

Paradox for SAP SuccessFactors

The conversational recruiting platform chosen by 70+ SuccessFactors clients (and counting).

1 Save time and reduce manual tasks for recruiters and hiring managers.

The Paradox platform actually gets work done for your team, assisting recruiters in screening and scheduling automation or handling all manual hiring tasks for high-volume hiring.

15.6 Million interviews automatically scheduled

2 Create world-class, highly personalized candidate experiences.

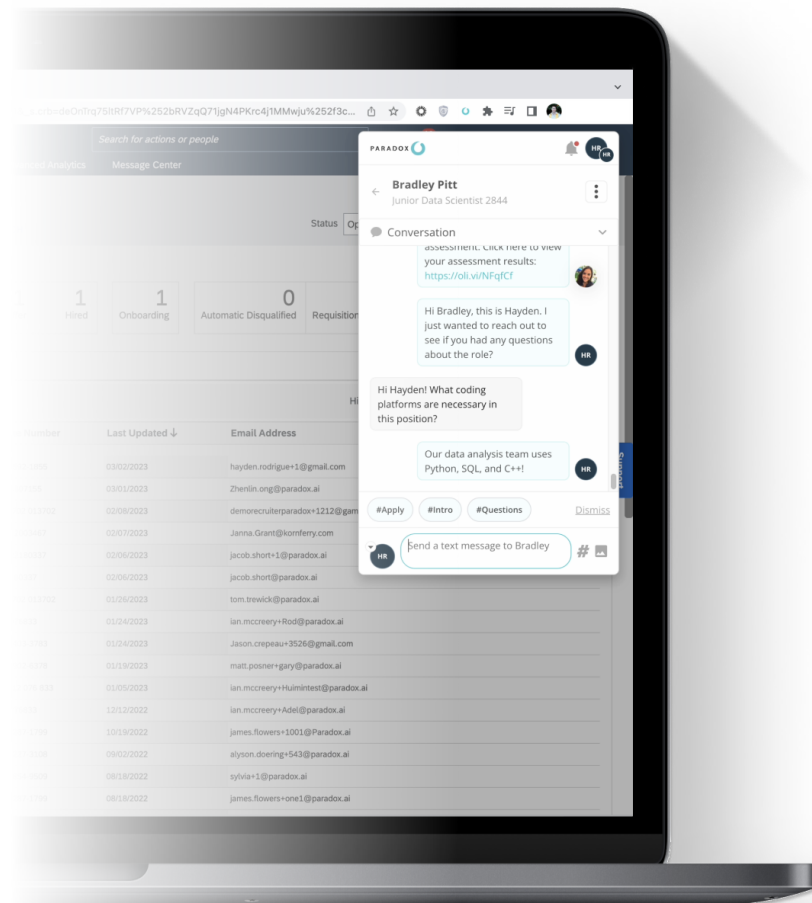
Conversational AI creates dynamic, two-way candidate interactions via chat or SMS, answering questions, pre-screening, sending reminders, and simplifying applications.

85 Million candidates assisted

3 Increase speed and conversion at every hiring touchpoint.

Paradox conversational job search and chat-and-text to apply turns the SuccessFactors application into a conversation via chat or SMS, making it faster and easier for candidates to apply in minutes.

1 Billion messages automated



Our key capabilities for SAP SuccessFactors.

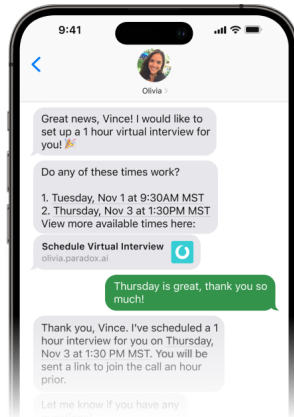
Candidate Experience & Texting

- ✓ Text-to-apply via QR code or shortcode for a frictionless apply experience, fully integrated into SAP SuccessFactors
- ✓ 1:1 and mass SMS and WhatsApp messaging for recruiters & hiring managers
- ✓ Conversational career site experience with chat-to-apply and automated screening in 30+ languages



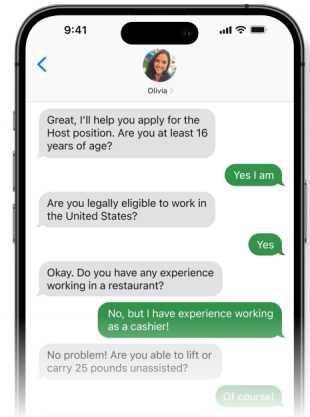
Conversational Scheduling

- ✓ Scheduling automation for phone screens, virtual meetings, panels, sequential interviews, and room bookings
- ✓ Automated reminders and rescheduling for candidates and teams via SMS or email
- ✓ Automated interview prep, feedback reminder and candidate Q&A pre- and post-interview



High Volume Hiring

- ✓ Text-first experience for application, manager communications, and scheduling
- ✓ Automated workflows by role, driven by step and status changes in SAP SuccessFactors
- ✓ SMS communication and reminders for Onboarding 2.0: offers, background checks, required docs



Conversational CRM

- ✓ Automate workflows to nurture talent via email and SMS campaigns for jobs, seasonal hiring, events, and more.

Conversational Career Sites

- ✓ A career site with unique, dynamic content that engages candidates; without creating work for your team.

Conversational Events

- ✓ Registration, Q&A, and instant scheduling turn candidates into hires at every type of recruiting event.

How our integration makes life easier.

Reduce clicks with step and status workflows.

Paradox makes recruiters' and hiring managers' lives easier by triggering automation in our system based on candidate status changes in SAP SuccessFactors. Our AI assistant then does actual hiring tasks, like reaching out to get more information from a candidate, scheduling an interview, sending reminders for pre-boarding, and more.

Simplify your user experience with Paradox Browser Extension.

Using our browser extension, recruiters can text candidates and schedule more complex interviews without leaving SAP SuccessFactors eliminating multi-screen distraction.



"The experience is like night and day. It's almost hard to remember life before Paradox, and I don't want to, because we're so focused on probably where we're going with Paradox next.

But our mind is always working that in way to say, 'Hey, our recruiting teams are working better. They're working faster, and they're working less because Paradox is taking over so much of those administrative tasks that recruiters have typically had to do.'"



Shay Johnson

VP of Talent Acquisition, Compass Group

