

cbs SmartRecruiters for SAP SuccessFactors

A modern, AI-driven hiring platform for complex, global recruiting.

Smarter Hiring Starts Here : An AI-powered recruitment platform designed for speed, scale, and superior candidate experience

What is SmartRecruiters?

SmartRecruiters is a purpose-built, next-generation Applicant Tracking System, designed specifically for modern hiring and enhanced with AI and automation at every stage of the recruitment process. It brings ATS, CRM, automation and analytics into a single, streamlined platform, helping organisations simplify hiring, improve candidate experience and significantly reduce manual effort.

Today's Recruitment Challenges

Organisations are under increasing pressure to:

Deliver faster, more seamless candidate experiences

Manage high volumes with limited resources

Gain clearer visibility into hiring performance

Standardise processes across regions

cbs SmartRecruiters Core Capabilities



End-to-End Talent Acquisition

- **Interview Scheduling:** Schedule interviews for any role, including one-to-one, group, panel, and events.
- **Self-Scheduling:** Allow candidates to select interview times, helping to improve conversion.
- **Microsoft Teams and Slack Integration:** Collaborate in real-time using Slack and Teams.
- **Calendar Integration:** Synchronise with Outlook and Google Calendar for availability and scheduling preferences



AI-Powered Recruitment (Winston AI Suite)

- **Winston Match:** AI match scoring for up to 6x faster review.
- **Winston Companion:** AI-powered recruitment assistant for faster screening, scheduling, and feedback
- **Bulk Actions:** Screen, move, message, and manage offers at scale.
- **Rules-based workflows:** Automate processes and reduce manual effort.



Core Platform

- **ATS:** Core applicant tracking capabilities covering the full recruitment journey, from initial contact to hire.
- **CRM:** Source and engage with passive talent.
- **Candidate Messaging:** Connect with candidates via SMS and WhatsApp.
- **Analytics:** Native dashboards and reporting tools to support strategic hiring decisions.
- **Agency Portal:** Manage roles shared with agencies with clear source tracking.
- **SmartSandbox:** Test features and synchronise to production with confidence.
- **Basic Career Site:** Career page with simple setup and customisation.

cbs SmartRecruiters Consulting & Implementation

Beyond technology, cbs Corporate Business Solutions provides structured consulting services to ensure successful adoption:

1 Preferred Partner of SAP

As a **Preferred Partner**, we bring strong expertise in the SAP ecosystem and support alignment with your broader HR IT strategy.

2 Early expertise in SmartRecruiters consulting

Our consultants gained **early exposure to SmartRecruiters (for SAP SuccessFactors)**, enabling the development of strong capabilities and insights ahead of the market.

3 Proven project experience & PoCs

We have delivered **initial client projects and proof of concepts**, translating early learnings into practical best practices for our customers, supported by strong know-how in SAP SuccessFactors.

4 Strong HR & recruiting domain expertise

We combine technical implementation expertise with a **strong understanding of modern recruitment** processes and organisational needs.

5 Efficient and structured delivery

Our proven methodologies support faster, **more reliable implementations** while reducing complexity and risk.

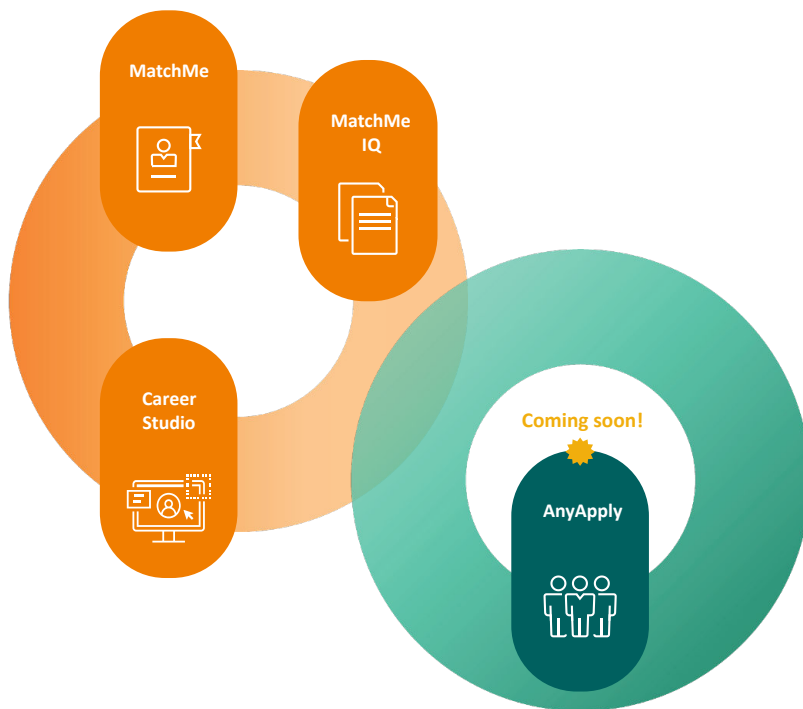
6 Providing cbs Apps & AddOns

Where standard SmartRecruiters functionality reaches its limits, we enhance the solution with **cbs Apps and AddOns** to deliver an improved recruiter, hiring, and candidate experience.



cbs SmartRecruiters Add-On Solutions

Many organisations use SmartRecruiters to support their talent acquisition processes. With our solutions, 'cbs MatchMe' and 'cbs Career Studio', we provide integrated capabilities that enhance recruiting efficiency, support candidate engagement, and align with your employer brand. Further enhancements are currently in development to extend these capabilities.



cbs MatchMe & MatchMe IQ :

- Intelligent CV parsing and matching.
- Real-time alignment of candidates to roles.
- Improved accuracy in candidate selection.

cbs Career Studio :

- Fully customisable career sites.
- Integration with headless CMS powered by Storyblok.
- Consistent employer branding across all touch points.

Organisations using cbs SmartRecruiters achieve:



Up to 60% reduction in "time-to-hire"



Lower recruitment costs



Better collaboration across teams



Scalable global hiring operations

Towards Success with cbs

100%

Focus on HR/IT

100+

Solution certifications

- SAP HCM + BTP Expert Status
- International project experience
- Holistic customer support
- SAP Innovation Award Winner 2024

cbs Customers Around The World



Passionate about people, driven by technology.

With creativity, innovation and passion, as ONE ambitious team, we create digital solutions that inspire people, ensure the success of our customers and make them fit for the challenges of tomorrow.

We are high-performance consultants dedicated to creating global, enterprise-wide, end-2-end digital business processes.

We work for the most amazing customers globally: Renowned, highly innovative enterprises and hidden champions of the international manufacturing, life science and automotive industry.

Involve Us

Risk-free assessment

cbs will conduct a workshop with experienced transformation consultants covering deployment options and transition approach.

Connect With Us

For free content

Stay up to date with our latest blogs, educational webinars, or project success stories by connecting with us on [LinkedIn!](#)

Ask Us Questions

Via email

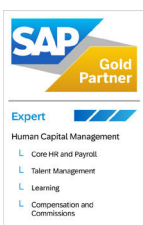
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Call Us

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Our Global Presence

Headquartered in Heidelberg, Germany, we have a presence across the Asia Pacific region. Talk to us from any location regarding your strategic plans.



Gold Application Integration
Gold Application Development

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