

The Power Of Beamery's AI

**Artificial Intelligence (AI) is
revolutionizing Human Resources.**

AI means we can automate more processes, making HR teams more efficient. AI also allows for “augmentation” – enhancing human intelligence with deeper insights – which helps HR teams make higher quality decisions.



But, more fundamentally, enterprise organizations are realizing that AI – combined with a skills- and task-based approach – is essential to meeting their wider workforce-related challenges.

As skills gaps grow, closing them requires deeper insights not only about skills – the currency that helps us connect talent with relevant roles – but also about the specific tasks and responsibilities that make up the work itself.

AI helps you identify skills properly, manage skills data, and understand task-level work patterns across your organization.

With accurate, up-to-date data on both skills and tasks, AI can then match people with opportunities more precisely and at scale, enabling smarter decisions about hiring, redeployment, and upskilling.



That's where Beamery comes in.

Our AI allows HR teams and business leaders to:



Collect, standardize and analyze skills data, to power skills-based talent management.



Understand work at a task level, and better organize their job architecture.



Close skill gaps, and make better “build, buy, borrow” decisions, at scale.



Reduce bias, improve fairness, and build more diverse talent pipelines.



Plan with more precision and agility.

At the heart of Beamery's AI innovation is Ray – an intelligent, embedded AI agent designed to see work the way your business does. Ray goes beyond generic AI copilots by leveraging your unique workforce data, skills, and task insights to deliver precise, contextual recommendations that reflect your organization's real structure of work.



How it works:

What Does Beamery's AI Do?

Collect, standardize and analyze skills data

“AI will help us understand how we identify skills that we need... the Beamery platform will really help us have a clear picture of **what skills we have**, and **what skills we need** to be successful both today and tomorrow.”

– Martin Stubbs, Talent Acquisition Senior Lead, Sellafield Ltd

SKILLS DATA MANAGEMENT

There's a ton of information inside your business, and in the wider world, related to “people” and “work”. Indeed, having a better handle on all of this data can allow you to make better decisions about allocating people to work, and building plans for the future.

AI can help you process the relevant data and return it as something you can work with: in real time, and with accuracy. What would be a tedious, manual task for humans becomes a quick and simple task with the right technology.

Beamery's AI captures information from disparate talent data sources, and turns them into a common currency in the form of skills. We transform unstructured inputs – such as experience, education and resumes – into structured data: to help you better understand what a person has to offer.



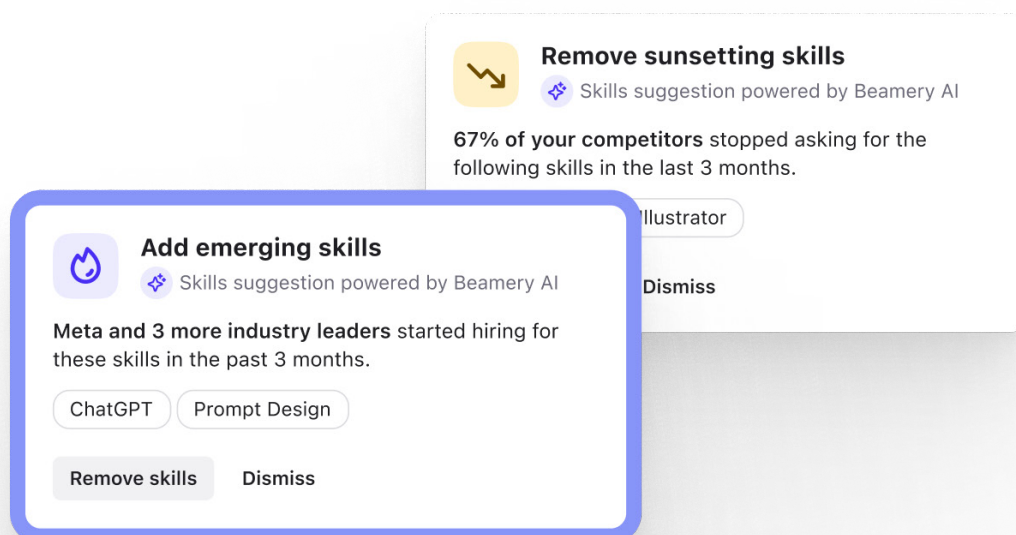
For example: A product designer at Disney might be responsible for the design of a production set; at Dyson they might be responsible for a physical product; at a technology company they would be responsible for UI and software design. What does a role “mean” at your organization?

This is made relevant to each individual customer, thanks to an additional layer of contextual understanding based on your industry and company size.

JOB ARCHITECTURE

Beamery's AI also analyzes job descriptions to create task-level insights about work. By inferring the frequency and effort required for certain tasks, as well as the skills required, Beamery provides a clear picture of the work "demand" along with the talent "supply". Labor market insights are layered in to enhance the intelligence – helping clients visualize the cost and availability of certain skills.

These fundamental platform capabilities are central to creating your Dynamic Job Architecture – an important foundation for talent acquisition and development.



Beamery's Job Architecture allows customers to centrally define job roles and the skills needed for them, and then do better skills-based hiring through our Talent Matching functionality. Better data means higher quality recommendations, so teams become more effective and more efficient.

Not only can you define vacancy descriptions with more precision, but you can use the role refinement within your recruitment process to feed back into the Job Architecture, lending more nuance to your organization's skill portfolio. This is all made easier by Ray, an embedded agentic AI consultant that works across the platform to help you tackle talent decisions with more clarity, speed, and ease.

Connect your AI-powered Job Architecture to systems such as SAP SuccessFactors and Workday to transform how you approach skills-based talent management.

[Learn more about Dynamic Job Architectures](#) ➔

“Artificial intelligence is going to be critical in order to make sure that we are going to be able to understand the **different set of skills that a person has.**”

– Fernando Bellon, Head of Talent Acquisition, BBVA



Close skill gaps and make better “build, buy, borrow” decisions

“The AI-powered Talent Match feature is my favorite, because it now allows recruiters to **easily find and review relevant talent for every role.**”

– Steven Duncan, Sr. Talent Acquisition Consultant, Assurant

Use Beamery’s AI-powered tools to confidently source, hire, and develop talent, from across different sectors and diverse backgrounds, to give your business a competitive edge. Automate several parts of the recruiting workflow, and get relevant insights in the flow of work.

SOURCE RELEVANT TALENT

Beamery’s AI makes it easier for you to find candidates based on their skills (not just experience) through our **AI Enhanced Search**. See “Suggested skills” in the candidate’s profile, to ensure you are assessing people based on what they can do, not just where they have worked.

Kikelia Campbell-Dunlop

Senior Product Designer

★★★★★ 5.0

Skills

Matching 5

Declared and inferred skills that are also part of the vacancy calibration.

Wireframing

Proactive

Autonomy

✦ Design System

✦ Usability Testing

Skills suggested by Beamery AI

Vacancy Calibration powered by AI helps you “define” the perfect candidate, by aligning job roles, required skills, seniority, and company context. The AI suggests what it considers to be relevant skills based on the job title you have started with, using data from millions of profiles.

Senior Product Designer [View vacancy](#)

⚠ At risk

❖ 3 Suggested actions to get this vacancy back on track ^

Calibrate this vacancy
Save 4h hours
[Review contacts](#) [Dismiss](#)

Review 12 great fit contacts
+12 suggested contacts
[Review contacts](#) [Dismiss](#)

Beamery AI then helps you fine-tune the job description, to ultimately create the richest and most relevant candidate shortlist, and make the right hire.

AI TALENT MATCH

The system automatically scores candidates against the ideal job profile, providing an objective assessment of their fit. The AI ranks them, considering their skills and factors like industry, job role, seniority, and the size of companies they’ve worked at. Beamery’s **Suggested Contacts** highlights the top candidates to reach out to (including recently engaged candidates, silver medallists and alumni).

The AI Talent Match in Beamery uses a specific weighting system to determine match scores for candidates. The components and their respective weights are as follows:

Job Title:	Skills:	Seniority:	Company Industry:	Company Size:
30%	30%	12.5%	22.5%	5%

These weights are used to calculate the match score, which helps in suggesting contacts that are a good fit for a vacancy.

Guy Hawkins ★★★★★ 5.0 Senior Product Designer Rigid (4yrs 2mos)

Jane Cooper ★★★★★

Floyd Miles ★★★★★

Match score breakdown

- Job role ★★★★★
- Skills ★★★★★
- Seniority ★★★★★
- Company size ★★★★★
- Industry ★★★★★

Not the match score you expected?
[Update vacancy calibration](#)

“Beamery’s AI-suggested contacts help me find many more candidates with high match scores and see their profiles in one click... I don’t think the functionality can get any easier, and I can see good candidates coming directly into Beamery’s CRM, so I don’t need to source in the ATS.”

– Dillon Ford, Talent Discovery Partner, VMware



Reduce bias, improve fairness, and build more diverse talent pipelines

Contrary to fears, AI can actually mitigate human bias, by evaluating candidates on merit and potential. Beamery's AI helps you find and assess candidates based on skills, not personal factors.

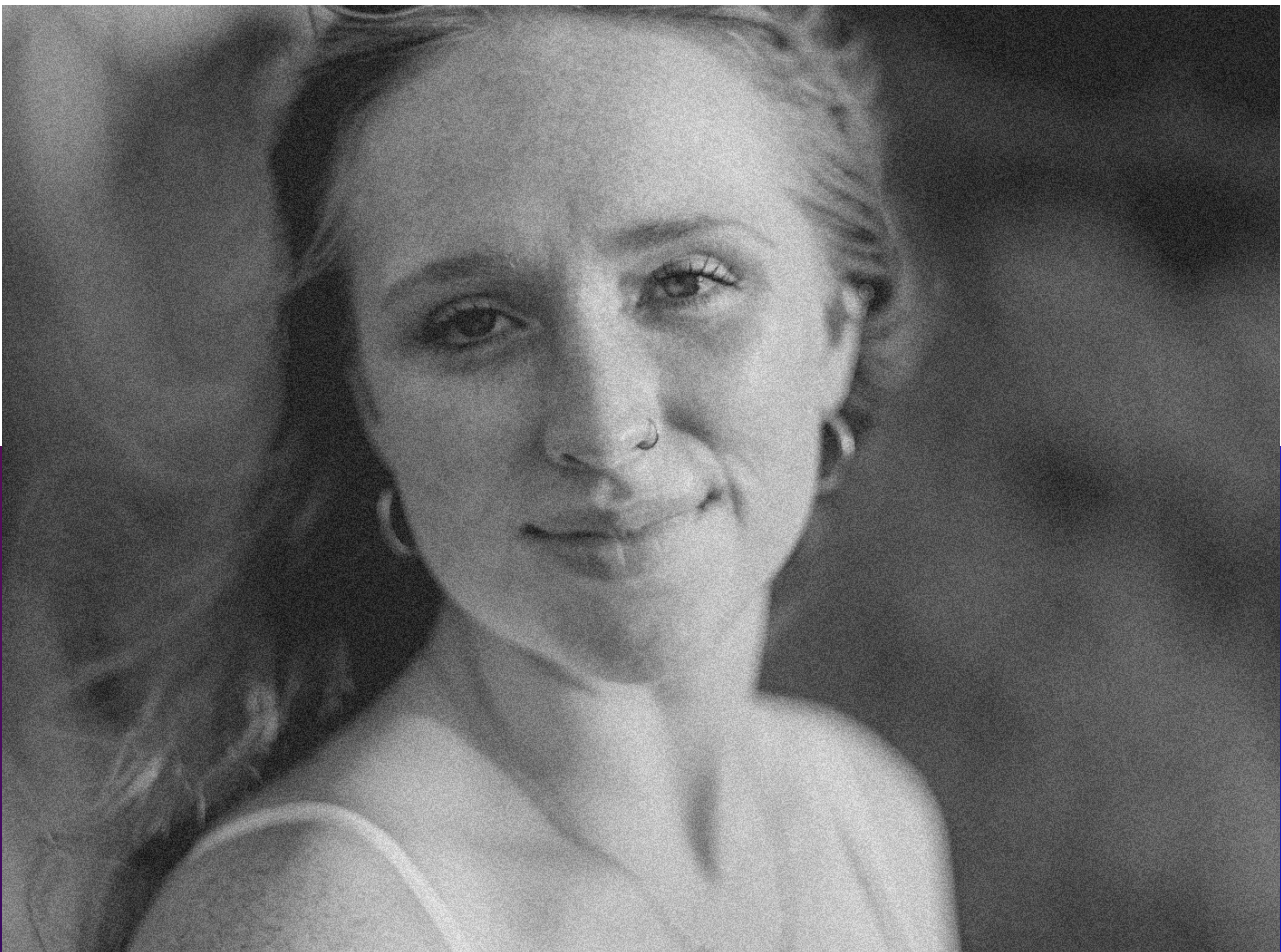
Focusing on skills and potential, rather than factors like educational background or personal connections, our AI ensures candidates are evaluated based on relevant criteria, improving fairness in the recruitment process.

It helps identify candidates that may not have applied for a role but are a strong fit based on skills, leading to more diverse hiring outcomes. By using explainable AI (see below), Beamery allows you to fully understand the recommendations made during talent matching.

Empower HR teams with AI they can trust, and help them make better decisions with confidence.

“AI is very powerful and can help us find profiles we wouldn't have normally found through generic sourcing. **It also helps us meet DE&I targets, especially with candidates that are very hard to find normally.**

– Laurabel Jung, Talent Relationship Manager, Zalando.



04. ...

Plan with more precision and agility

With Beamery's AI, you can unlock a real-time, unified view of your entire workforce – mapped at the level of tasks, skills, and roles – and understand how work actually drives value.

Align it to your job frameworks and unique organizational structure to finally move beyond static headcount reporting and legacy workforce planning, happening in spreadsheets and silos.

Beamery seamlessly connects this unified and holistic view of your entire workforce – known as your digital organizational twin – into our Workforce Intelligence suite. Visualize the impact of transformation scenarios before making costly moves, model skill gaps and talent risks, and align your strategy to real-world execution.



Meet  Ray

The Only AI Agent You Need For Workforce Transformation



Ask Ray..



RAY SEES WORK THE WAY YOUR BUSINESS DOES

Unlike generic copilots, Ray is powered by your unique workforce data, skills, and task insights. It understands the real structure of work in your organization, to make more accurate AI recommendations on responsibilities and skills, beyond job titles.



GO FROM INSIGHT TO ACTION, EVEN FASTER

Ray doesn't act for you, but empowers you. As your embedded agentic AI consultant, Ray equips you with real-time, task- and skill-level insights so you can make confident decisions about hiring, redeployment, and upskilling.



ASSESS OUTCOMES AND PLAN AHEAD

Simulate workforce shifts and model the time and cost savings of automation and AI to inform smarter, faster human capital investment decisions. Go beyond headcount planning with unprecedented visibility into how work gets done.



ENTERPRISE-GRADE AI BY DESIGN

Built for security, compliance, and control. Customize agentic workflows to your internal governance standards. Ensure fairness, auditability, and alignment with your policies – without compromising speed or intelligence.



RETHINK PRODUCTIVITY FOR HR

Streamline complex HR tasks with contextual guidance and intelligent automation. Ray deeply integrates with your existing systems, transforming your data into actionable insights without a rip-and-replace overhaul.



Why Beamery:

What Makes Our AI Exceptional?

01.

Ethical, Transparent & Safe

Beamery was the first HR tech company to undergo an independent audit of its AI systems to ensure fairness and transparency.

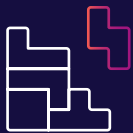
Among the original batch of companies who signed the EU AI Act, Beamery also adheres to the UK Act on Responsible AI in Recruitment and NYC Local Law 144.

We take proactive measures to eliminate algorithmic bias, working with industry experts to guarantee that our AI-driven processes are ethical and safe.

Our systems are not opaque: we provide clear explanations for every AI recommendation. This transparency allows users to understand why one candidate may rank higher than another.

Furthermore, customer data remains private – we do not use it to train our AI models.

BIAS MITIGATION AT BEAMERY: OUR GUIDING PRINCIPLES



1. Users can see each component's weight (or influence)

Our AI-powered recommendations articulate the mix and weight of skills, seniority, proficiency and industry, so users can clearly see the main reason our AI suggested a potential match between talent and vacancies.



2. Users can understand what skill impacted the recommendations the most

Beamery users will know exactly which factor impacted the rating the most, with in-app explanation bubbles to offer these insights directly. For prospective candidates in the Candidate Portal, Beamery offers personalized job and career pathing suggestions, driven by skills inference and AI matching. The candidate will be shown exactly what skills are being used to match them to a certain open role.



3. No PII is used for training, validation or recommendation

When training our models, we use anonymized datasets, which means our models are not aware of race, ethnicity, gender, nationality, income, sexual orientation, or political or religious beliefs. Additionally, when we are validating our models against test data sets, non-PII data is used. When we match candidates in the CRM, our models never see the PII data of any candidate. All they see are skills, roles and experience.



4. Human governance

Our models are not meant to replace humans; instead, they give relevant information to human decision makers to make better decisions

[Read our AI explainability statement here](#)



02.

Reliable Data Foundation

Beamery's AI is built on a robust foundation of high-quality talent data. Over the past decade, we've connected more than 20 billion data points related to jobs, skills, functions, and careers. This wealth of data ensures our AI can deliver precise and relevant outcomes.

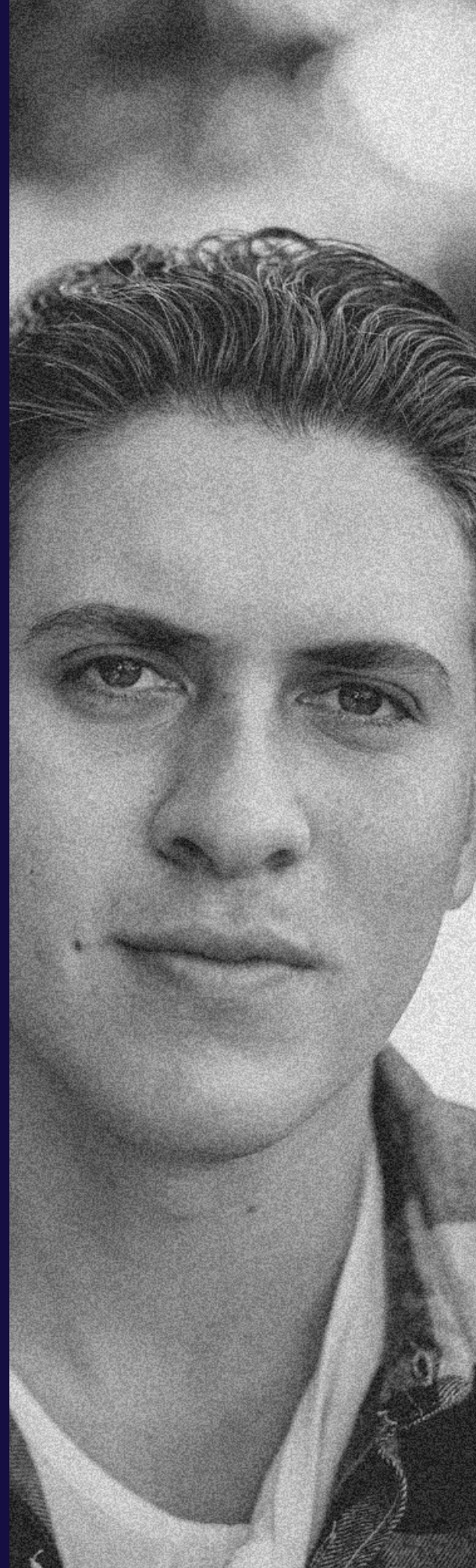
We ensure skill names that might be spelt slightly differently are aligned to one name, and allow for connections between skills that might be related e.g. problem solving, problem thinker, analytical mind. We can provide quality over quantity, and save recruiters' a ton of time searching for e.g. JavaScript, JS, Java, javascript...!

We take care to clean, de-duplicate, and enrich your talent data, leveraging our proprietary **Knowledge Graph**, which organizes billions of data points. This allows us to provide better recommendations by applying AI to your specific organizational structure, job roles, and skills data.

Our Knowledge Graph evolves with the business landscape, ensuring that our understanding of roles and skills is always up to date. By using a blend of external data, expert input, and automated analysis, we keep pace with industry trends, ensuring that emerging skills and competencies are incorporated into our AI models.

When it comes to talent, Beamery's AI goes beyond surface-level qualifications to infer skills based on experience, providing richer insights into a candidate's potential. This allows for a deeper understanding of your talent pool, beyond what candidates report themselves.

We can also infer employee skills from your HCM, so you can keep their profiles rich and up to date.



02.

Tailored to Your Business, With Flexible Deployment

Beamery's AI is designed to understand the unique context of your business. It differentiates between transferable and non-transferable skills to provide highly relevant matches, suited to your industry and company size.

Our model adapts to your organization's data, creating a custom talent view that produces actionable insights. With a Job Architecture from Beamery, you can configure what the skill names are – we offer a flexible approach to taxonomy, designed for enterprise businesses.

No matter where you are in your AI journey, Beamery partners with you to implement the right AI capabilities for your business. We support flexible deployment strategies to ensure smooth integration, avoiding delays in compliance checks or internal approvals. We also prioritize bringing your teams along in the process, building confidence in AI-assisted workflows and driving adoption through real-time insights and transparency.



Outcomes: What can AI from Beamery help you achieve?

Make faster, smarter decisions about your workforce — with AI that connects skills, tasks, and people to your business strategy.



Drive business performance and resilience

Model the impact of talent decisions on key outcomes like productivity, cost, and growth. Identify and close skills gaps faster to fuel innovation, transformation, and long-term competitiveness.



Reduce risk and improve workforce planning

Gain real-time visibility into your organization's skills and task landscape, so you can plan proactively, reduce reliance on guesswork, and prepare for future scenarios with greater confidence.



Accelerate hiring and deployment of critical talent

Find the right capabilities faster — whether through internal mobility, upskilling, or external hiring. Beamery's

- AI enables precise matching at scale, ensuring your most strategic roles are filled quickly and effectively.



Unlock efficiency at scale

Streamline complex talent workflows and empower teams with trusted recommendations. From recruiters to HRBPs to business unit leaders, everyone can make faster decisions with AI-powered guidance.



Build a more agile, inclusive organization

Surface untapped potential across your workforce. Focus on skills and potential rather than pedigree, and improve fairness in every talent decision — helping you meet DE&I goals and build more diverse, high-performing teams.



Ensure your teams are resourced with the people — and skills — that matter most

AI gives you clarity not just on headcount, but on capabilities — so you can optimize your talent (and tech) investments and move at the speed of business.

Contact Beamery to learn more ↗

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