



NovaNex | Smart Talent

Smart Recruitment & Talent Acquisition Platform

Turn Recruitment into Intelligent Hiring Decisions Across Your Entire Organization

NovaNex Smart Talent is an end-to-end recruitment intelligence platform that transforms traditional hiring processes into a **structured, AI-powered digital workflow**.

From job profile creation to appointment and performance agreements, the platform ensures efficient recruitment, governance compliance, and data-driven hiring decisions.

CORE CAPABILITIES



Smart Vacancy Management

Create and manage vacancies using structured job profiles that capture responsibilities, competencies, and job requirements.



AI-Generated Job Advertisements

Automatically generate professional job advertisements using the organization's approved templates.



Intelligent Applicant Screening

AI-assisted evaluation of applications against defined job criteria, qualifications, and experience requirements.



Digital Shortlisting & Interview Management

Facilitate structured shortlisting meetings and interview sessions, with automated documentation and scoring tools.



AI-Generated Performance Agreements

Automatically convert job profiles and interview outcomes into structured performance agreements for appointed employees.

TALENT CONTROL TOWER



Executive Recruitment Dashboards

Track vacancies, applications, screening outcomes, and hiring progress across the organization.



Applicant Analytics

Monitor application volumes, candidate quality indicators, and recruitment trends.



Recruitment Pipeline Visibility

Visualize the full hiring pipeline from vacancy creation to appointment.



Compliance Monitoring

Ensure recruitment process follow approved governance and HR procedures.

TALENT ACQUISITION FLOW

Recruitment Intelligence Pipeline

- ✓ Faster Recruitment
- ✓ Structured Decision-Making
- ✓ Complete Digital Audit Trail



SMART TALENT ECOSYSTEM



- The platform ensures recruitment decisions are **transparent, structured**, and aligned with organizational talent strategies.

NovaNex Technology Solutions (PTY) Ltd

www.novanex.co.za

✓ Secure | ✓ Compliant | ✓ Scalable

✓ Secure |

✓ Compliant | Scalable

✓ AI-Powered