

The Future of Hiring with AI

Fireside chat with **Siadhal Magos**, CEO and Co-Founder of **Metaview** co-hosted with **LocalGlobe**, early investors in Metaview.



LocalGlobe

Seekhr

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Introduction

Seekhr brought together leading VC talent leaders for a fireside chat and roundtable discussion with Siadhal Magos, CEO and Co-Founder at Metaview.

Metaview is an AI platform built for talent teams. Not just transcription, but a suite that handles notes, intake, scorecards, sourcing and reporting. Its core idea is simple: capture every hiring conversation, extract the meaning, and turn it into decision-ready insight.

The discussion covered the origins of the platform, the launch of their new sourcing agent, and more broadly, how AI is reshaping the hiring landscape. A consistent theme ran through the session: hiring that relies on human memory, fragmented notes and heuristic judgement will get overtaken by teams who build a rich, data-driven foundation.



The Big Themes

Hiring runs on memory, and this creates blind spots

Most organisations reconstruct interviews from partial recall. It makes decisions inconsistent, slows alignment and increases bias. Captured conversation data gives teams accuracy, shared context and a clearer picture of what “good” actually looks like.

💡 **How to apply:** Record recruitment-relevant conversations. Use summaries to anchor debriefs and level-up feedback quality.

The future is AI trained on your reality, not a generic model

AI becomes useful when it understands your roles, your bar, your culture and your historic patterns. Just as legal AI needs contracts and engineering AI needs code, recruiting AI needs interviews, scorecards, rejections, calibrations and outcomes.

💡 **How to apply:** Connect your tools to your ATS, calendar and workflows so the system learns from your own hiring patterns, not assumptions.

Sourcing is shifting from keyword filters to intent

Sourcing has long been a Boolean-heavy, trial-and-error process. The emerging model flips that. AI uses the nuance in intake conversations to search for candidates based on meaning rather than rigid filters. It cuts rework and surfaces stronger matches earlier.

💡 **How to apply:** Make intake calls richer. Capture must-haves, trade-offs, soft signals and risks. That’s the fuel the sourcing agent needs to deliver real intent-matching.





AI thrives on rich, messy, unstructured inputs

Teams often think they need to tidy everything before using AI. The opposite is true. Voice notes, JDs, CVs, hiring manager monologues, market intel – variety helps the system find the signal.

💡 **How to apply:** Encourage teams to record and upload a broad mix of content. Let the AI do the sorting. Precision grows with diversity and scale.

Feedback turns the agent into a high-leverage teammate

Without feedback, AI stays generic. With regular signals; what's right, what's off, why someone progressed or dropped, AI becomes personalised to your bar.

💡 **How to apply:** Treat feedback as part of the workflow. Correct notes, annotate patterns, discuss it openly in retros. That's how you build a smarter teammate.

AI will take over heavy, repetitive sourcing and admin

Filtering, rediscovery, market mapping, first-pass screening – this work is moving to AI. Human work moves up the stack: influencing, assessing nuance, storytelling, founder calibration, and closing.

💡 **How to apply:** Start shifting predictable tasks to AI. Protect recruiter time for strategic and human-led moments.

Early experimentation creates compounding advantage

The cultural shift is more important than the technical one. Teams that try early, build workflows, make mistakes and iterate will pull ahead. Waiting creates a steep later learning curve.

💡 **How to apply:** Run a pilot on one or two roles. Hold weekly retros. Document learnings. Build internal playbooks. Reward experimentation.

AI will spot patterns no single human ever could

With visibility across every conversation, scorecard and hiring outcome, AI can surface trends that humans miss – predictors of success, bottlenecks, interviewer drift, gaps in assessments.

💡 **How to apply:** Use analytics to ask strategic questions. What signals show up in successful hires? Where are we inconsistent? What's being over or under-weighted?

We're entering the first true era of collaborative AI

AI will no longer sit at the edges. It will draft, search, summarise, structure and highlight. Recruiters will orchestrate networks of agents rather than wrangle admin-heavy processes.

💡 **How to apply:** Start designing workflows where agents slot into sourcing, intake capture, candidate research and reporting. Train your team in how to guide and correct AI rather than manually replicate the work.



Seekhr's AI in TA Toolkit:

What you can do now to ensure you're not being left behind.

- 1. Start with a focused pilot.** Choose one or two roles with real friction. Test AI for notes, summarisation, sourcing or mapping. Measure impact and expand once it's working.
- 2. Build calibration rituals.** Run regular sessions using transcripts and real examples. Align on what "good" looks like across competencies and decision points. This strengthens both human and AI accuracy.
- 3. Create a tight feedback loop.** Review AI outputs, tweak, comment, correct. Encourage the team to highlight what helped and what didn't. This is how you move the system from generic to context aware.
- 4. Use analytics to refine the hiring process.** Let the data spark conversations about consistency, success predictors, interviewer effectiveness, bottlenecks and potential bias.
- 5. Treat conversation data as a strategic asset.** Record interviews and intake calls. Build a searchable knowledge bank. Set guardrails around access, retention and consent.
- 6. Shift repetitive work to AI.** Free recruiters from low-judgement tasks. Let AI handle rediscovery, first-pass sourcing, market scans and admin. Focus humans on influence, assessment and closing.
- 7. Build AI reflexes through experimentation.** Encourage testing, iteration and comparison between old and new workflows. Capture learnings to build your internal AI playbook.
- 8. Put governance and ethics in early.** Create simple, clear guidelines: disclosure, data rules, human oversight, and boundaries around sensitive information.

Conclusion

The session made one thing clear: AI is no longer a future concept for talent teams. It's here, it's practical, and it's already reshaping how high-growth companies hire.

Across the conversation with Siadhal and the wider roundtable, the themes were consistent. The teams who win will be the ones who capture their conversations, experiment early, build calibration habits and let AI take on the work that slows humans down. The role of the recruiter isn't disappearing; it's moving into higher-impact territory where judgement, influence and partnership matter more than ever.

For us at Seekhr, events like this exist to bring the best minds in VC Talent together to compare notes, challenge thinking and share what's actually working in the market. We run these gatherings three times a year, each in partnership with a different fund, to keep the conversation fresh and grounded in real operator experience.

A big thank you to LocalGlobe and Phoenix Court for co-hosting this one with us – the energy in the room and the depth of discussion made it one of our strongest yet.

About Seekhr

Seekhr is a HR search firm, experts in building world class people & talent teams for VC backed businesses, and the funds that invest in them.

After nearly a decade operating in this space, we represent an A-Player community who are redefining the People & Talent function and connect them with our client base of heavy hitting CEOs and Founders.

We believe that entrepreneurs are the lifeblood of progress and we exist to help them realise their vision for an improved world.

Why partner with Seekhr?

We've built people & talent teams for some of the world most exciting businesses.

We unlock the doors to the top 1% and work with Founders in the relentless pursuit for extraordinary talent. We believe in leading with value beyond the executionary. Community is our force multiplier.

Seekhr helps you plug directly into the VC world - building real relationships with investors, learning how different funds operate, and gaining insider insights you won't find online. Elevate your reputation, sharpen your positioning, and become known in the talent-in-VC community.

Just as you would advise your founders – keeping a strong peer network will keep you levelling up. Healthy competition and learning from peers is essential.

Seekhr can help you build community in this space.

Reach out if you'd like an invite to the next Talent in VC event. 

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