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FACT SHEET

Affinix® ScoutAI

Meet your new AI recruiting assistant

Every day a role sits open costs you talent, momentum, and money. ScoutAI is your built-in AI assistant for recruiters and hiring managers. It adds a new layer of intelligence to Affinix®, taking on the administrative work that slows recruiting down.

It helps you write job descriptions and emails, get insights into candidate skills and experience, score candidates against roles, and prep interview questions—so you can spend more time with talent.

While most AI tools bolt onto your ATS, ScoutAI lives right inside Affinix®, there to support you at every step. No switching platforms. No new login. ScoutAI creates a smarter, faster recruiting process—based on precision, not guesswork.

> **Better matches. More connection.**
> **All without leaving Affinix®.**

SCOUTAI HELPS YOU:

- ✓ Generate a job posting from a short description
- ✓ Refine and optimize existing job postings
- ✓ Score candidates against job requirements
- ✓ Generate a candidate match score and a concise candidate insights summary
- ✓ Create a customized skills matrix using the job title, advertisement, or position description
- ✓ Assess candidates against a job description or custom skills matrix
- ✓ Produce relevant, structured, and role-specific interview questions
- ✓ Detect AI-assisted résumés
- ✓ Draft, rewrite, and polish emails to candidates and hiring managers

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ATTRACT & ENGAGE

Write better job postings and emails, faster

Job Ad Content Generator

Create high-quality, role-specific job descriptions quickly from a short brief, an uploaded position description, or existing job details. Refine any job description for tone, length, and style using simple dropdown controls, saving time while improving clarity, consistency, and candidate appeal.

Email Writer

Draft emails to candidates, hiring managers, and third parties from a few notes or talking points, or polish an existing template. Fix spelling and grammar, adjust length, change tone, or rewrite the whole message with a right-click, while keeping merge tags and placeholders intact. Available in message templates, the candidate job grid, and talent folders.

ASSESS

See the strongest fit at a glance

Candidate Match Scores & Insights

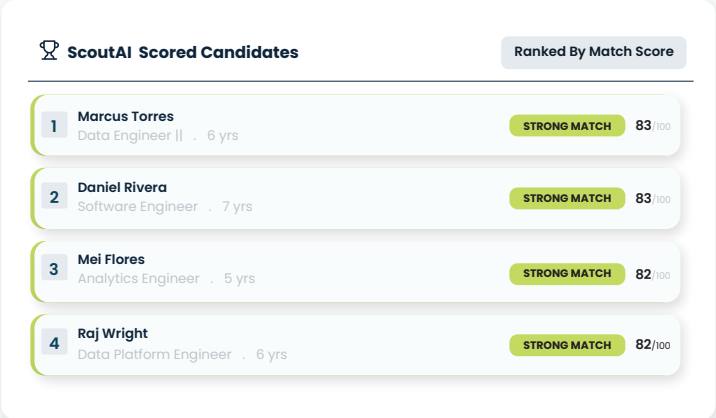
Automatically assess candidate suitability against a position description, job ad, or a custom skills matrix using the submitted résumé. ScoutAI analyzes experience, skills, qualifications, and achievements to generate a match score out of 100 and a concise candidate summary, helping reduce manual screening time and identify high-potential candidates faster.

AI Candidate Summaries

Automatically generate concise candidate summaries highlighting relevant experience, skills, and suitability for the role, available directly within the candidate record, so recruiters can review applications faster.

Build a Skills Matrix

Create a job-specific skills matrix from the job title and position description. Review and refine AI-generated skills, then add, edit, remove, and prioritize using adjustable weightings to match your hiring priorities.



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DEFINE & INTERVIEW

Set the bar, then hire against it

AI-Generated Interview Questions

Generate structured, role-specific reference questions tailored to a position description or a specific candidate profile. ScoutAI analyzes required skills, responsibilities, competencies, and experience to produce ready-to-use questions for the interview.

AI-Assisted Résumé Detection

Where enabled, this feature helps flag whether a candidate's résumé may have been generated using AI—giving recruiters an added layer of insight when assessing applications.

About Affinix®

Affinix® is PeopleScout's proprietary total talent suite of AI-powered recruitment and reporting tools. Connecting applicant tracking, candidate relationship management, recruitment marketing, digital interviewing, and talent analytics technologies, Affinix® blends digital efficiency with human expertise to create personalized experiences for both candidates and hiring managers. From sourcing to onboarding, from automation to analytics, Affinix® provides unmatched visibility into the recruitment process, enhancing recruitment quality and speed and lowering costs. With flexible deployment options and the ability to pick and choose specific modules, you can enhance your existing talent tech ecosystem and customize your recruitment process to meet your unique needs. Learn more at peoplescout.com/technology.

NEXT STEP

See ScoutAI inside Affinix®

Talk to your PeopleScout team, or request a demo.

peoplescout.com/technology