Validating Employment Candidate Expertise and Reputation at Inserm

CUSTOMER

Inserm (French National Institute of Health and Medical Research) has historically been the only public research institute in France dedicated to biological and medical research and human health. It employs nearly 13,000 researchers, engineers and technicians across more than 300 research laboratories.

CHALLENGE

To evaluate the quality of job candidates, Inserm coordinates with up to five external experts to analyze candidates based on their achievements and descriptions of their field of expertise. To shorten the recruitment process and increase transparency, Inserm sought an automated solution to verify the expertise of their candidates.

SOLUTION

Expert.ai technology enables Inserm to rapidly identify the top experts in their candidate pool by aggregating and analyzing published scientific articles and reports from hundreds of globally respected journals. The talent team simply enters a candidate or project name in the search field and activates the 'Expert lens' to view a full list of domain experts.

Behind the scenes, expert.ai evaluates a candidate's level of expertise based on the reputation rating of the journals in which they have been published. Keywords associated with the candidate are also extracted which can help quickly verify areas of expertise. The system also presents publication metrics and collaboration networks so Inserm can identify both established opinion leaders as well as rising stars.

BENEFITS

- Reduced risk of cronyism in candidate selection via automated expert identification
- Increased search productivity with a user-friendly interface
- Highly reliable, quantifiable and complete results enable informed decision-making

> Expert.ai technology generates highly relevant expert profiles through a global overview including keywords related to experts, the list of contributed journals, production trends, close collaborators as well as contact information.
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