



Hiring Shouldn't Be **Chaotic** .

ZenHire automates 90% of recruitment, empowering agencies and HR teams to hire faster and smarter.

Full deck at www.zenhirepitch.site (pw: zendeck369)



Watch Our 2min Pitch



YouTube



The Problem

Recruiters juggle outdated ATS tools, low-quality CVs, and opaque AI systems.

They are stretched too thin with lots of manual effort, burnout, and poor candidate quality.



The Solution

DeepTech, AI-native all-in-one hiring tool built for efficiency and fairness since 2021.

Combines: CV parsing, video interviews, anti-fraud, explainable assessments, real-time scorecards.

Our Products

Powerful tools working seamlessly together

All-in-One ATS

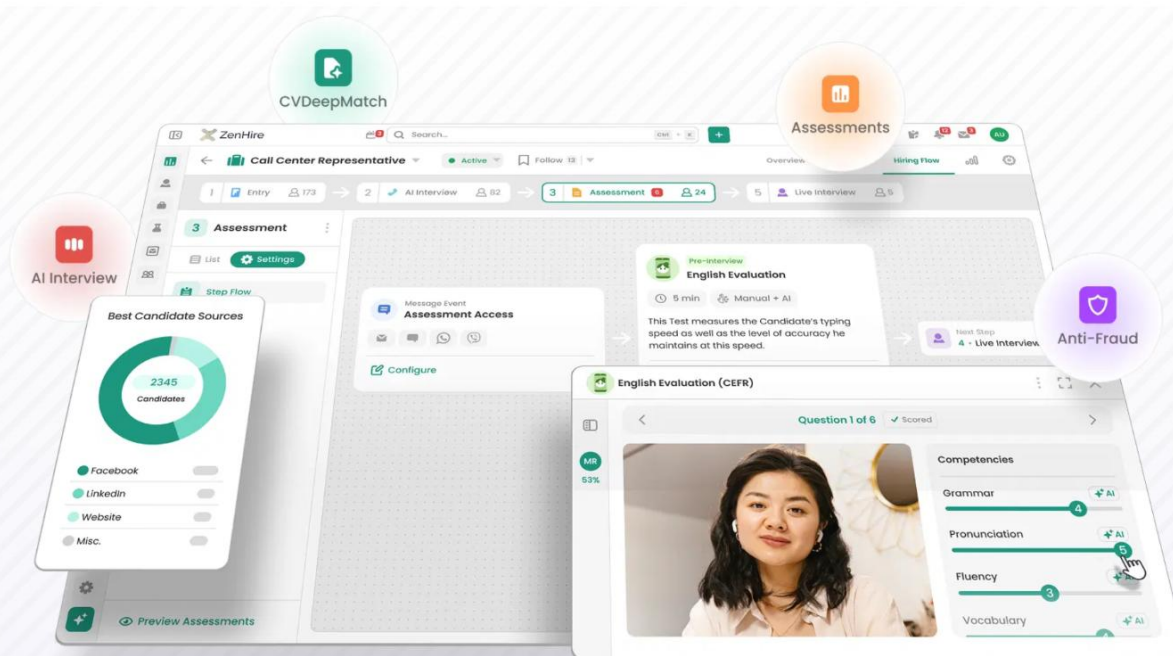
CV DeepMatch

AI Interviews

Test Library

All-in-One ATS

Complete hiring workflow management



Our Products

Powerful tools working seamlessly together

All-in-One ATS

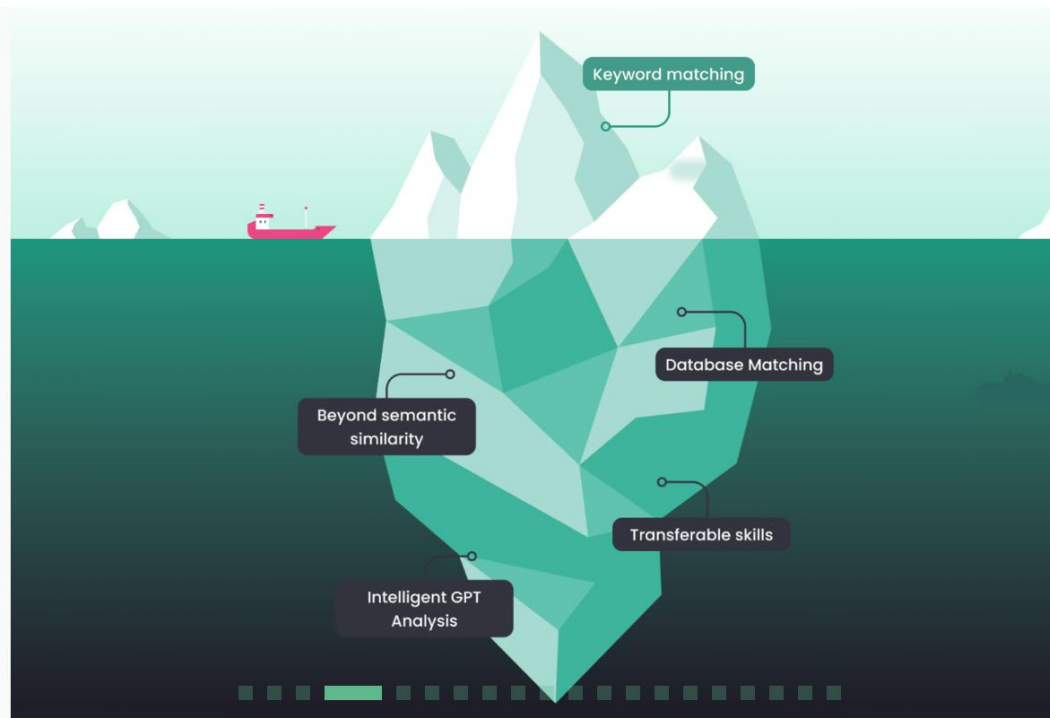
CV DeepMatch

AI Interviews

Test Library

CV DeepMatch

Proprietary 700 Micro LLM for beyond human candidate matching



Our Products

Powerful tools working seamlessly together

All-in-One ATS

CV DeepMatch

AI Interviews

Test Library

AI Interviews

Proprietary datasets, labels and algos for 94% accurate non-verbal analysis



Our Products

Powerful tools working seamlessly together

All-in-One ATS

CV DeepMatch

AI Interviews

Test Library

Test Library

Comprehensive assessment suite



ARR Growth: \$100k → \$2.2M

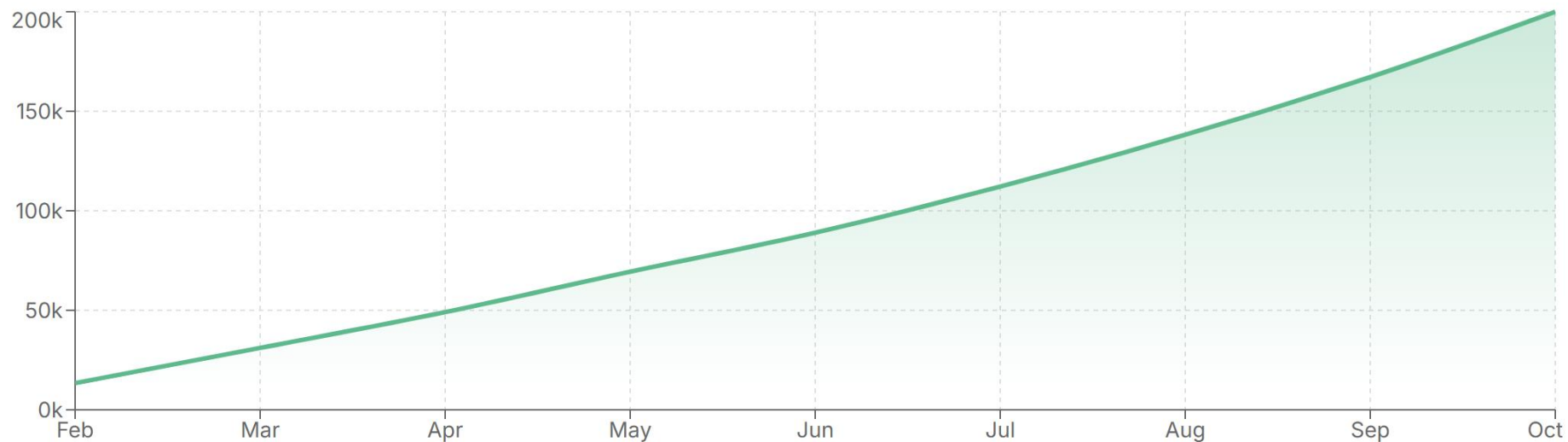


\$2.2M total ARR signed • Growing 20-30% monthly

200.000+ Applicants Processed

Exponential platform growth in 9 months

Cumulative Applicants Growth (Feb–Oct 2025)



200.000+

Total Applicants

~22k

Monthly Growth

1.392%

9-Month Growth



Sales Metrics: 2024 vs 2025 YTD

Dramatic improvements across all key sales indicators

Metric	2024	2025 YTD	% Change
ARR	\$100k	\$2.2M	↗ +2200%
Customer Acquisition Cost	\$37,500	\$19,500	↘ -48%
Average Contract Value	\$100k	\$160k	↗ +60%
Sales Cycle	~9 mo	~45-60 days	↘ -71%
Lead-to-Close Conversion	~5%	~11%	↗ +120%
New Opportunities / Month	~4	~12	↗ +200%
Net Revenue Retention	100%	~140% (expected)	↗ +40%
Founder Sourced %	100%	40%	↘ -60%

Not a GPT Wrapper

Built on true AI innovation with deep HR domain expertise



100k+ Proprietary Dataset

Trained on extensive real-world hiring data, not generic models



Proprietary Algorithms

Custom feature engineering and heuristics built specifically for recruitment



Proprietary Labels

Each interview reviewed by 3 PhDs for quality assurance and accuracy



10 Years HR Expertise

Deep domain knowledge embedded in every algorithm and workflow



Parentally Safe AI

Meticulous feature engineering to remove bias-containing features. Explainable, ethical, and transparent AI.



Award-Winning Tech

Built to hire smarter. From best startup to best product to top HR innovation—we're leading the future of hiring.



Business Benefits



+80%

HR Time Saving



STAR

Brand Image



+79%

Revenue



+10x

Talent Acquisition

Client Success Story

Recruitment Agency

"Andrija was a partner in a 10-person recruitment agency. After parting ways with his partner, he started his new agency. With just one other person, he's now doing **double the revenue** with **5X fewer people** and **10X productivity**, thanks to ZenHire."



2 people
vs 10 before



10X productivity
2x revenue, 5x less people



\$500k ARR
in 3 meetings

The Global Vision

ZenHire will power a global revolution, helping 186,000 recruitment agencies automate 80-90% of their manual tasks while charging just 15-45% of placement fees with a zero-risk model.

186k agencies globally

80-90% automation

15-45% of fees

\$100M ARR in 3 years

The Breakthrough: We've cracked the code with agencies—closing deals in just 2-3 meetings vs 20-40 for enterprises



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Client Success Story

Continuum Global Solutions



"A 9,000-person global call center faced an urgent challenge when floods hit the USA—they needed to hire 500 roles in just 2 weeks. ZenHire AI delivered, saving **90% of manual effort** with **40% faster time to hire** and **2-3X better talent** for recruiters, ensuring specific customer support assessments delivered superior candidates."



500 roles

hired in 2 weeks



40% faster

time to hire



2-3X better

talent quality

The Global Vision

Help mass hiring industries like hospitality and BPO hire faster, smarter and fairer in a cumulative \$1 Trillion market.

\$1 Trillion market

Mass hiring industries

90% effort saved

Specific assessments

The Breakthrough: ZenHire helps call centers handle peak hiring without client delays or the need for extra staff.



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Business Model

Flexible pricing models designed for different customer segments



Enterprise Pricing

\$1-3 per applicant

Volume-based pricing for large organizations



Agency Commission

15%-45% commission

Success-based pricing for recruitment agencies



Zero-risk model that guarantees 300-1000% ROI for all customer types

Why ZenHire Wins

Uniquely differentiated product with enterprise-grade features



Beyond Human AI

Deep CV signal extraction



Unbiased AI

No demographic data



90% Automation

Save recruiter time



Flexible Flows

Customize every stage



Explainable AI

Transparent decisions



All-in-One Platform

ATS + AI recruiter



Skin-in-the-Game

Success-fee pricing



Advanced Anti-Fraud

Detects GPT cheating, proxies, CV duplication



Zen Corner

Mindful breaks for recruiters

Market Opportunity

A massive, growing market with perfect timing for AI-native solutions



**\$450B →
\$870B**

Global recruitment market by
2032



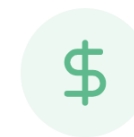
**186,000
agencies**

90% are sub-30 headcount



**1,000
agencies**

= \$100M ARR potential



**15-45% of
fees**

or \$1-3 per applicant

Just 1,000 "Andrija" agencies = \$100M ARR

With an \$80B global placement fee market, even 0.5-1% capture is game-changing

Meet the Team

Experienced founders with deep expertise in AI, recruitment tech, and scaling SaaS



Vladimir Božović

Founder & CEO

5x Founder | AI & HR Expert



Jovana Djapa

CRO

Ex Amazon | VP of C.Success



Luka Trikić

CTO

Ex CTO CTD.ai 75 Engineers | AI & Eng. Expert



3

Psychometric
Experts



10

Engineers



5

PhD Data Labelers



4

Sales & Marketing



✓

RevOps & Automation



5

Reseller Partners



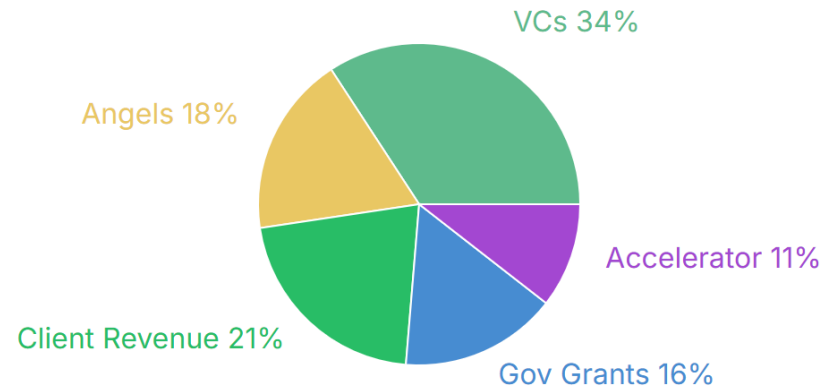
Previous Investments & Value Created

\$1.90M in total capital + \$6.80M sweat equity from 30+ contributors

\$ Total Money In

\$1.90M

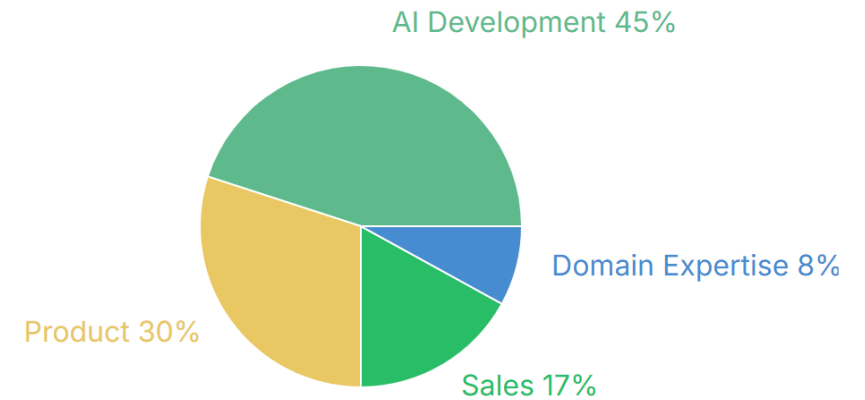
Capital + Revenue | 2023-2025



👤 Sweat Equity in IP

\$6.80M

30+ People | 2021-2025





We're raising **\$3M** on a **\$28M SAFE cap**

To scale to \$15–25M ARR by 2026

Use of Funds



Product AI Agents

Automate the rest of recruitment tasks such as sourcing and paperwork



Channel Partnerships

Grow low-CAC channel partnerships



Advertising & Product-led Growth

Self-serving product and onboarding scale

Join us in revolutionizing recruitment for 186,000 agencies worldwide





Sceptical Investor - Ask Me Anything

Go ahead, poke holes in our pitch. Our AI has heard it all (and survived).

Example questions: "What makes ZenHire different?" • "How does the AI screening work?" • "What's your pricing model?"

Ask about our technology, pricing, success stories, team, or anything else...

Interactive pitch deck available here (pw: zendeck369)



Our Values Guide Us

Join a team that lives by these principles every day



Monk

Alignment with vision, humble collaboration, active listening



Ninja

Ownership mentality, swift action, mutual accountability



Gardener

Continuous improvement (Kaizen), personal and professional growth



Buddha

Maintaining lightheartedness and not taking oneself too seriously



Tesla

Open-mindedness to new ideas, encouraging innovation



Karma

Awareness of far-reaching impact, striving for ethical practices

Book a Demo



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