

Smart Returns: Elevating Tax Advisory Recruitment With Azure OpenAI

A global leader in tax and advisory services leveraged the expertise of TEKsystems Global Services (TGS) to transform their hiring process by integrating Azure OpenAI, streamlining candidate screening and matching to deliver faster, more accurate results.





How a Global Tax Advisory Firm Transformed Recruitment With Azure OpenAI

As a large enterprise with locations all over the world—in this case, the U.K.—our customer partnered with TGS and Microsoft to modernize their recruitment operations. Recognizing the need to enhance operational efficiency and accelerate talent acquisition, the customer took proactive steps to modernize operations. They championed the adoption of cutting-edge AI solutions, determined to reduce lengthy hiring cycles and streamline candidate evaluation.



What We Did

[AI, ML and Automation](#)

[Data Analytics](#)



Industry

[Financial Services](#)



Results

30%–50% reduction in hiring process time

Improved candidate experience and recruiter productivity

Enhanced screening accuracy



Key Integrations

[Microsoft](#)

The Challenge

Streamlining the Candidate Match Process

[Investing in Data Security and Analysis](#)

Demonstrating a forward-thinking mindset, the company recognized they could streamline hiring cycles and improve the quality of matches between candidates and roles. By proactively identifying these challenges, the customer took the initiative to seek a smarter, technology-driven approach. Their commitment to innovation drove the transition away from manual resume screening—which was time-consuming and could overlook top talent—and toward a streamlined, cost-effective process. This enhanced the quality of hires while upholding the highest standards of compliance and data security.

Our Solution

Azure OpenAI-Powered Hiring Portal for Automated Screening

[Implementing Scalable Cloud Architecture With Azure OpenAI Integration](#)

Based on our customer's unique goals, the TGS team implemented a scalable, Azure-based hiring portal powered by OpenAI, designed to support future growth and evolving business needs. This platform automates resume analysis and optimizes candidate-job alignment, positioning the customer for continued growth and success in a rapidly evolving industry—an innovative approach to match the reputation of our customer.

TGS leveraged Microsoft's End Customer Investment Funds (ECIF) to deliver a minimum viable product (MVP) that included a deep-dive analysis, UX wireframes and architecture validation. The solution featured automated resume extraction and summarization using Azure OpenAI, a recommendation engine for precise candidate-job matching, and a scalable cloud architecture. This enabled recruiters to focus on strategic tasks and make faster, data-driven decisions.





Powerful Partnership

Custom AI Application for Resume Analysis and Candidate Matching

Delivering 30%–50% Reduction in Hiring Time and Cost Per Hire

TGS developed a custom application for the customer to summarize resumes, match skills to specific roles and generate tailored recommendations. The result: reduced time and cost per hire, as well as improved quality of new hires. The integration of Azure OpenAI into the business boosted efficiency and demonstrated the potential effectiveness of this tool in additional applications, enhancing the potential for future growth.

Real-World Results

Our engagement achieved measurable improvements by integrating Azure OpenAI into the hiring process:

- Approximately 30% to 50% reduction in hiring cycle time through automated resume screening and candidate matching
- Enhanced recruiter productivity, allowing teams to focus on strategic decision-making
- Improved candidate experience and satisfaction, thanks to faster application processing and personalized job recommendations
- Greater screening accuracy, ensuring the best-fit candidates are surfaced quickly
- Scalable architecture built on Microsoft Azure and Azure OpenAI, enabling future enhancements and expansion across business units

30%–50%

Reduction in hiring process time



Improved candidate experience and recruiter productivity



Enhanced screening accuracy

About TEKsystems and TEKsystems Global Services®

We're a leading provider of business and technology services. We accelerate business transformation for our customers. Our expertise in strategy, design, execution and operations unlocks business value through a range of solutions. We're a team of 80,000 strong, working with over 6,000 customers—including 80% of the Fortune 500—across North America, Europe and Asia, who partner with us for our scale, full-stack capabilities and speed. We're strategic thinkers, hands-on collaborators, helping customers capitalize on change and master the momentum of technology. We're building tomorrow by delivering business outcomes and making positive impacts in our global communities. TEKsystems and TEKsystems Global Services are Allegis Group companies.

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