

AI-powered Proprietary Talent Graph

New Frontier In Recruitment Technology



Celential.ai's talent graph is a digital map of exclusive talent networks created using AI technologies and massive data inputs.

- **Vertical approach:** Deep understanding and inference of individuals, organizations, and their mutual fit in niche recruiting domains
- Talent coverage: **15M+ in engineering/data/product; 5M+ in sales**
- Geographic coverage: **United States, Canada, Latin America, & India**

– How is our talent graph created?

Data: billions of signals & data points

- Professional & social networks
- Technical communities
- Company & personal websites
- Data partners


Software platform

- Leverage **purpose-built algorithms and machine learning models** to process, enrich, and aggregate data
- Grow efficiently over time and become **increasingly powerful** every day


– What comes out of our talent graph?


► Tech Talent Graph

 **Talent Profiles** Work experience, primary role, specialization, product domain expertise, skill proficiency & recency, likely compensation level, career trajectory...

 **Company Profiles** Product, domain, investors, customers, growth trajectory, selectivity, employees, technology stacks, job openings...

► Sales Talent Graph

 **Talent Profiles** Work experience, specialization (B2B/B2C; SMB/mid-market/enterprise), typical deal size, annual quota, quota attainment, likely compensation level, career trajectory...

 **Company Profiles** Size, revenue level, ideal customer profile (size, region, B2B/B2C, target job title, target job function), average deal size, sales cycle...

Example talent profile comparison

Public Talent Profile

3 yr SWE @ Autodesk / 1 yr SWE @ PlanGrid
MS Bioinformatics
BS Computer Science

Skills & tools: Python, research, Linux, Matlab, R, C, data analysis, machine learning, mathematical modeling ...

Additional Insights by Celential.ai

4 yr backend + full stack experience
1+ yr strong startup experience

Skill proficiency (Level 5-highest; Level 1-lowest):

- Level 5: Python
- Level 4: C, C++, R, web app development, backend web deployment, mathematical modeling...
- Level 3: Linux, network/socket programming, parallel programming, parallel processing, JS, PHP...

Beyond public profiles, Celential.ai identifies:

- 1) Years of experience in roles such as "frontend" or "backend"
- 2) Estimated proficiency of skills such as "Python" or "Machine Learning"
- 3) Startup experience at a glance

How can our talent graph supercharge your recruitment?



Access a complete talent network, including untapped, diverse candidates

We reach passive candidates constituting 75%+ of the entire talent pool, with extensive coverage of diverse and underrepresented groups.



Match candidates with opportunities accurately and efficiently — at scale

We analyze thousands of candidates and assess their mutual fit to a job in moments, slashing time and cost.



Enable personalized and highly effective engagement — at scale

Leveraging in-depth insights about candidates and the hiring team, our hyper-personalized messaging has a response rate of up to 30%.



Provide exclusive market insights to inform recruiting planning

Our talent graph reveals valuable talent market insights from current and historical data, such as workforce size, structure, and quantitative comparisons across roles.

Sample roles covered

Technical roles / U.S., Canada, Latin America, & India

Software developer

- Backend developer / engineer
- Machine learning engineer
- Data engineer
- Platform / infrastructure engineer
- Frontend developer / engineer
- Full Stack developer / engineer
- Mobile developer / engineer (iOS, Android, etc.)

Architect

Security engineer

Quality assurance engineer

- QA engineer (whitebox / blackbox testing)
- Automation engineer / Software development engineer in test (SDET)

DevOps engineer

- Site reliability engineer (SRE)
- System administrator

DBA (database administrator)

Data scientist

Engineering leadership

- Manager / Director / VP

Product management

- PM / Director / VP

Product designer

- UX designer
- UI designer
- Interaction designer

Project/program manager

And many more...

Sales roles / U.S. and Canada

- Account Executive
- Senior Account Executive
- Sales Operations
- Sales Engineer
- Sales Development Representative
- Business Development Representative
- Business Development Manager / Director / VP
- Sales Manager / Director / VP