FOR RECRUITMENT AND HR TEAMS

Get job requests, CVs and candidate profiles into your ATS, without retyping them

Job requests arrive in any format across many inboxes. CVs need reformatting before every submission. Someone types it all into the ATS. Osher Digital automates that work for recruitment agencies, talent marketplaces and HR teams. A person makes every hiring decision.

30 sec	Under 1 min	10	30+
to draft a candidate profile, down from 30 minutes	to format and de-identify a CV, down from hours	inboxes of job requests merged into one pipeline	structured fields on every job record

What we automate

01
Job intake from any inbox
Job requests from every inbox, in any format, become structured job records in your ATS, each with a link back to the email it came from.

02
Branded, de-identified CVs
Word and PDF CVs come back in your template, with the contact details removed, in under a minute.

03
Candidate profiles and tags
CVs and LinkedIn profiles become draft candidate profiles, tagged by skill and industry, ready for a recruiter to review.

04
Shortlists a recruiter can check
Applications are summarised against the role's criteria, with the evidence quoted from the CV. The recruiter makes the call.

05
Onboarding and compliance
Contracts, licences and checks are collected, and anything missing or about to expire is flagged before the start date.

06
Ask your ATS in plain English
We build MCP servers that let AI assistants such as Claude and ChatGPT answer questions like who was placed last month, straight from your ATS.

Works with the systems your team already uses

Whichever ATS or HR system you run, we keep it in step with the inboxes and documents your team works from.

JobAdder · Vincere · Employment Hero · Bullhorn · Deputy · LinkedIn · SEEK · Microsoft 365

We pick the most reliable way in, and recruiters keep working from their inbox:

1. **API.** Records go straight in, with lookups that map plain values to the IDs the ATS expects.
2. **One intake mailbox.** Inboxes forward to one mailbox, and every record links back to the original email, so replies still come from the right address.
3. **Any document format.** Plain text, PDF, Word, scans and spreadsheets are all read the same way.
4. **Software robot.** For steps with no other way in, a bot with its own login works through the screens like a person. We quote its upkeep up front.

CASE STUDIES

Examples from our recruitment work

JOB INTAKE INTO BULLHORN

DNA Recruitment, a national medical recruitment agency, received job requests from dozens of hospitals across 10 inboxes, as emails, PDFs, Word files, scans and spreadsheets. Staff typed each one into Bullhorn.

A workflow now reads every request with AI, fills more than 30 structured fields and creates the job in Bullhorn, with a link back to the source email so replies still come from the right inbox.

- Thousands of job emails processed without manual entry
- Every job linked to the email it came from
- Uncertain values held for a person, never guessed

CVS FORMATTED AND DE-IDENTIFIED

A large Australian medical recruitment firm sent every CV offshore to be reformatted before it went to a client. Each one took hours, sometimes overnight.

An AI agent now reads each Word or PDF CV, removes the contact details and rebuilds it in the firm's branded template, ready for the recruiter to send.

- Under 1 minute per CV, down from hours
- The same layout on every submission
- No manual handling and no offshore cost

Experience in the industry

Our founder, Matthew Clarkson, has years of experience in the industry, including co-founding Cemoh, a marketplace that matches businesses with vetted marketing experts.

MCP servers for your systems

We build MCP servers that let AI assistants query candidates, jobs and placements in your ATS, in plain English.

Candidate data, handled with care

- ✓ We host in Australia and use AI services that run in an Australian region, or self-hosted.
- ✓ CVs are de-identified before they go to a client, and contact details never leave the agency.
- ✓ A person makes every hiring decision. AI summaries quote the CV they came from.
- ✓ We write down where AI is used, which helps with the Privacy Act's automated decision rules from 10 December 2026.

How a project runs

1. **A 15-minute call.** Show us a job request or a CV and where it goes today.
2. **A clear quote.** We tell you which method fits and what it costs, including upkeep.
3. **Built on your data.** We map your ATS fields and test with past jobs and CVs before go-live.
4. **Go-live and tuning.** We train your team, set up the review queue and tune the system on real use.

About Osher Digital

Osher Digital is a Brisbane AI and business process automation consultancy. We build automations, AI agents and custom software for Australian businesses, and we host them in Australia.

More on this page

The web version of this statement, with every case study and our answers to common questions, is at osher.com.au/industries/recruitment-automation/

Give recruiters their day back

Book a free 15-minute call. Show us a job request or a CV, and we'll tell you what fits and what it costs.

Book a 15-minute call
osher.com.au/book-a-call
info@osher.com.au
+61 7 3357 1154

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