

A photograph of two women smiling and looking at candy bars. The woman on the left has dark curly hair and is wearing a white t-shirt, holding a Twix candy bar. The woman on the right has blonde wavy hair and is wearing a light blue button-down shirt, holding a Snickers candy bar. The background is a solid light purple color.

Striking a Balance

AI in Talent Acquisition

We are looking for the power of

Lets talk some more AI!

My agenda

Striking a Balance

Harnessing AI without Losing the Human Touch in Talent Acquisition





ANDREA IHLE

Senior Talent Attraction Partner at Nestlé

- / Master in Business Administration & Philosophy
- / 8 Years in HR: Recruitment, Management & Employer Branding
- / Different companies: Marketing, Recruitment Consultancy, IT, & FMCG
- / AI Ambassador in Nestlé HR





ADAPTING TO THE PACE OF PROGRESS

And the stress that follows

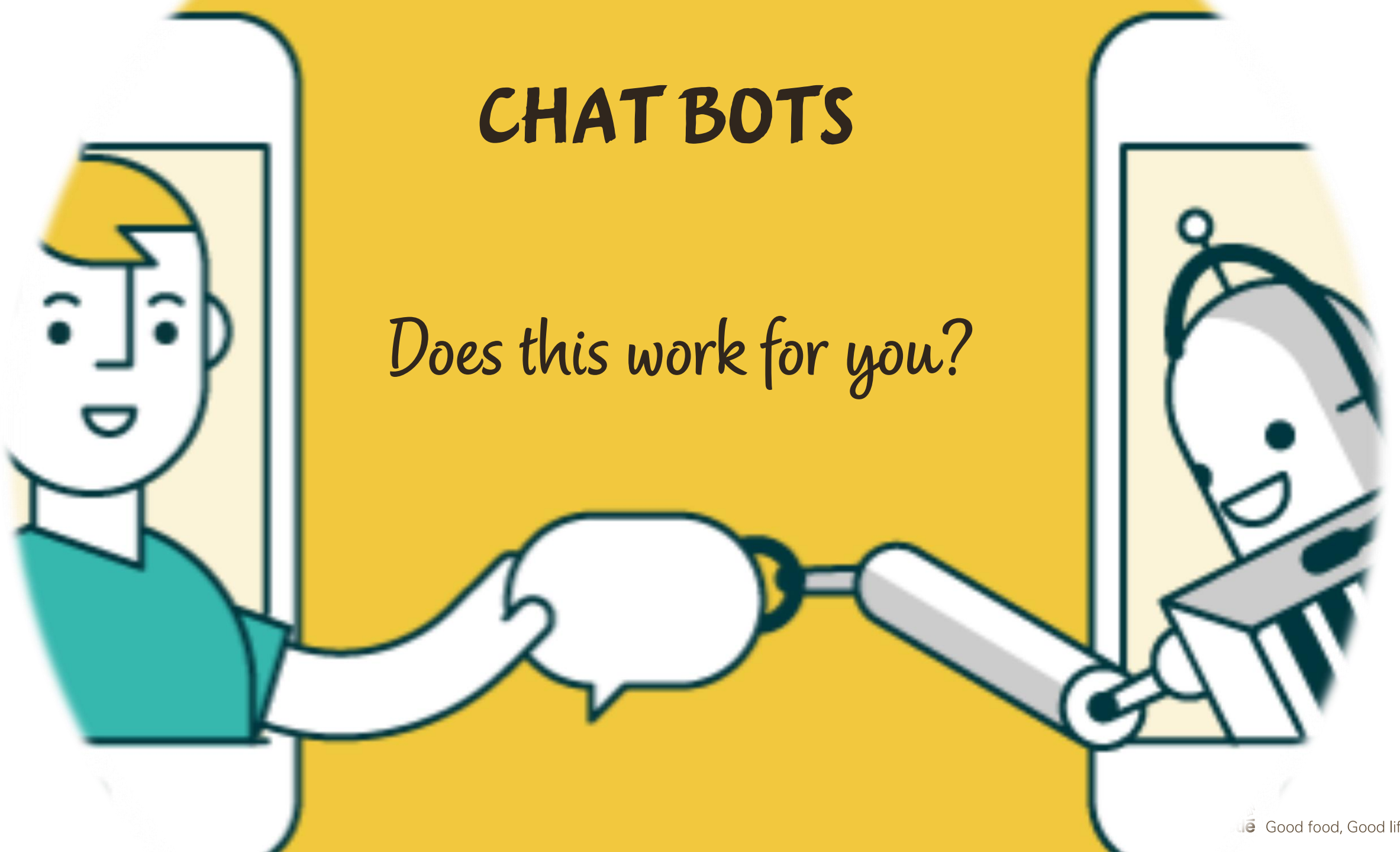
Fast adaption

We get inspired

Effective hopes

CHAT BOTS

Does this work for you?



GEN Z 2025

- / Digital Generations
- / Do not change job as often
- / Want to make a difference
- / Want to be a part of something
- / Looking for authenticity



35%



Trust
Authenticity
Transparency



I LOOK INSIDE

NESTLÉ'S AI

Our reflections & actions

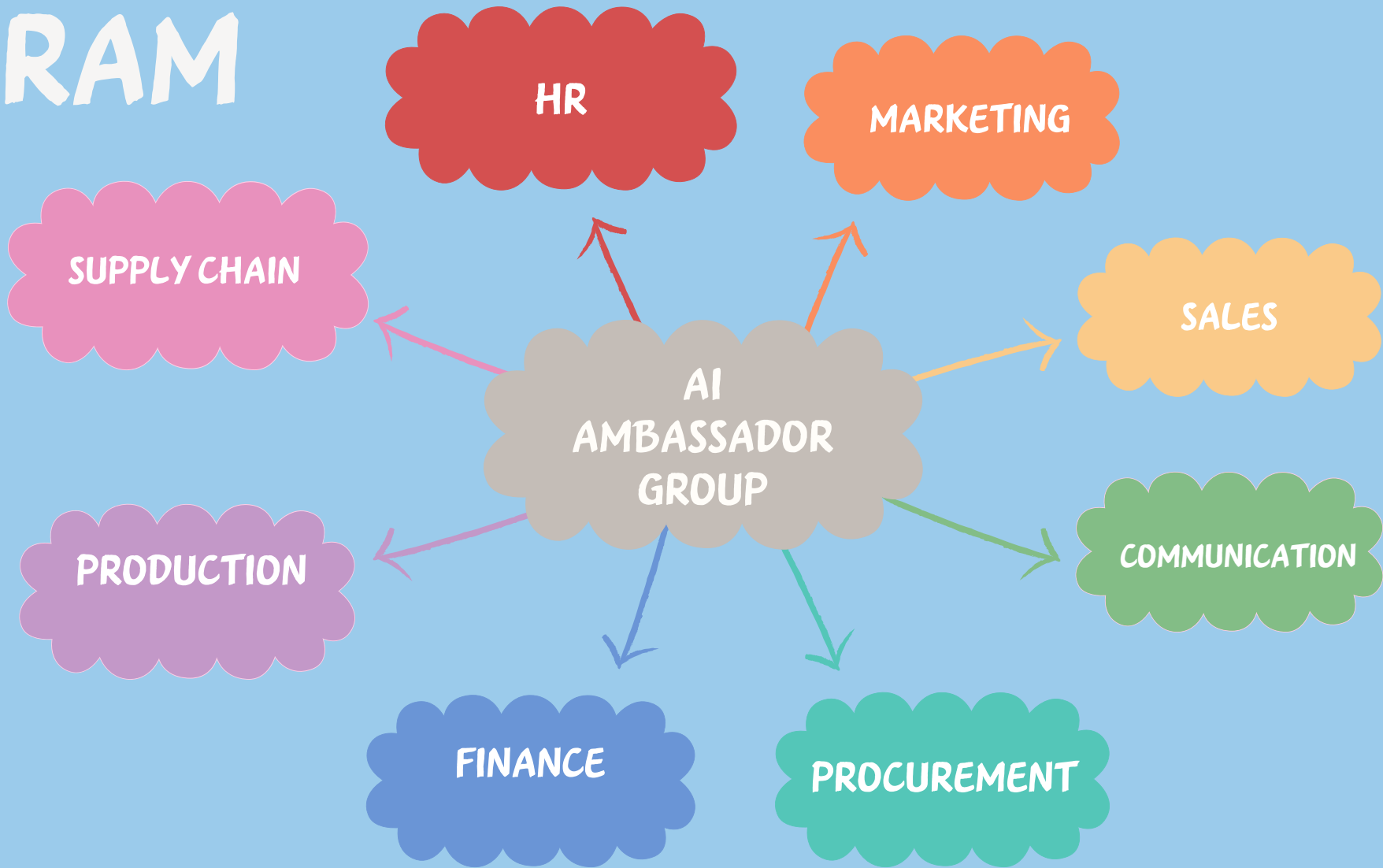




OUR AI BELIEF

1. *It should support the Power of Our People*
2. *Focus on Good Food. Good Life.*
3. *Experiment & Play with it*
4. *Make our specialist decide on the impact*

OUR AI AMBASSADOR PROGRAM



AI AMBASSADOR GROUP

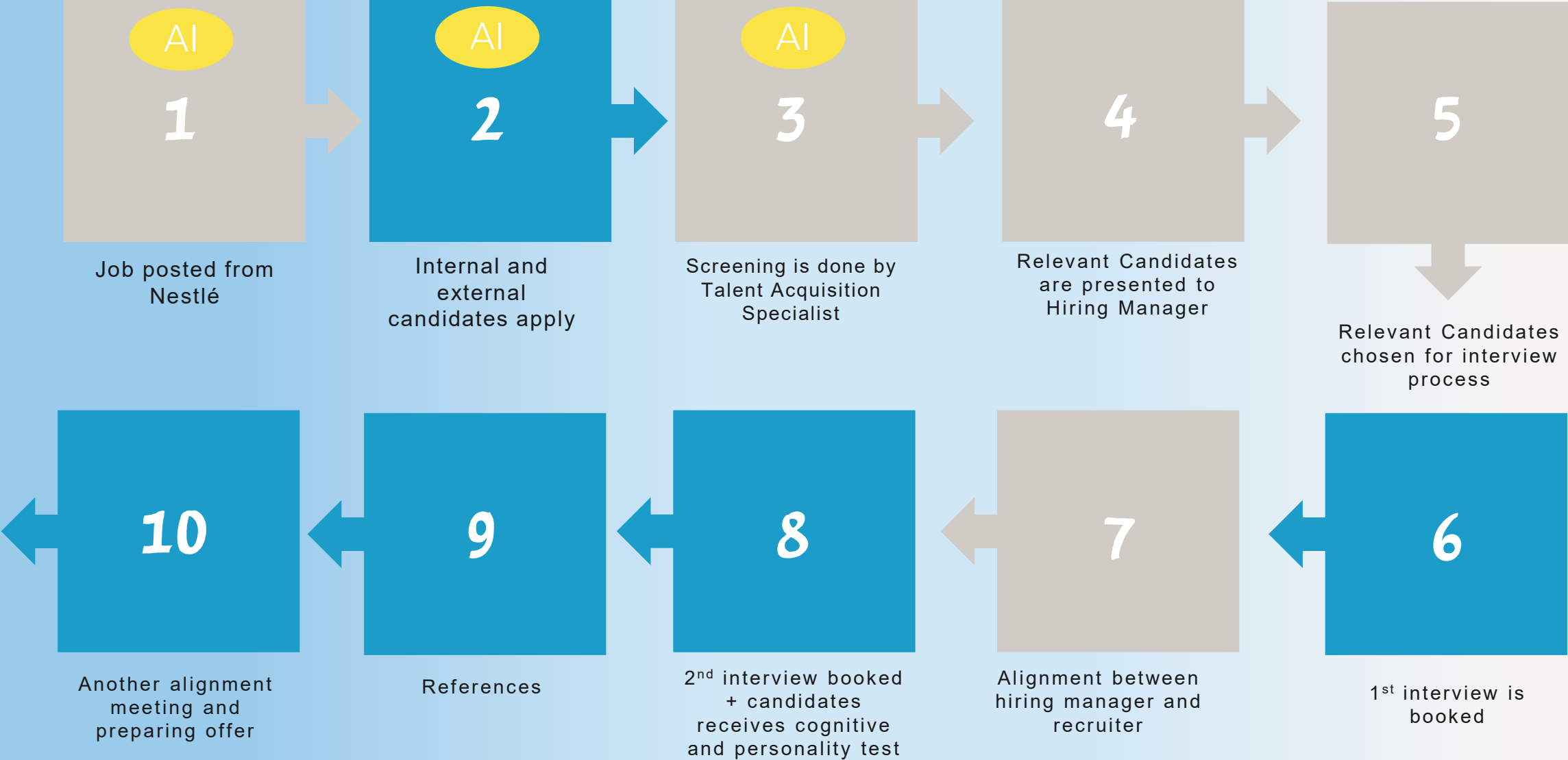
INSPIRATIONAL MEETINGS
KNOWLEDGE SHARING GROUPS
TRIAL AND RUN FORMATS
FEEDBACK OPPERTUNITY
PLAY PLAY PLAY PHILOSOPHY



TALENT ACQUISITION

**DIVERSITY & BIAS CORRECTION
CONTENT GENERATION
JOB SEARCH SUPPORT
EMPLOYER BRANDING
PRE-BOARDING
SCREENING**

The impact on candidates



#QUESTAIONBENTIC

