



FFPLUS SUCCESS STORY: BUSINESS EXPERIMENTS

HPC-DRIVEN HUMAN RESOURCES INNOVATION FOR THE WESTERN BALKANS

ORGANISATIONS

Recrewty d.o.o. is a Montenegrin SME developing an AI-powered HR platform for recruitment, candidate assessment and decision support for SMEs and enterprises across South-East Europe. It defined the recruitment workflow and validated the service with end users. **DigitalSmart d.o.o.** is specialising in HPC, AI infrastructure and advanced systems, enabling scalable model training, deployment and integration.



THE CHALLENGE

Recruiters across South-East Europe must screen hundreds or thousands of applications, yet CV analysis, candidate comparison and shortlisting remain largely manual. Generic AI can invent details, while English-led models underperform in Bosnian, Croatian, Montenegrin and Serbian. Recrewty therefore needed a reliable regional model; HPC was essential to train and test it at scale within practical time and cost limits.



Technology used: HPC, AI, ML
Industry Sector: Management & Recruiting

THE SOLUTION

The partners developed an integrated recruitment platform for CV analysis, chat interviews, psychometric testing and audio processing, combining the Big Five test with Recrewty's 4C method. A regional language model was trained on the Leonardo supercomputer using 32-64 A100 GPUs, enabling full CVs and interview transcripts to be processed in one pass. The pipeline extracts data from PDFs and scans, transcribes interviews and returns structured results for human-controlled decisions.

THE IMPACT

The experiment gives Recrewty a differentiated HR product and a strategic AI asset purpose-built for Bosnian, Croatian, Montenegrin and Serbian languages. HPC training on Leonardo made it feasible to process long documents and multilingual recruitment data at a scale and speed unavailable on conventional infrastructure. This strengthens Recrewty's competitiveness, supports new customer acquisition and creates revenue opportunities through licensing, HR extensions and sector-specific versions.

The model can also support regional-language search and human-in-the-loop workflows in media monitoring, banking, compliance, legal review, customer service and public-sector digitisation. ModernBERTic and the BalkanBench benchmark position Recrewty as a regional AI innovator with greater independence from generic foreign tools.

For employers, the solution reduces screening time and cost, improves consistency and retains human authority over final selection, supporting transparent recruitment and alignment with EU AI Act expectations for high-risk workplace systems.

BENEFITS

- 85% less screening work: 1,318 applicants reduced to 3 interviews, saving 55.7 hours.
- Candidate search fell from about €90 to €0.05 per query - around 1,800 times cheaper.
- 32-64 A100 GPUs enabled full CVs and interview transcripts to be processed in one pass.
- Human-controlled shortlisting supports transparent, EU AI Act-aligned recruitment.
- Regional AI creates licensing and expansion opportunities beyond recruitment.



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