

Hiring HR for Future-Ready Skills

From 150 applications to 5 future-ready HR hires at Montenegro's largest employer

The challenge

The Head of Human Resources at Montenegro's largest employer, Voli, faced a challenge of mass recruitment for new positions. With 150 applications flooding in, process became an operational bottleneck threatening to slow down expansion. HR was looking for a new colleague in their department. HR hiring for HR. From 150 candidates to one perfect match. The one who shares Voli's DNA.

The solution

VOLI used Recrewty to standardize early-stage selection in two steps:

- 1. Intelligent CV Screening**- Analyzed all 150 applications, identifying 80 candidates with relevant experience, eliminating 70 non-matches in minutes.
- 2. Science-Based Psychological Assessment** - Psychometric testing evaluated emotional stability, integrity, cognitive ability, and openness



The process

150

applicants
entered the
funnel

80

candidates
progressed
past CV
screening

5

top candidates
shortlisted for
final interview

Results

- **Workload reduction of over 90%** – From days of manual screening to hours of strategic interviewing with 5 exceptional finalists
- **Time-to-shortlist accelerated by 3x** – Faster hiring cycle from applications to interviews
- **Higher quality hires** – Selected from a rigorously filtered pool rather than interview fatigue and guesswork
- **Strategic HR focus redirected** – From administrative screening to meaningful candidate engagement and cultural assessment

Why Voli chose Recrewty

Voli needed to maintain hiring quality while dramatically reducing time-to-shortlist. Manual screening would consume weeks. Recrewty provided the solution—using AI and psychometric testing to apply rigorous, objective standards to every candidate automatically, while keeping the human in the loop for final decisions.

Recrewty simplified our process and helped us focus interviews on the candidates most aligned with our requirements.

Slavica Bulatović,
HR Director of Voli

VOLI is Montenegro's leading food retailer and the country's largest employer, with over 2,300 employees. Founded in 1995, the company operates more than 50 retail outlets across Montenegro, holding approximately 30% market share. They are known for supporting local producers and investing in sport and culture.

Recrewty builds AI and behavioral science systems that help companies make workforce and talent decisions based on evidence rather than gut feel. Our vision is a world where workforce capability decisions are grounded in science, and our mission is to map future ready skills and company culture, then guide organizations on who to hire, who to promote, who to upskill, and how to manage team synergies. We do this by combining evidence based methods such as behavioral science assessments and psychometrics with the latest technologies including GenAI and agentic AI.

