



Skill
Society

x

GTS

FREIGHT MANAGEMENT



In-Depth

Case Study

A detailed breakdown of how GTS Freight utilised Skill Society at scale.

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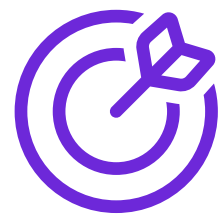
Overview

About GTS Freight



Current Workflow

Manually screening via seek. Following a successful applicant detailed health care and additional information documentations require manual processing.



GTS hires multiple operational roles where:

- Right-to-work verification is critical
- Driving licences and certifications must be validated
- Medical declarations and compliance checks are mandatory
- Hiring managers have limited time for phone screening

As hiring volumes increased, manual screening and back-and-forth coordination began slowing down operations.

Industry

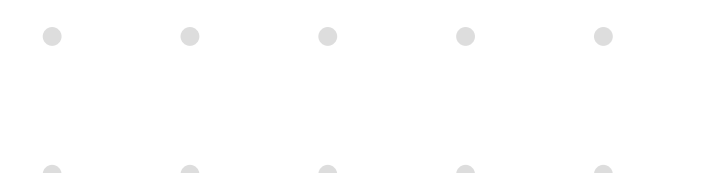
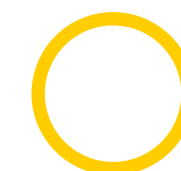
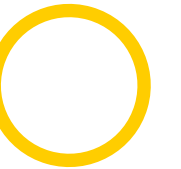
Transport & Logistics

Hiring Focus

Line-Haul / Delivery Drivers (multi-locations)

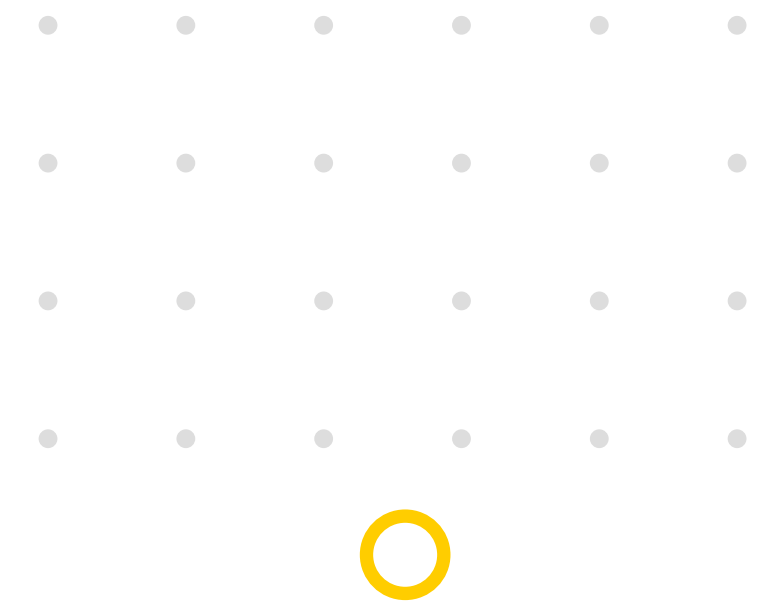
Volume

2,000+ applicants per annum that require manual screening and processing.



Problem

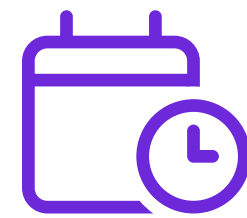
The Hiring Challenges



High Volume, Low Efficiency

Too many applicants, but **manual screening is slow**. Recruiters waste time screening candidates.

- High applicant volume per role
- Manual phone screening consuming significant manager time
- Inconsistent qualification filtering across roles



Time-Consuming

Recruiters on average **spend 23 hours per hire** just screening resumes, delaying the hiring process.

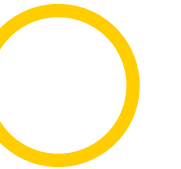
- Repeated follow-ups for licence uploads, certifications and compliance documents
- Hiring managers pulled away from core operational responsibilities



Need for Speed

Slow hiring causes delays and inefficiencies. Logistics roles need quick, scalable solutions.

- 18 hours spent conducting phone interviews
- 20+ hours manually filtering and qualifying applicants
- Delays caused by document collection and back-and-forth coordination



The Solution

Structured Automation Built for Logistics



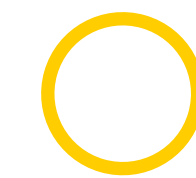
Skill Society configured a fully automated screening workflow tailored specifically to GTS Freight's compliance and operational requirements.

This included:

- Custom application flow capturing licence uploads, certifications and work rights
- Automated disqualification logic for non-compliant candidates
- Voice-based AI interviews available 24/7
- Structured screening aligned to operational criteria
- Automatic candidate scoring and ranking
- Instant shortlist delivery to hiring managers

Instead of conducting 20+ hours of manual phone screens, GTS reviewed ranked candidates in a fraction of the time.

Hiring managers only interviewed pre-qualified, compliant applicants.



The Solution

Custom Application & Compliance Automation



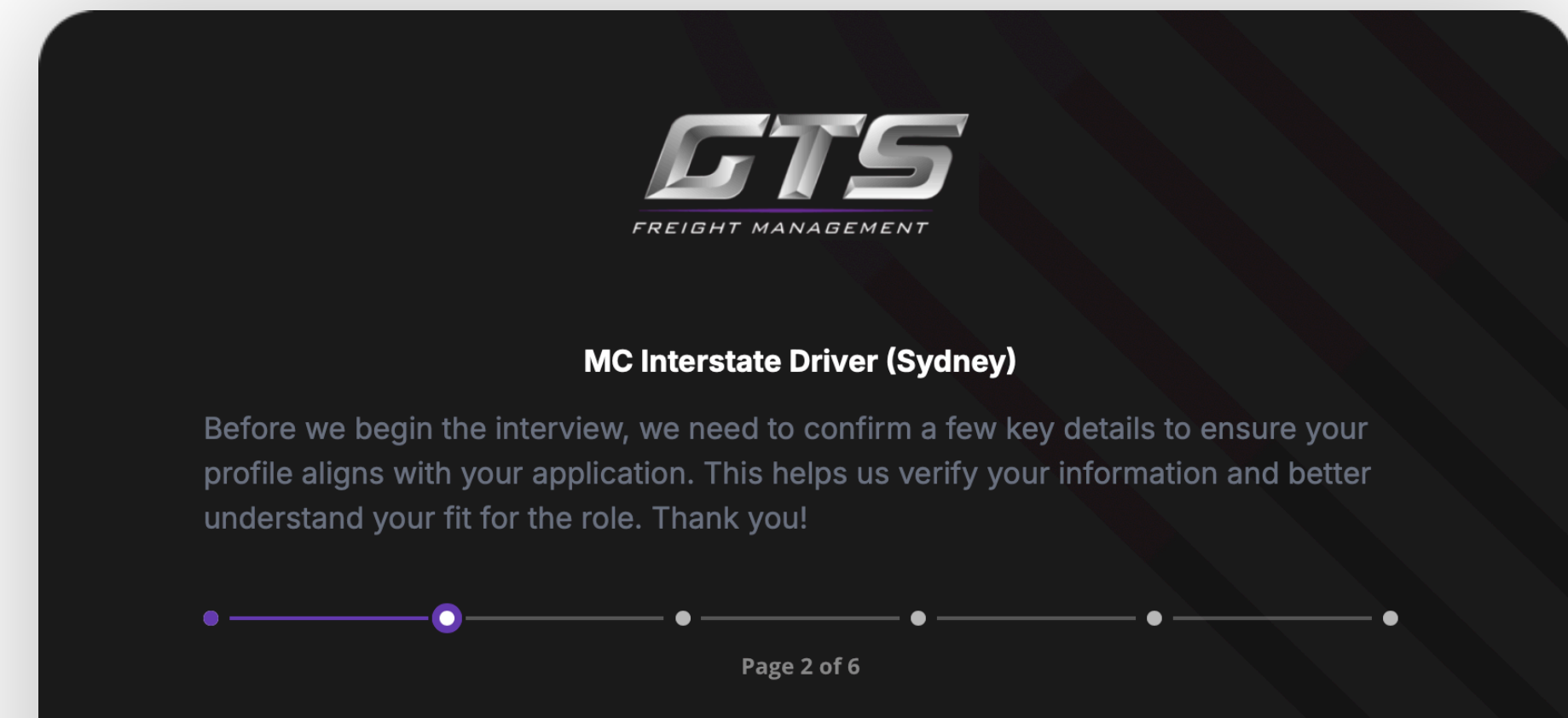
GTS Freight required more than resume collection. The platform was configured to **capture and validate** critical **operational** and **compliance criteria** upfront, including:

This included:

- Driver's licence upload and validation
- Certification and forklift ticket uploads
- Work rights verification
- Criminal history declarations
- Healthcare and medical self-declarations
- Residency and eligibility confirmation
- Consent capture for compliance and background checks

Automated qualification logic ensured that:

- Non-compliant candidates were filtered instantly
- Incomplete applications triggered reminders
- Only fully qualified applicants progressed to interview



Health & Medical Disclosure

Health Metrics

Height in cm (e.g., 172) *

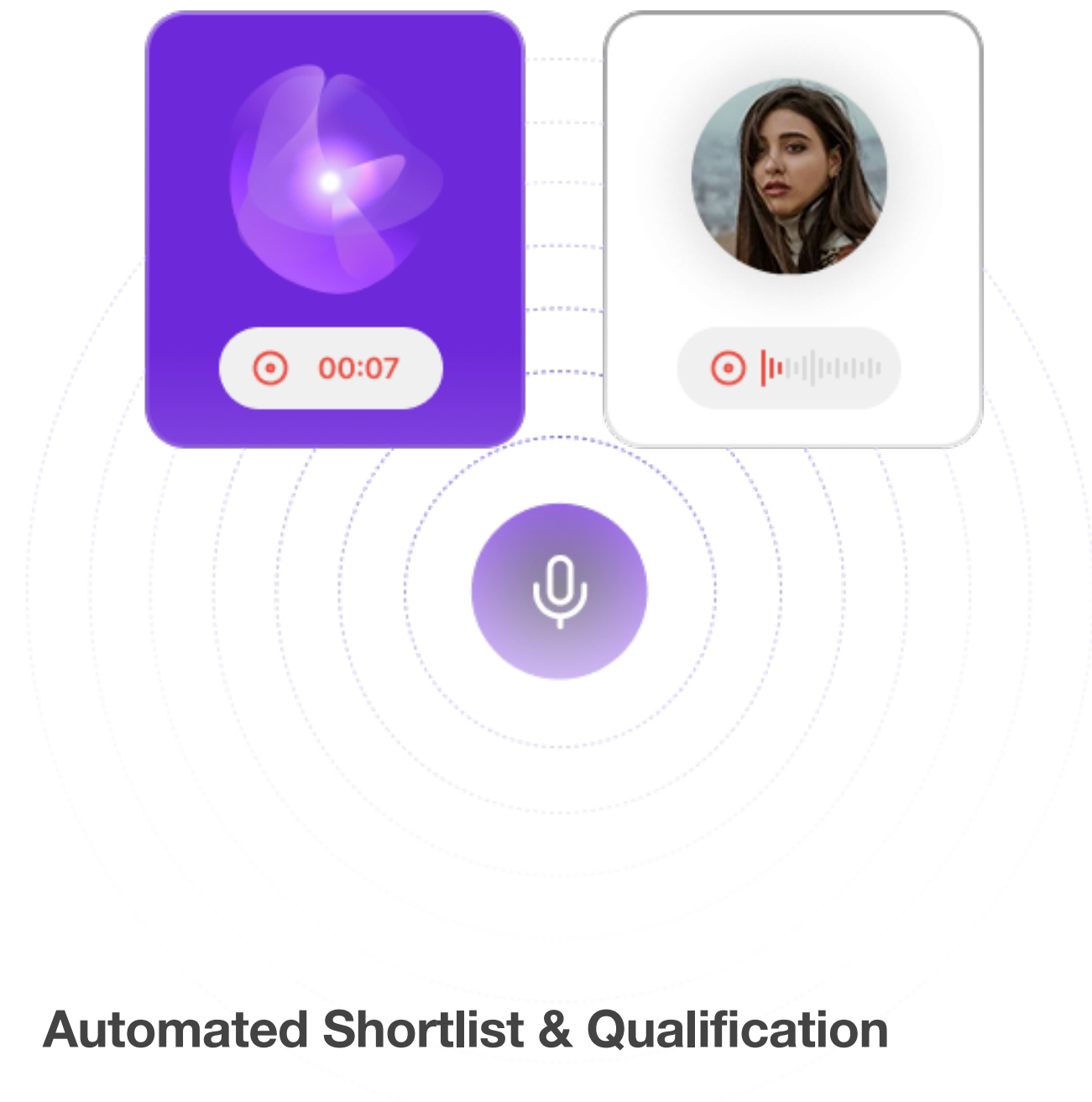
Weight in kg (e.g., 95) *

Medical & Fit-for-Work Consent



The Solution

AI Interview & Intelligent Shortlisting



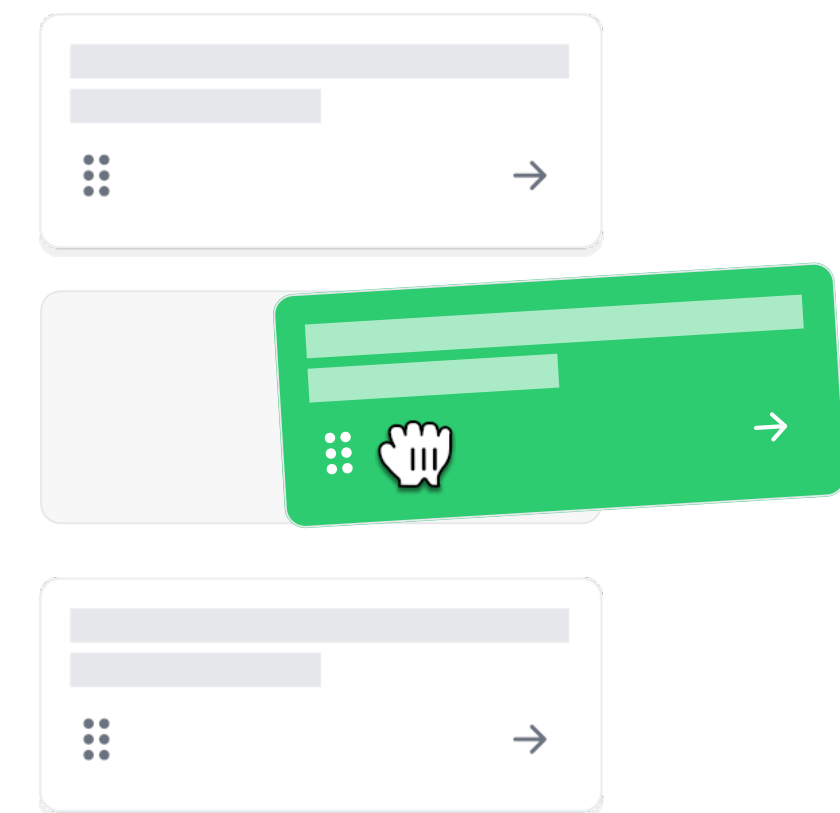
Automated Shortlist & Qualification

- ✓ Voice interviews available (24/7)
- ✓ Role-specific screening questions
- ✓ No scheduling, no phone tag, no manual work



Intelligent Ranking

- ✓ Every candidate scored against your criteria
- ✓ Green (great fit) / Amber (maybe) / Red (no fit)
- ✓ Based on answers, not just resumes



Ready-to-Interview Candidates

- ✓ Top candidates delivered to your inbox
- ✓ Full interview audio, scores and recommendations
- ✓ Your team only interviews qualified candidates



Real ROI, Real Results

Measurable Operational Impact



Results for GTS Freight

During the initial rollout utilising Skill Society GTS:

- **255** candidates invited
- **92** applications received
- **49** AI interviews completed
- **17** hires finalised
- **38+** hours saved across interviews and filtering
- **95%** candidate NPS

Projected Annual Impact:

- Faster review cycles
- Reduced document chasing
- Consistent compliance filtering
- Improved visibility into candidate quality



220+ Hours Saved Per Year

Automated screening eliminated manual resume reviews, compliance checks and scheduling bottlenecks.



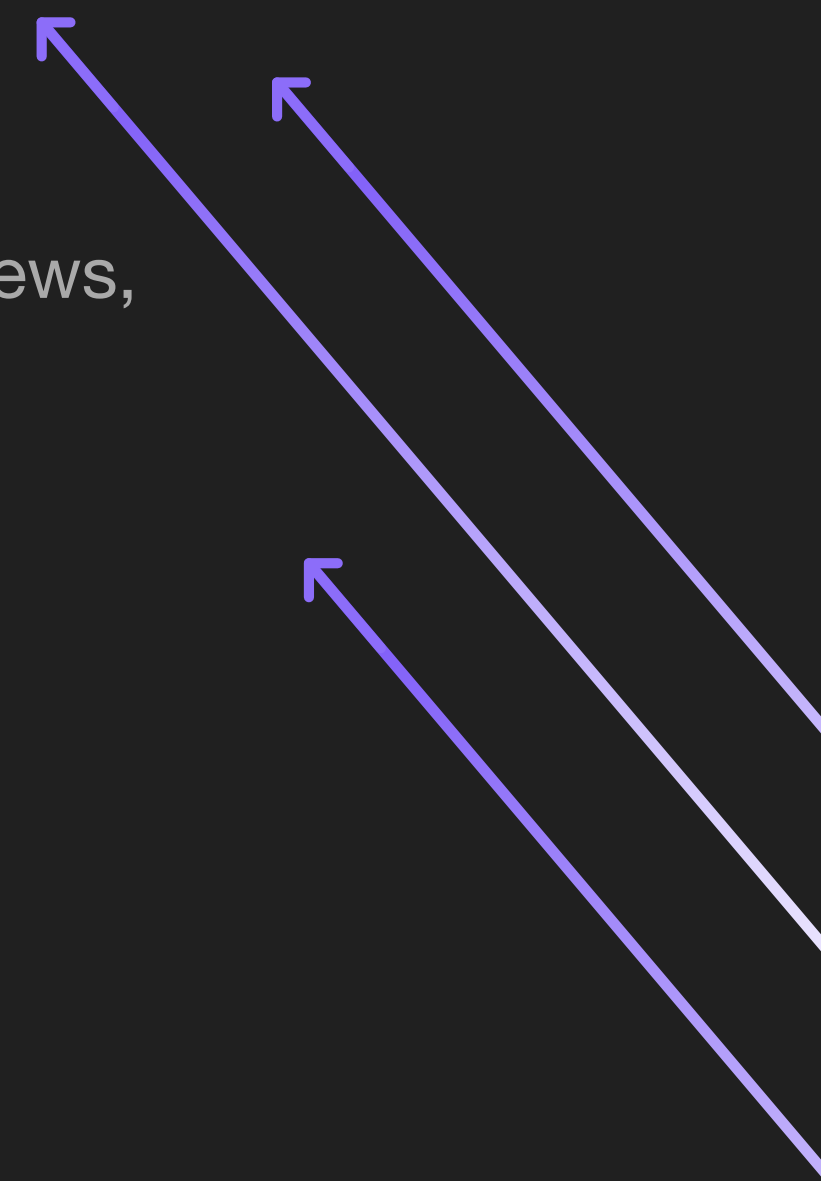
\$18k Saved in reclaimed operational capacity

Reduced recruiter hours and faster decision-making delivered measurable cost savings.



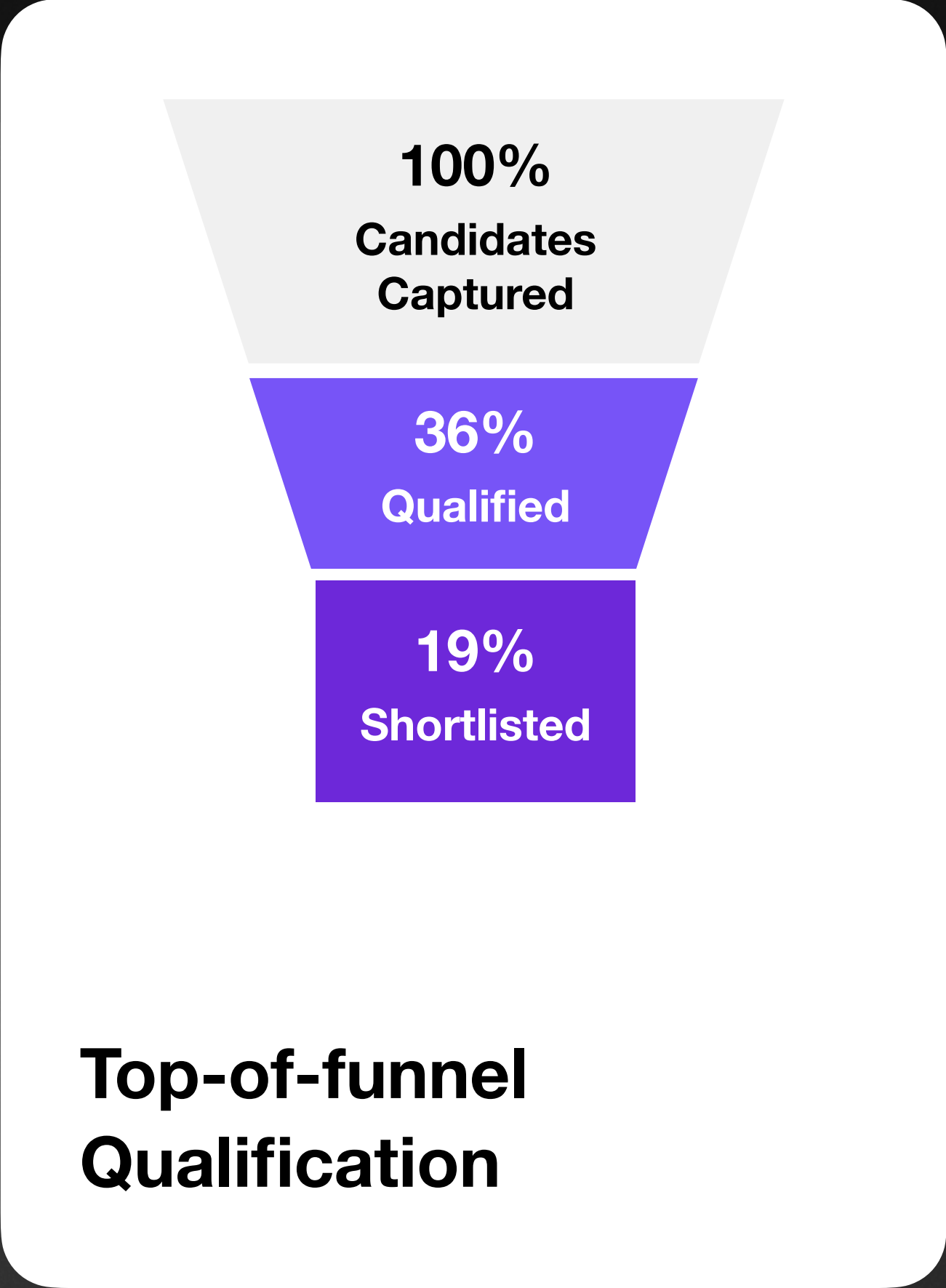
Time to Qualify & Interview 10+ days to 20 minutes

Structured, compliance-first screening embedded into hiring workflow



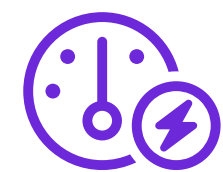
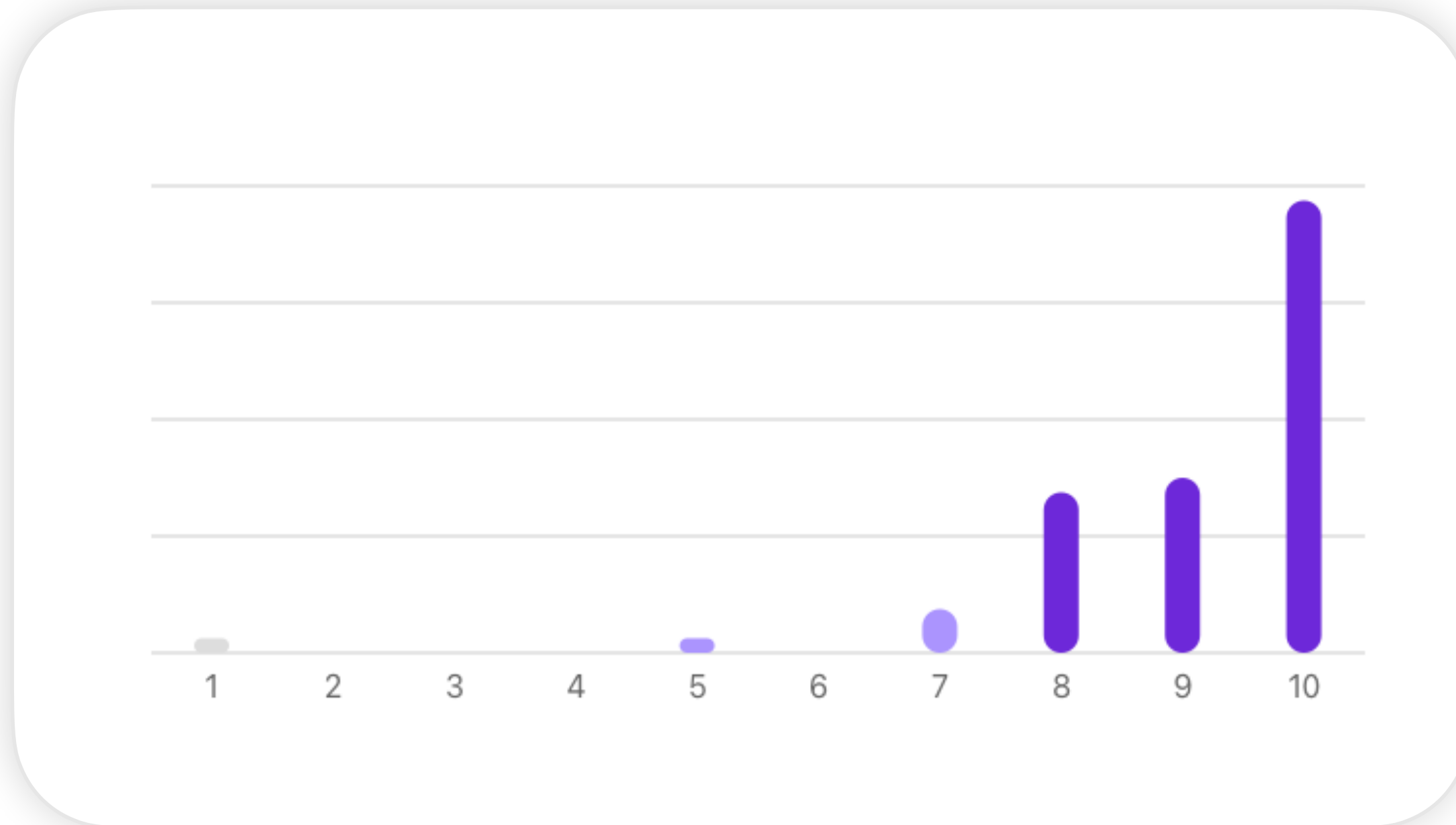
The Bottom Line Data

CSAT, NPS, and Funnel Insights



NPS In-Detail

Tracking Candidate Sentiment



Candidate Ratings

93% of candidates were categorised as promoters while 4% of candidates were categorised as passive.



Candidate Sentiment

How candidates perceived the experience automating the screening interviews to save time and effort on both sides.

“This is so good thank you so much.”

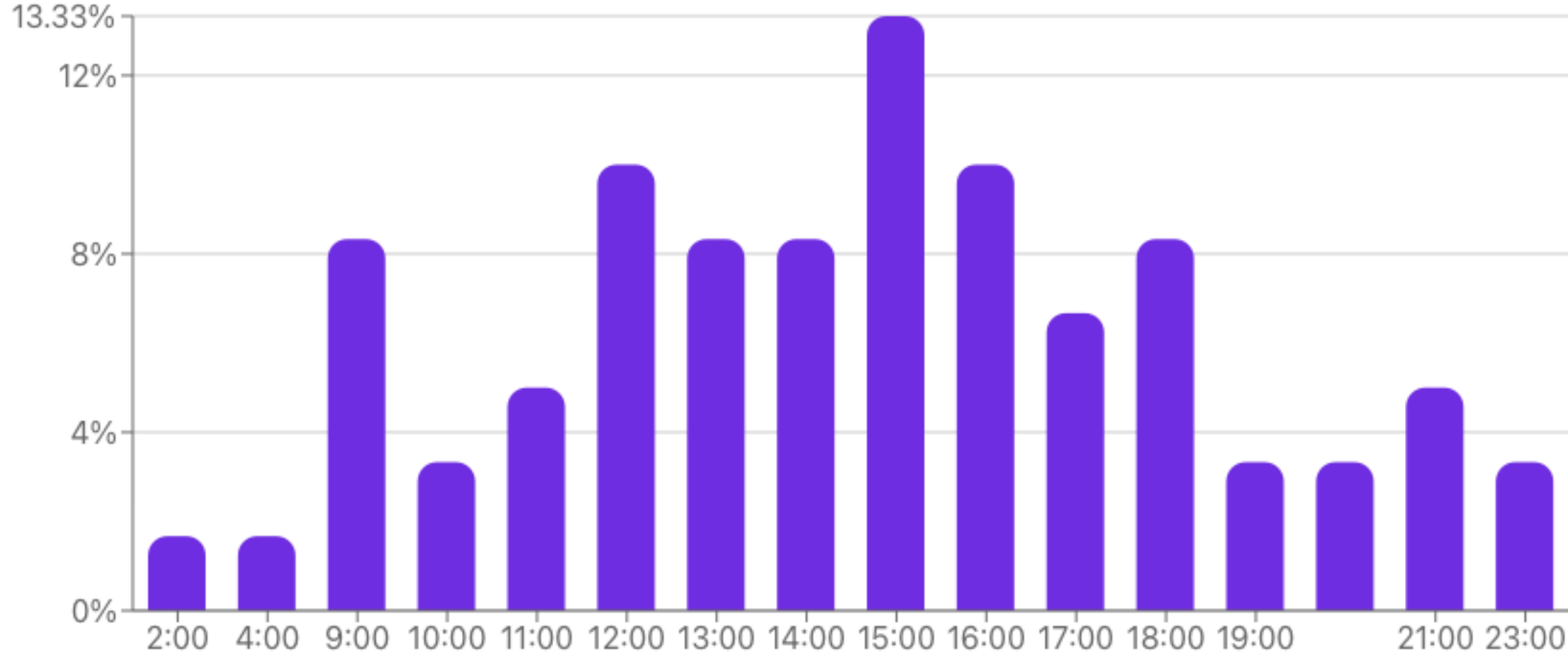
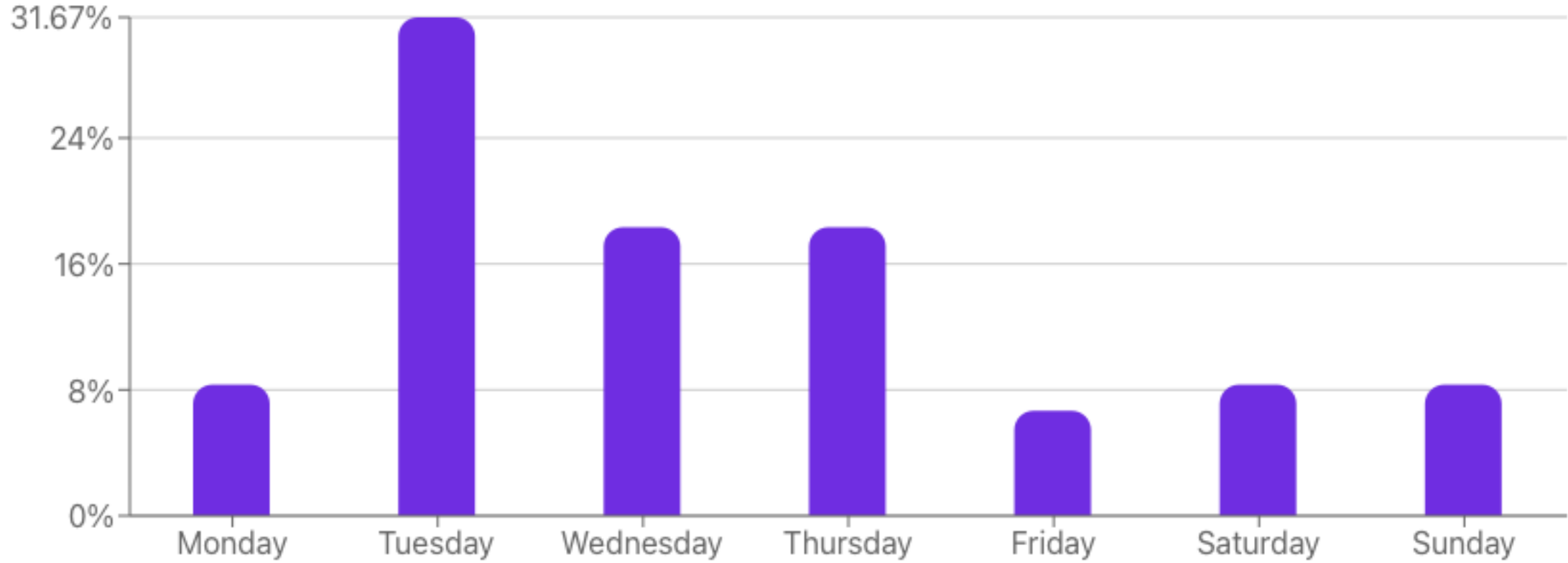
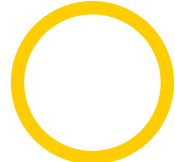
”Yeah. First time doing something like this. And, yeah, with painless and easy, you know, I'd recommend it.”

“It was really a good experience with you”



Attendance Metrics

Tracking Usage 24/7



Daily Metrics

40% of candidates are interviewing outside of working hours, while 60% choose working hours.



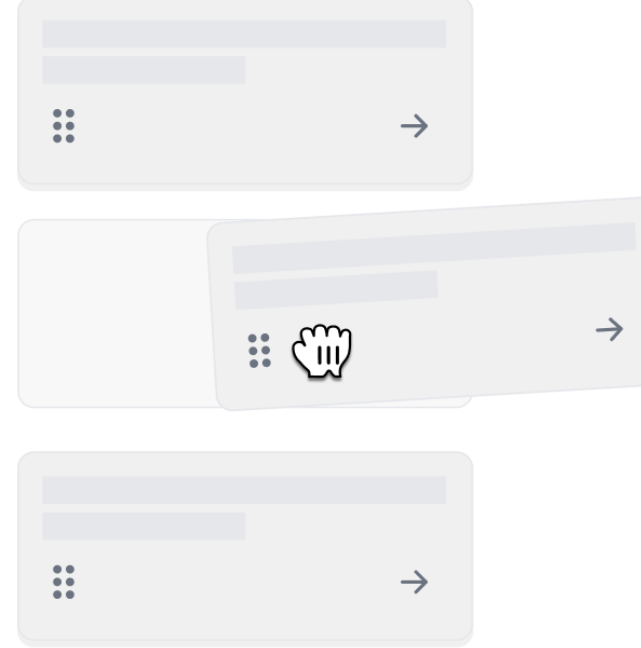
Weekly Metrics

83.3% of candidates are interviewing on a weekday and 16.7% are choosing to interview at the weekend.



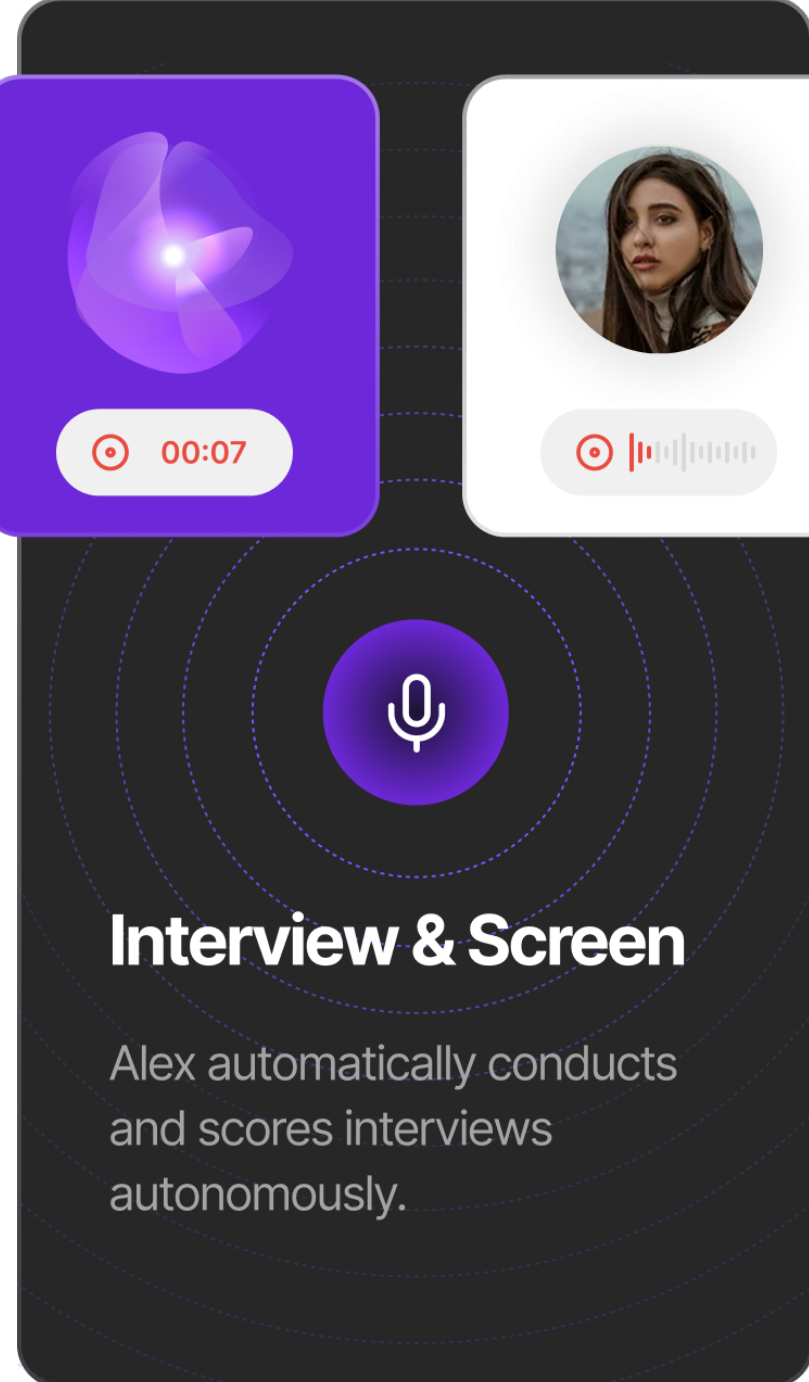
Our Solution

Interview Intelligence Product Suite



Shortlist & Ranking

Automated candidate ranking based on role-fit, skills, and behaviour.



Interview & Screen

Alex automatically conducts and scores interviews autonomously.

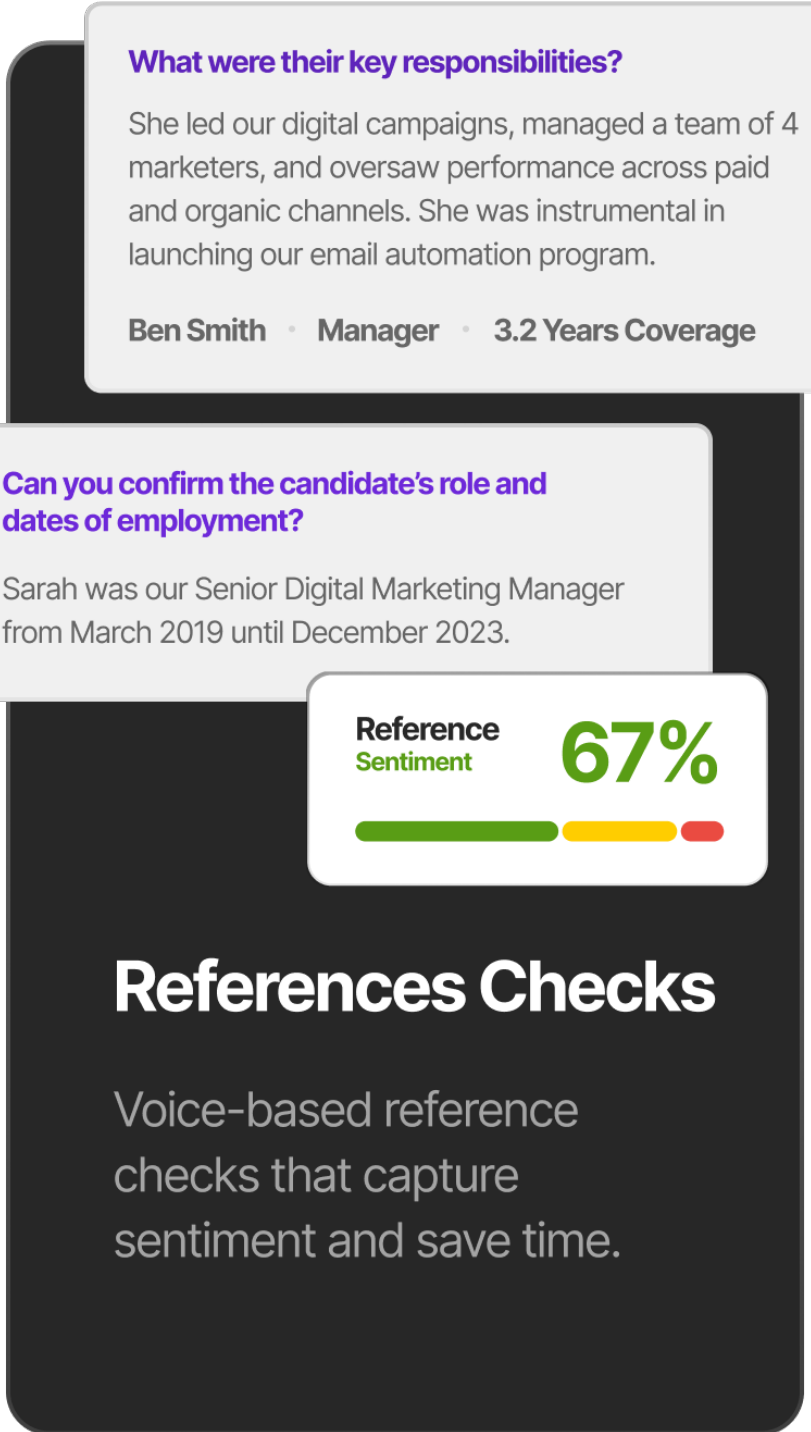


Interview Co-Pilot

Automatic post-interview breakdown capturing key moments and takeaways.

Interview Sentiment 87%

- Structured Thinking
- Topical Knowledge
- Communication Skills



References Checks

Voice-based reference checks that capture sentiment and save time.

What were their key responsibilities?

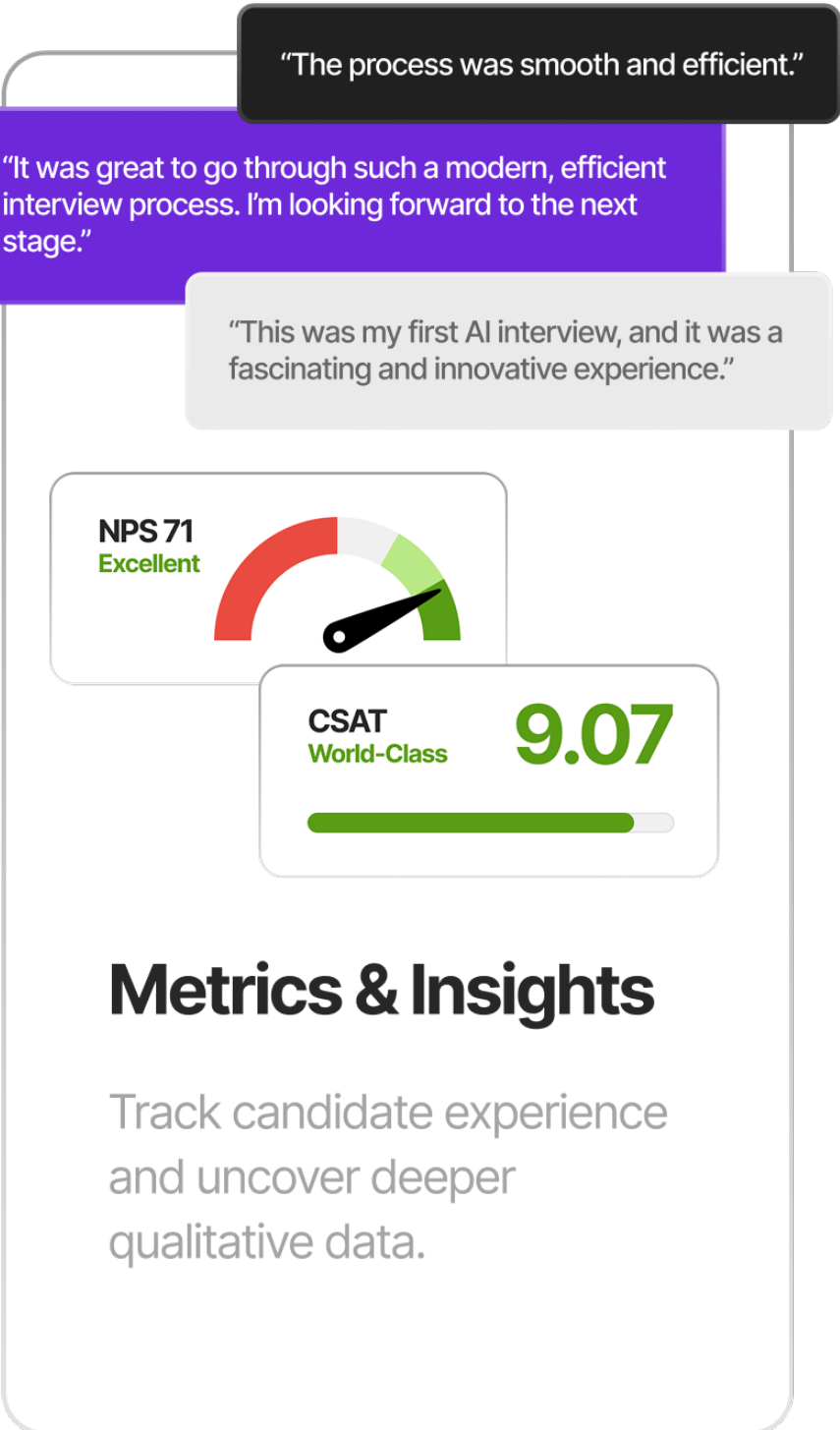
She led our digital campaigns, managed a team of 4 marketers, and oversaw performance across paid and organic channels. She was instrumental in launching our email automation program.

Ben Smith · Manager · 3.2 Years Coverage

Can you confirm the candidate's role and dates of employment?

Sarah was our Senior Digital Marketing Manager from March 2019 until December 2023.

Reference Sentiment 67%



Metrics & Insights

Track candidate experience and uncover deeper qualitative data.

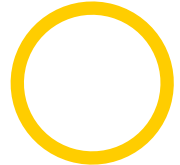
NPS 71 Excellent

CSAT World-Class 9.07

"The process was smooth and efficient."

"It was great to go through such a modern, efficient interview process. I'm looking forward to the next stage."

"This was my first AI interview, and it was a fascinating and innovative experience."



Get Hands On Today

Start Hiring Smarter Today



No matter your industry or team size

if you're screening more than 10 roles a year,
you're leaving time and value on the table.

Join leading companies & transform your
hiring process.

[Book a Demo](#)

