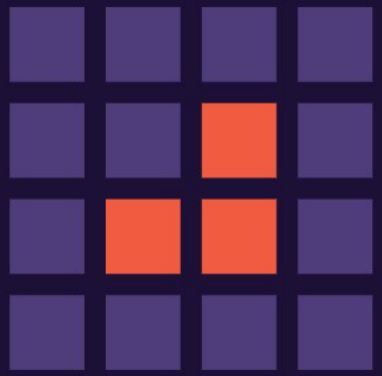
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# AI in Tech Recruitment From Promise to Proof

*People & AI, Measured in Results*



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BEFORE WE START · A QUICK SHOW OF HANDS

# Raise Your Hand If You've Heard This

"

**Can we have the shortlist by Friday?**

YOUR HIRING MANAGER

"

**The CV looked perfect. The interview, not so much.**

YOUR TECH LEAD

"

**Everyone says AI speeds up hiring. Why are we still at two months?**

YOUR CEO

WHO WE ARE · CODE.CAREER

# We Build Teams with Top Talent

Senior specialists, leads and executives, in tech and business roles.

### Recruitment Services
End-to-end hiring for tech and business roles

### Business Critical Recruitment
The roles your roadmap can’t wait for

### C-Level Recruitment
Discreet executive search for leadership roles

### Recruitment Consulting Services
Market data, salary bands and hiring plans

**TECH**

Back End · Front End · Mobile · Data · ML & AI · QA

**BUSINESS**

Business Analysts · Product Owners · Project Managers

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**37,000+**

Evaluated candidates in our DB

*Data from Workable*

**16,600+**

Profiles headhunted in 2026

*Data from LinkedIn Recruiter*

**50+**

Candidate interviews every day

*Data from Internal Project Tracker*

**98%**

Success rate · 2026

*Data from Internal Project Tracker*

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THE MARKET · 01

# Tech Talent Is Scarce, and Slow to Hire

**84%**

**of employers in Greece can’t fill all the roles they need**

72% globally, one of the highest rates in Europe

**75%**

**of IT employers report talent shortages**

AI skills are now the hardest to find, worldwide

**63.5 days**

**average time to hire in 2025**

while applicants per role rose to 258, up from 207

Sources: ManpowerGroup, Global Talent Shortage 2026 (39,063 employers, Oct 2025); Employ, Hiring Benchmarks Report 2025

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THE MARKET · 02

# HR Believes in AI. Few Have Built It In.

Plan to increase their AI investment **88%**



**Have built AI into core HR processes** **11%**



HR AND TALENT ACQUISITION LEADERS · AVATURE 2026

**59%**

**of HR leaders have no clear roadmap to implement AI**

even though 81% recognise its value

Sources: Avature, AI Impact Report 2026 (180+ HR and TA leaders, Sep to Nov 2025); The Hackett Group, 2026 HR Key Issues Study (Mar 2026)

HOW WE USE AI

# How We Built It In

*In the recruiter's day, and in our delivery data*

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HOW WE USE AI · 01 · THE RECRUITER'S DAY

# From Interview to Your Inbox

### The interview

The recruiter leads the conversation. AI captures every answer in the background.

**Full attention on the candidate**

### Interview notes

Skills, motivation, salary and notice period, structured automatically.

**6 min saved per interview**

### Shortlist note

Fit to the brief, strengths and risks, drafted for the recruiter to review.

**5 min saved per candidate**

### CV in your template

Converted to your format, anonymised if needed, and sent to you.

**12 min saved per CV**

**AI drafts, people decide:** a recruiter reviews every note and CV before it reaches you.

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HOW WE USE AI · 02 · OUR DELIVERY DATA

# Our Tracker Now Tells Us What Comes Next

THE SOURCE

## One shared tracker of positions and projects

Every recruiter logs the profiles they share, every week. AI reads all of it, continuously.

READS PATTERNS

- **Recruiter performance**
  profiles, interviews, placements
- **Technology trends**
  which stacks heat up or cool
- **Openings and closings**
  where demand starts or stalls

PREDICTS

- **Recruitment capacity**
  recruiters a hiring plan needs
- **Likely time-to-fill**
  a realistic estimate per role
- **Seasonal demand**
  when to start, not just what for

**What you get:** a realistic hiring plan, capacity and timeline, agreed before the search begins.

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OUR RESULTS · 2026 VS 2025

# What Further Improved Once AI Became Routine

TIME TO SHORTLIST

**3 days**

from 4 days before

**Your hiring managers meet vetted candidates a day sooner.**

ADMIN TIME

**−50%**

per search

**Half the paperwork, more time with candidates and with you.**

OFFER ACCEPTANCE

**93%**

from 87% before

**Better-matched candidates, fewer offers turned down.**

FORECAST ACCURACY

**96%**

from 93% before

**The timeline agreed at kickoff is one you can plan around.**

- **AI gave our recruiters time back,** and they spent it where it counts: on better matches and plans you can trust.

Source: Code.Hub internal data, 2026 vs 2025

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CASE STUDY 01 · TECH RECRUITMENT

# 15 Tech Roles in Four Months

### THE TASK

Fill **15** tech positions opened **between July and October 2026**, across .NET, DevOps, QA, Business Analysts, PM and more.

### THE CONSTRAINT

- Tight Deadlines
- Multiple Openings per Role
- Two Companies under one Group

### THE SOLUTION

| | | |
|---|---|---|
| 01 | Positions received from the client | **15** |
| 02 | Profiles shortlisted, with AI-drafted notes | **84** |
| 03 | Shortlisted profiles invited to interview | **82%** |
| 04 | Positions filled by Code.Hub | **7** |
| 05 | Expected to close in November | **5** |

**14**
**placements**

**49 days**
**average time to hire**

**8 days**
**fastest hire, our outlier**

**4 months**
**time to complete all positions**

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THE 30-DAY CHALLENGE

# Close Your Tech Role in 30 days

Send us the JD this week.
Together, we close it **before 31 December 2026.**

THIS WEEK
**Send us your JD**
One open tech role you're committed to filling

FROM 9 NOVEMBER
**Intake call**
Role, team, salary band and timeline agreed

WITHIN THE WEEK
**Your shortlist**
Vetted candidates, each with a reviewed note

BY 31 DECEMBER
**Role closed**
Offer signed, new hire confirmed before 2027

ELIGIBLE TECH STACKS AND BUSINESS ROLES

Back End | Front End | Mobile | Data | ML & AI | QA
Business Analysts | Product Owners | Project Managers

**10%** **Credit on your further positions if your role closes before 31/12/26**

20
26

# Code.Hub

*With People & Technology*
*we make our world better*

**Let’s find your next great hire together!**


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