

Smart Screening for Specialised Banking Roles

Using Psychology & AI to optimise hiring process

Challenge

OTP Bank faced a hiring challenge for the **Fraud Monitoring and Prevention Associate** role, which required a combination of **banking expertise, analytical skills, and software testing knowledge**. Finding candidates with this unique skill set was difficult, and the overwhelming volume of **over 200 applications** - many from unrelated fields like software development and project management, without prior banking experience - made manual screening long and demanding.

HR team had to dedicate resources to filtering through mismatched applications, during a **highly turbulent period** filled with competing priorities. To streamline the process and ensure only the most qualified candidates moved forward, OTP Bank needed a **data-driven solution** that could quickly and accurately support the **identification of top talent**.



Solution

OTP Bank used Recrewty to streamline selection process for the highly specialised Fraud Monitoring and Prevention Associate role. Instead of **manually filtering through over 200 applications**, Recrewty's resume analysis instantly suggested candidates with **relevant experience**, while **psychometric testing** enabled further identification of **top performers**, enabling OTP Bank to focus only on the **most ideal candidates**.

1. **CV Analysis** – Automatic insights based on relevant **banking and fraud prevention experience**.
2. **Psychometric Testing** – Assessing key traits such as **Intelligence, Time Management, Teamwork, Integrity, and Emotional Stability** to ensure the candidate was a fit for both the **role** and the **team culture**.
3. **Automated Shortlisting** – Identifying **top candidates** who perfectly met OTP Bank's requirements for final interviews.



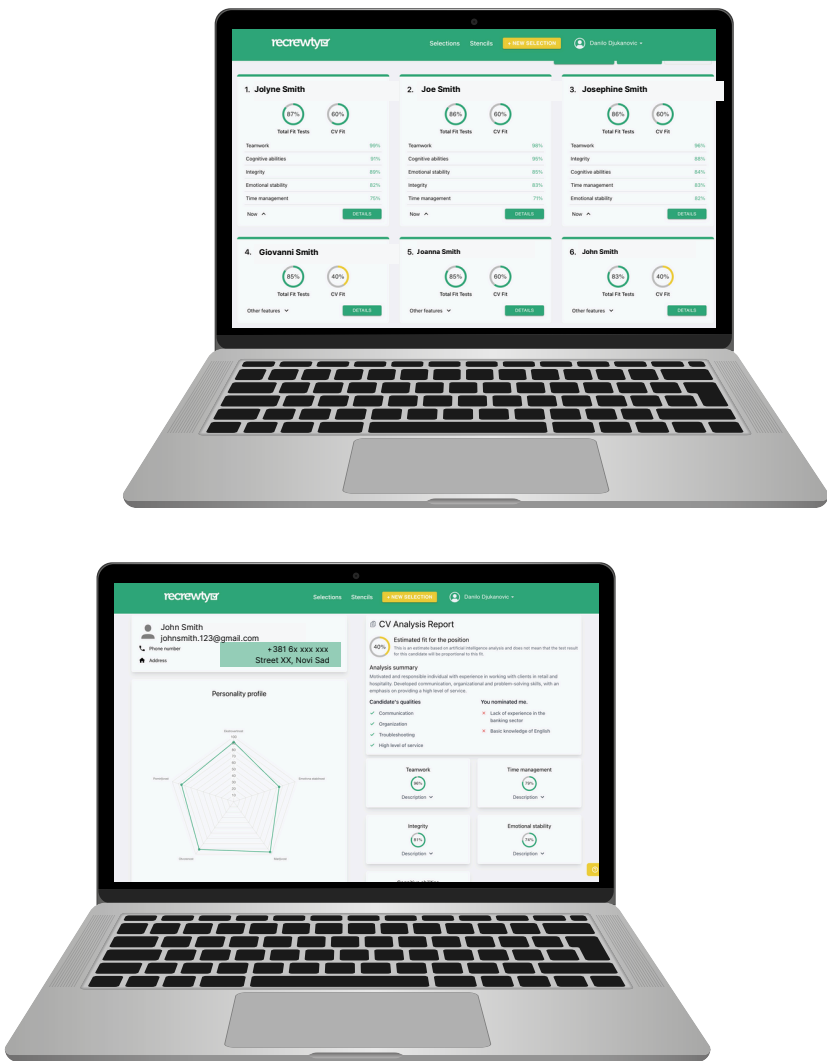
Why OTP bank chose Recrewty

While OTP Bank's existing **HR systems** and **Applicant Tracking System (ATS)** provided **infrastructure, metrics, and a library of tests**, they lacked the ability to **accelerate hiring** and **support HR in decision-making**. As an attractive employer who is constantly growing, OTP Bank HR team wanted to have a solution that will **not only optimise their hiring process, but improve the qualities of hire**. Priority was not just cutting down manual work, but having precise insights on who is the **best fit for the role and for the company**.

Recrewty provided the **perfect balance** - using AI and psychometric testing to **increase efficiency, maintain compliance, and improve the quality of hires**, all while **keeping the human in the loop**.

Results

- ✔ **Only the top 2% (4 candidates) selected for interviews** – HR only met with the best-fit candidates, making the interview process 100% relevant.
- ✔ **HR workload reduced by 90%** – Manual screening and phone interviews were eliminated, cutting **20.6 hours** of work down to just **2 hours**
- ✔ **Improved hire quality & retention** – Scientifically validated psychometric testing ensured candidates matched both role requirements and team dynamics, increasing long-term job fit and retention.
- ✔ **One shortlisted candidate reconsidered for another role** – Talent utilisation by identifying transferable skills for other positions within the bank.



"With Recrewty, I only spoke with the right candidates. The four shortlisted candidates were of the highest quality, and any one of them could have been hired. The process saved us so much time and effort."



Nina Cortan,
HR Business Partner

About OTP Bank Serbia, member of the OTP Group

OTP Bank Serbia is one of the leading financial institutions in the country, offering a comprehensive range of banking, lending, and financial services to individuals, businesses, and corporate clients. As part of the OTP Group, a dominant banking player in Central and Eastern Europe, the Serbian branch is committed to innovation, security, and customer-centric banking solutions.

Beyond banking, OTP Bank Serbia is a key corporate supporter of innovation, collaborating with startups to drive digital transformation. By partnering with companies like Recrewty, it embraces cutting-edge solutions to enhance efficiency and service quality.



Recrewty (www.recrewty.com) is an **AI-powered hiring consultant** that combines **advanced AI** and **psychometric testing** to make hiring **faster, smarter, and more accurate**. Unlike traditional methods that rely solely on resumes and unstructured interviews, Recrewty provides a **science-backed evaluation of intelligence, skills, and personality fit**.

This approach **reduces hiring errors by 50%, accelerates hiring by 70%, and boosts retention**. By making **psychometric testing**—once exclusive to executive hiring—accessible for **mass selections**, Recrewty ensures **efficient, high-quality, and cost-effective recruitment with zero learning curve**.

For more information: hello@recrewty.com