

DWX · A FIRST DIGITAL RANGE

Proactive. Dynamic. Real-time. Agentic recruitment.

DW

DWx · First Digital

AI-native recruitment

CATEGORY

**Microsoft 365 +
Azure OpenAI**

BUILT ON

Stays in your tenant

DATA RESIDENCY

• Proactive

• Dynamic

• Real-time

• Agentic recruitment

DWX · AI-NATIVE RECRUITMENT

RecruitIQ

Recruiters spend around 23 hours screening CVs for a single hire. RecruitIQ puts eight Azure OpenAI engines to work inside your tenant, parsing CVs, scoring candidates, predicting offer acceptance and surfacing talent continuously. The candidate data never leaves your Microsoft 365 environment, and there are no per-seat fees.

01

THE PROBLEM

Recruitment workflows are fragmented and time-intensive. Candidates abandon slow processes, sensitive applicant data sits in uncontrolled third-party systems, bias detection gaps go unnoticed, and per-user licensing costs climb with every hire. The work is spread across email, spreadsheets and SaaS tools that never talk to each other.

02

WHAT IT DELIVERS

- ✓ 75% — Faster CV screening
- ✓ 60% — Reduction in time-to-hire
- ✓ 40% — Less candidate admin via self-service
- ✓ 8 — Azure OpenAI engines working proactively

03

WHAT IT DOES

- ✓ AI CV parsing with skill extraction across any document format
- ✓ Candidate-role matching with transparent confidence scoring
- ✓ Structured multi-stage interview pipelines with automated scheduling
- ✓ AI-generated, role-specific interview questions
- ✓ Offer-letter drafting from templates with e-signature integration
- ✓ Bias detection scanning job descriptions and screening criteria
- ✓ Predictive offer-acceptance modelling
- ✓ A natural-language Copilot for ad-hoc data queries
- ✓ Candidate self-service portal, diversity analytics and job-board integration
- ✓ Seamless handoff to the DWx onboarding platform

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04 WHO IT IS FOR

HR Directors

Strategic compliance, diversity and inclusion metrics, and cost-per-hire benchmarking.

Hiring Managers

Pipeline oversight, candidate ranking and Teams-native workflows.

Candidates

Transparent status tracking, self-service applications and digital signing.

05 HOW YOU GET STARTED

01 Discovery

A commitment-free call to map your process and compliance needs against the platform.

02 Deploy

We deploy the SharePoint Framework solution into your tenant and configure the Azure OpenAI engines. Nothing leaves your environment.

03 Run

Your teams work in the tools they already use. The agentic engines run proactively from day one; humans approve every consequential decision.

06 SUMMARY & BENEFITS

- ✓ 75% faster CV screening with no candidate data leaving your tenant
- ✓ 100% data sovereignty inside Microsoft 365
- ✓ No per-seat licensing, ever
- ✓ Advisory-only AI, humans always make the hiring decision
- ✓ Fair, auditable hiring practices with bias detection built in

Want to see it in your tenant?

Talk to us at info@firsttech.digital or +27 10 501 0800.

[Let's Talk →](#)