience, ensuring every candidate feels seen and understood from their very first interaction.

Providing a seamless, multilingual conversation allows you to open your doors to a wider pool of talent and demonstrates a commitment to a candidate-first culture. Paradox automatically translates the dialogue for your hiring team, ensuring that communication remains crystal clear on both sides.

"

If we can speak to people, we can hire faster. That speaks volumes for our ROI.

Seema Shah
Global TA Operations Manager, Johnson Controls

#9

Send offers in seconds. Cue the confetti.

In a competitive hiring market, speed is the ultimate differentiator, and the time between "we found them" and "they signed" is critical. Paradox helps your team extend offers through the same conversational interface candidates use throughout their journey. By delivering the offer directly via chat or text, you meet candidates where they are most likely to respond, turning what used to be a days-long waiting game into a moment of instant celebration.

Streamlining these hurdles allows candidates to accept their offers faster and kick off onboarding without the typical lag. This automated handoff ensures that the excitement of the moment carries all the way through to the first day on the job. Say goodbye to buried emails and hello to a celebratory closing experience that leaves a lasting impression on your newest hires.

2M
hours saved for store leaders per year
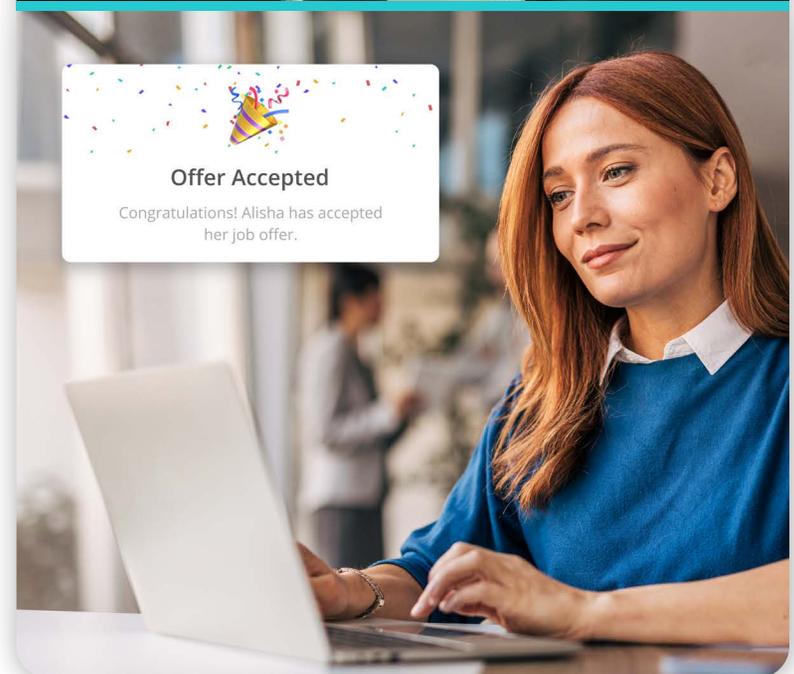
#10

Integrate with your system of record at every touchpoint.

Experience the power of a single unified platform where speed and innovation meets reliability and structure. Paradox features a real-time, bi-directional integration with your ATS, so every conversation, candidate, and interview is automatically synced with your system of record. While the experience feels brilliantly simple for the candidate, your team maintains total data integrity, security, and compliance behind the scenes.

This deep integration transforms your productivity. By eliminating the need to jump between disconnected tools, you empower your recruiters to reclaim their day. When your technology handles the logistical heavy lifting, your team can focus on the parts of their job they love: building the relationships that define your company's future.

"

It's difficult to bounce from one system to the next, so direct integrations that tie everything together creates a more succinct process.

Darnell Hill
VP of TA, AAA Mountain West Group

Maximize your candidate conversion with AI and save your team time.
Like, a lot of time.

The results of a transformed hiring process speak for themselves. Organizations using Paradox have seen an 86% candidate conversion rate and a 75% decrease in total time-to-hire. By removing the friction that causes top talent to drop out of the funnel, you ensure that your investment in recruitment spend actually results in high-quality hires. Move from a process defined by waiting to one defined by winning.

Beyond the numbers, the real magic lies in the human ROI. By automating the repetitive trivial tasks that clog up calendars, you empower your recruiters to focus on the parts of their job they actually love: building meaningful human connections and acting as strategic partners to the business.

It's a new work day...

75%
decrease in time-to-hire
with Paradox

Are you ready to make it magical?

We make hiring simple.

Our mission is to give everyone an agent to get recruiting work done — freeing people up to spend time with people, not fsoftware. We've built the world's leading conversational recruiting platform that's simplifying hiring through automation with a human touch.

Your path to more efficient hiring is about to begin...

Learn how you can achieve:

- 82% decrease in time to hire

- 93% candidate conversion on conversations

- 50% decrease in job advertising spend

Visit paradox.ai to learn more

PARADOX
A Workday Company

Olivia

You can also choose to upload your resume for job recommendations.

File Uploaded: SaraRitz_Resume.pdf

Thanks, Sara! I looked through your resume and found a few jobs that would be great for you:

4 Recommended jobs   View All

Senior Manager
6330 E Thomas Rd, Scottsdale, AZ ...

Supply Chain Engineer
6330 E Thomas Rd, Scottsdale, AZ ...