SmartyTalent builds a virtual recruiter that works in the employer's applicant tracking system (ATS), such as eRecruiter, Teamtailor or SAP SuccessFactors. It agrees the role requirements with the hiring manager and rates each application against the same 16 criteria. It texts candidates to invite them to a short phone call at a time they choose. At the start of each call, it introduces itself as an AI. It also books interviews with the hiring manager.

Trusted by Bank Polski, DECATHLON, forvis mazars

How the virtual recruiter works

- It agrees the role requirements with the hiring manager. It rates each application against the same 16 criteria and explains each rating.
- It texts candidates a choice of times and holds a short phone call. At the start of each call, it introduces itself as an AI.
- It writes a note for the hiring manager and books interviews.
- The virtual recruiter makes recommendations. If it proposes rejecting an application after an assessment, it gives its reasons. A person decides whether to approve the proposal.

History

2022	We founded SmartyMeet. Our AI assistant Boe joined video meetings and took notes.
Dec 2024	We started building SmartyTalent. Application reviews came first, followed by phone calls and tasks for candidates.
2025	In March our virtual recruiter held its first phone calls. In June and July it reviewed applications for Decathlon Polska. The recruitment team made the decisions.
2026	Since July our virtual recruiter has been able to handle the whole process, from the brief with the hiring manager to the reply to the candidate.

Awards

- **Future of Work** 1st place in the Future of Work category at French Tech Connect Poland 2026.
- **HR Tech Award 2026** We finished in the top five in the HR Tech Award 2026. As finalists, we pitched SmartyTalent at People Culture TechFest.
- **Female Fundraising Academy** Monika Wyszyńska took part in the Female Fundraising Academy, a programme run by the Huge Thing accelerator.

Team

Sławomir Kroczak · CEO and co-founder
Monika Wyszyńska · CLO and co-founder

Integrations

eRecruiter, Teamtailor, SAP SuccessFactors

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