ICIMS Frontline AI

ICIMS Hire

Convert more candidates. Reclaim hiring managers' time. Hire faster.

Frontline hiring is urgent, and strong candidates are actively applying. The real challenge is drop-off caused by slow, fragmented experiences for hiring managers, candidates, and recruiters. Plus, many TA tech workflows are designed for corporate roles. That mismatch creates friction at every stage, driving candidate drop-off, slowing hiring decisions, and adding unnecessary work for recruiters and managers.

ICIMS Frontline AI addresses this with a purpose-built experience layer on the ICIMS platform that removes friction through conversational AI and a frontline manager experience designed for high-volume, fast-moving roles.

Hiring teams can streamline candidate questions, matching, screening and scheduling so roles move from interest to hire without delay. With enterprise-grade workflows built in, teams can hire faster, improve fit, reduce delays, and save meaningful time without compromising compliance, control, or quality.

Benefits

Convert more candidates at every stage

For candidates, Frontline AI delivers a fast, full-funnel, conversational experience helping them explore roles, find the right fit, apply, interview, accept offers, and onboard quickly - reducing candidate drop-off at every stage of the hiring process.

Give hiring managers their time back

Frontline AI removes process friction across screening, scheduling, and approvals so hiring no longer pulls managers away from daily operations. They'll spend less time coordinating interviews and more time leading teams, serving customers, and keeping work moving.

ICIMS

ICIMS Frontline AI

Frontline AI: the operating system for high-performance frontline hiring
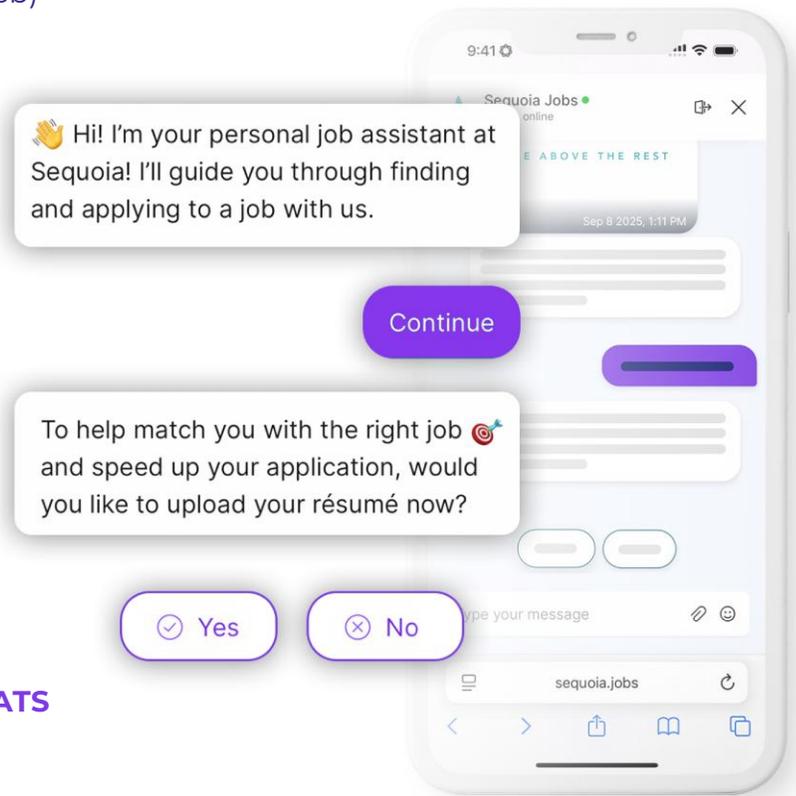
Candidate experience
- 24/7 chatbot with Q&A (SMS, WhatsApp, web)
- AI job match
- Chatbot application process
- Candidate self-scheduling
- Mobile offer and onboard delivery

Frontline hiring manager experience
- Mobile experience
- AI application scoring
- Interview management
- Offer extension
- Onboarding

Seamlessly connected to the most flexible ATS
- ICIMS Hire ATS sync
- End-to-end reporting and analytics
- Access to third-party assessments
- Recruitment marketing via ICIMS Engage & Employer Branding

75% reduction in time to fill

90% reduction in time spent on manual tasks

Source: Frontline AI customer data

ICIMS