States and Migration: The Human Movement Podcast
Episode #24 'AI Could Give You Your Next Job: How AI is Changing Work and Human Movement (with Casey Marquette)'

Enhanced transcript

By Emmanuel Comte

Abstract: What if AI gave you your next job offer—and landed you in another country? In this episode of *States and Migration: The Human Movement Podcast*, Emmanuel Comte speaks with Casey Marquette, founder of Scout, a groundbreaking AI hiring platform. Together, they explore how artificial intelligence is upending traditional hiring systems, expanding access to global talent, and reshaping patterns of migration. From collapsing geographic barriers to bypassing human bias and inefficiency, this episode reveals how AI is driving a new age of labor mobility. The conversation delves into why most job applicants are ghosted—and how AI fixes that; how Scout makes recruiters 160x faster; why AI could become a major driver of international mobility; and whether AI can prevent bias—while facilitating trust.

Disclaimer: *This transcript has been produced for educational purposes to support the understanding and integration of information discussed in the related conversation. It is not intended for use in quoting the conversation verbatim. For accurate quotations, please refer to the original recording.*

Introducing the AI Shift in Hiring

Emmanuel Comte: What if artificial intelligence could land you your next dream job across borders in seconds? And what if, just as swiftly, it could help you find your ideal employee anywhere in the world?

What does the AI revolution mean for where people live and work? Could it become a powerful new catalyst for human movement? And where do policies stand in the way of this transformation?

My guest today is Casey Marquette, a pioneering entrepreneur at the crossroads of technology, recruitment, and international mobility. He's the founder and CEO of Covenant Technologies and Covenant HR, and the creator of Scout—a cutting-edge, AI-powered hiring platform that's already helping companies build global teams.

From sourcing talent across continents in just days to navigating visa challenges and relocation, Casey is reshaping not only how companies hire but also where people can go.

In this episode, we'll explore how artificial intelligence is rewriting the rules of recruitment and job search—and what that means for the future of work and migration.

Casey, thank you very much for joining this series.

Casey Marquette: Thank you, Emmanuel. It's a pleasure to be here.

Emmanuel Comte: Let's start with the background of your new business. How did it begin? What was the initial idea, and how did you launch the project?

Casey Marquette: Thank you, Emmanuel. My background is in cybersecurity. I served as a Chief Information Security Officer for large corporations, building and running cybersecurity programs. Later, I took a leap and became COO of a consulting firm, where a large portion of the revenue came from staffing.

Reflecting on my time as a CISO, I realized I had been dissatisfied with how the staffing industry operated. Working inside the industry only confirmed that feeling—I saw clear opportunities to do things better. That's when I launched Covenant Technologies. Covenant HR is now the parent company of Covenant Technologies.

Even after launching the company and improving our hiring processes to reflect what I would have wanted when I was hiring hundreds of people in corporate America, there were still significant gaps.

One example: statistically, 85% of job applicants are never even reviewed. Around 90% are ghosted—they don't hear anything back. And if they do, it's typically a generic response: "Thanks for applying, good luck next time."

For companies and staffing vendors, it's not financially viable to have someone review every resume and provide personalized feedback. So, we built *Scout*.

How Scout Works

Casey Marquette: Scout assesses candidates in just 2.2 seconds—160 times faster than a human. It also conducts interviews. Scout is trained across multiple large language models and speaks over 32 languages.

So, during an interview, a candidate can switch from English to, say, Russian, and Scout will seamlessly continue in that language. With Scout, we're addressing the industry's most persistent problems using technology.

From Frustration to Innovation

Emmanuel Comte: So, while at the consulting firm, you weren't specifically in charge of hiring?

Casey Marquette: No, I was the Chief Operating Officer. But because staffing was such a large part of the firm's revenue, I became very familiar with it. That experience, combined with my previous frustrations as a hiring manager, led me to launch Covenant Technologies.

Emmanuel Comte: What, in your view, made the staffing process so unsatisfactory? Was it mainly the inefficiency—too many applications left unread—and the inability to offer feedback to candidates?

Of course, while feedback is beneficial for applicants, it may not always be a top priority for firms. If a company finds the right candidate, taking time to provide feedback to others may be seen as an unnecessary inconvenience. So, were you primarily motivated by a sense of responsibility toward the applicants?

Casey Marquette: That's right. It didn't sit well with me that the vast majority of candidates never even received acknowledgment, let alone feedback. It wasn't just inefficient; it was discouraging for people trying to enter the workforce or make a change.

So, I started thinking: if we applied AI to this process, could we deliver better results—faster, fairer, and at scale? And that's exactly what we set out to do.

Emmanuel Comte: And then you decided to launch your own business—leaving the consulting firm?

Casey Marquette: Yes. I actually left the consulting firm three years ago to start Covenant Technologies. When I did that, we focused on solving many of the problems I had encountered while hiring hundreds of people in corporate America.

Emmanuel Comte: Such as?

Casey Marquette: Well, staffing firms would send me hundreds of candidates, and I often found myself wondering: why am I paying them when I'm still the one evaluating so many applicants? At Covenant, for example, we brought that number down significantly. On average, companies received only 3.3 candidates per placement. We were doing the hard work upfront.

But as we built Covenant, I realized there were still substantial inefficiencies in the industry—gaps that could only be addressed effectively with AI. That's when I launched Scout.

Efficiency, Speed, and Fairness

Emmanuel Comte: I see. How does the company work in practice? Is it a platform where companies post jobs and candidates apply?

Casey Marquette: We offer two main services. The first is a traditional staffing model powered by Scout. If a company needs help finding talent, it can come to us. We use Scout internally to do the sourcing.

The second service is providing Scout directly to companies—including some multi-billion-dollar firms—as well as to staffing agencies. Scout allows them to recruit faster, find higher-quality candidates, and reduce costs. Usually, you can only achieve two of those three. With Scout, you get all three. It's a no-brainer.

Let me give you an example: in terms of speed, Scout works 160 times faster than a human recruiter. And when it comes to quality—imagine this. When we post a job, we typically receive between 300 and 500 applications. Before Scout, a human recruiter might look at 40 of those. But we've found that some of the best candidates are often hidden in the remaining pool that no one ever reviews.

Emmanuel Comte: That's quite revealing.

Casey Marquette: Exactly. Scout evaluates *every* applicant, which significantly improves the chances of finding top talent. Human recruiters simply don't have the time or energy to review 500 resumes. They get fatigued after 50 or so.

Another major advantage: Scout is more technically capable than any recruiter. Traditional recruiters might be hiring for sales, warehouse roles, IT, or cybersecurity—all at once. It's nearly impossible for one person to have deep expertise across all these domains. Scout, however, understands them all and can technically assess candidates accordingly, which results in much better matches.

Reducing Human Bias and Widening the Net

Emmanuel Comte: Yes, it's now quite clear how the system works. You have an AI tool that reviews all the applications, compares them with the job ad, and identifies the best matches.

Casey Marquette: Exactly. Let me add one more point. We're big proponents of AI-assisted recruitment, which we call "human intelligence." So, in addition to evaluating candidates based on the job description, we speak with the hiring manager to identify the top three to five "must-have" qualities. Scout then weights those more heavily in the evaluation. We've found that our success rate skyrockets when we incorporate those custom priorities into the screening process.

Emmanuel Comte: Understood. And when thinking about the platform's advantages—beyond solving human capacity issues—would you say it also helps reduce human bias?

Casey Marquette: That's an excellent question. In fact, one of the multi-billion-dollar companies testing Scout is currently conducting a bias audit on the platform. What I can tell you now is that Scout doesn't have access to the candidate's name or location. This helps significantly reduce the potential for bias in the selection process.

Emmanuel Comte: When companies typically review only 10 to 20 percent of applicants, they tend to focus on those who are most familiar—perhaps the ones closest to them in some way. But that may not be the most efficient way to recruit.

I have a friend who's an architect and was looking for jobs from Europe to the United States. She told me she sent out 200 applications to various U.S. firms and got rejections across the board. The only job she eventually landed came about not because they had reviewed her application, but because she happened to be in touch with the company for another reason.

So, all that effort—200 applications—was essentially pointless, because no one actually assessed them. Perhaps it was because she was based in Europe and the employers were in the U.S., so they dismissed her right away, thinking, "She's not even here—why bother?"

I know your company doesn't deal directly with visa policy, but for U.S. employers, that's still a relevant concern. They might say, "Why should I consider someone who's not in the U.S.? I'll have to deal with visa issues, bureaucracy, and so on."

But with Scout, your platform can actually say, "Look, this candidate is a really good fit. Are you sure you want to dismiss them so quickly?" What do you think?

Casey Marquette: Exactly, Emmanuel. You've touched on a really important point. Take LinkedIn, for example—they have the "Easy Apply" button. Unfortunately, that's led to a situation where people who aren't really qualified apply to every job they see.

As a result, great candidates often get overlooked. Employers waste time wading through applications from people who were never serious contenders, and those who genuinely deserve consideration are buried in the pile.

Emmanuel Comte: So, you're saying that serial applicants—those who apply to every job—end up hiding the genuinely suitable ones. But from the employer's point of view, if they receive 400 applications, they're likely to find shortcuts to screen them.

In many fields, the employer might say, "I'll just look at the 40 closest applicants"—those nearby, geographically or socially. That's a quick and familiar filter.

Your platform, however, could help override that bias. The AI agent can identify candidates who are not part of the recruiter's immediate circle but might still be an excellent fit.

Do you think the AI can help break these kinds of implicit biases in recruitment?

Casey Marquette: I do—100 percent. Bias is a major topic, and from what I've seen, humans are far more biased than Scout.

Use Beyond Corporate Hiring

Emmanuel Comte: I agree. In my case, I work in academia. Do you think your AI agent could also be useful for universities or research centers that are seeking top talent globally?

Casey Marquette: Absolutely. If an institution has a large number of applicants or hires regularly, our platform is a no-brainer. And yes, it's relevant for universities too.

In fact, we've discussed developing Scout further to help candidates as well. Scout already evaluates applicants and provides feedback on resumes and interviews. So, it wouldn't be too difficult to create something like "Scout Prep."

In this version, candidates could upload a resume and job description, get AI feedback, and even practice interviews with Scout. It would help them prepare thoroughly for real interviews. That's a feature universities would likely find valuable as well.

Emmanuel Comte: That makes sense. It's great for applicants, since they get tailored feedback—something the traditional hiring process rarely offers.

Casey Marquette: Exactly.

Enabling Cross-Border Hiring

Emmanuel Comte: So, as I mentioned before, I'm particularly interested in how this facilitates cross-border movement of people. That's where I was going with my question. From what I understand, an AI agent like yours could help bridge borders. Typically, employers look within their national labor market—especially in the U.S., which is a vast market. But in Europe, labor markets are often much smaller.

An AI agent like Scout could suddenly connect employers with candidates they wouldn't have otherwise considered. It could help them see potential matches they might have overlooked. If an AI agent presents this match, they're more likely to take a closer look.

And this isn't just beneficial for the companies—it also helps them work more efficiently and provides better feedback to applicants. Matching job seekers with employers more effectively is a major factor for economic growth, because companies get better fits.

Casey Marquette: That's absolutely right, Emmanuel. And just to add to that, imagine you're a company without recruiters all over the world. Hiring internationally can be expensive, especially if you don't speak the language of the applicant.

Scout operates in more than 32 languages. So, if you're interviewing a candidate in another country, you don't need a translator. Everything is handled through the platform.

Platform Mechanics and Market Position

Emmanuel Comte: That's really impressive. You've convinced me—this is something big. It's going to transform hiring.

Now, to go back to the practical side: how does it work, exactly? Do employers contact you and say they're looking for someone for a particular role? And then, based on what the AI agent finds, you suggest two or three candidates?

Casey Marquette: Actually, no. Employers have their own tenant—they log into Scout directly. They post a job themselves.

We also integrate with applicant tracking systems, with full bi-directional data flow. Let me give you an example: we integrate with platforms like LinkedIn, Indeed, and ZipRecruiter.

So, they post their jobs, and the resumes come into the Scout platform automatically. The candidates are graded by the system. Employers can also choose to receive email alerts when new candidates meet a certain threshold.

In practice, our recruiters and users wake up in the morning to an email showing the top candidates who applied in the last 24 hours. They don't waste time sorting through unqualified applicants. The best candidates are presented to them right away.

Or, they can log into the platform at any time and browse the top candidates directly.

Emmanuel Comte: And what about competition? Are you operating in a blue ocean, or is this market becoming crowded?

Casey Marquette: I can confidently say we're ahead. I was at a staffing conference in Miami about six weeks ago, and of course, people kept sending me information on our competitors.

From what I've seen, no one is as advanced as we are. We have the language capabilities, the video interviews, the ability to watch and export those videos. The platform also generates interview questions.

Our solution is essentially a full-cycle recruiter. With Scout, you could make a hiring decision without ever speaking directly to the candidate.

Emmanuel Comte: Do you receive feedback from companies using the platform?

Casey Marquette: Yes, and it's been amazing. Not a single client has cancelled. They all continue to use the platform.

We've also received great feedback from candidates. Some are sceptical at first—we're working on increasing the percentage of users who go through with the interview via Scout.

But among those who do, the response is overwhelmingly positive. Most say they actually enjoyed it more than traditional interviews. They weren't as nervous, probably because it's an avatar, not a human interviewer.

And beyond the comfort factor, we've received praise for how intelligent Scout is during the interview itself.

Hiring Across the Job Spectrum

Emmanuel Comte: I see. Another question: do you specialize in top talent only, or do you also help companies hire workers across all levels?

Casey Marquette: All levels. In fact, we currently have clients using the platform to save a tremendous amount of time. For instance, one client hires merchandisers—a position with high turnover. Instead of having humans review every résumé or conduct all the interviews, they use Scout for those roles.

It's especially useful for positions that are constantly open. The goal is to reduce human involvement and, frankly, save money—while still achieving faster hiring speeds and better-quality candidates.

Assessing the Human Element

Emmanuel Comte: I understand. The human element remains crucial in any job. Even a top scientist with impressive credentials still needs to connect with the team on a human level.

This brings me to a two-part question. First, how does AI manage that human dimension? Someone might look perfect on paper, but alignment with the team's culture, values, or outlook on life is often just as important. It's not necessarily about religion anymore, but rather about personality and worldview—these things shape company culture. How does AI factor that in?

Casey Marquette: Great question. Even though we use Scout, we still require a human recruiter to speak with each candidate before introducing them to a client.

Scout handles the technical assessment—it's far more effective than a human recruiter in evaluating specific skills, especially across different job types. But after that, a recruiter conducts a video interview.

We fully agree that the human element is critical. Scout just makes the early stages of the process—screening, testing—faster, more accurate, and cost-effective.

Emmanuel Comte: So, there's still a human involved in the process at a later stage?

Casey Marquette: Exactly. Let me give you an example. This is happening right now, and it still amazes me. Imagine you apply for a job. You click "submit." Scout scores your profile in 2.2 seconds. If your score is high enough, you receive a text and an email within 30 minutes, inviting you to an interview.

You could be interviewing the same day, and it all works seamlessly on a mobile device.

Emmanuel Comte: I see. Given what AI is capable of, I was expecting you to say that it also evaluates more than just CVs and job descriptions. I thought AI might assess how people in a company work, feel, or interact—and maybe how a candidate might fit into that dynamic.

Do you, for example, use data from LinkedIn profiles or other sources?

Casey Marquette: That's an excellent point, and I'm glad you raised it. Here's how we handle that: whenever we receive a job order, we hold an intake call. During that call, we ask the client, "What are your company's core values? What's the leadership style like?"

We collect all of that and feed it into Scout. The AI is only as effective as the information it's given. But once that context is in the system—values, leadership style, company culture—Scout takes it into account. Those elements are also explored in the interview process.

Trust and Social Connectivity

Emmanuel Comte: So, you're saying you're not strictly focused on top talent—you can also help hire for a wide range of positions, even those that don't require major qualifications. I mean, when I was younger, like many people, I worked in jobs that were pretty basic. But even then, getting hired often depended on personal connections. The job would typically come from someone who knew someone who knew me.

Even for simple jobs, employers often value proximity and familiarity because they need to trust the person they're hiring. There's a saying in Romania, for example: "My uncle will give me my first job," because it often has to be a family member or close connection to open that first door.

Do you think AI agents could help address this issue of trust? Could they help employers hire people who aren't already part of their extended networks—even for basic jobs—by solving part of that trust problem?

Casey Marquette: I don't think so, and here's why. Trust, in my view, is built in person. For me to fully trust someone—like you, whom I just met—I'd probably want to spend time with you in person. Obviously, AI can't go out to dinner with someone or build a relationship in that sense.

That said, Scout does an excellent job of assessing candidates and articulating why it recommends someone. The platform outputs detailed scoring and explanations, and hiring managers trust that process. But when it comes to the kind of human trust that develops between a hiring leader and a candidate, I don't see how AI can replace in-person interaction.

Emmanuel Comte: That makes sense. I suppose Scout is limited to the information that both applicants and employers input into the platform. But you mentioned some integration with social networks. I wonder—if an AI agent had access to someone's full set of posts on a platform like

Facebook, could that help an employer understand how a candidate thinks? Could it support trust-building in that way?

Casey Marquette: That's a really interesting idea—I hadn't thought about it, but I love it. It's not something we currently have built into the platform. Off the top of my head, my concern would be that usually, to view someone's posts, you need to be friends or connected in some way. That access would have to be granted before Scout could do anything.

That said, Scout is incredibly capable. I'm confident it could analyze a feed and evaluate candidates based on that content. But again, we'd need the infrastructure and permissions in place.

Emmanuel Comte: Exactly. The candidate could authorize access during the application process. It could become a bonus feature—an opportunity to show how they think and interact socially. The AI agent could process that data, whereas no human recruiter would realistically have the time to go through dozens or hundreds of social feeds.

Casey Marquette: Right. But I have a couple of thoughts on that. First, the more hurdles we introduce into the application process, the more likely we are to lose top-tier candidates. Strong candidates don't need to go through additional steps like linking social media—they'll get hired anyway.

Second, coming from a cybersecurity background, I know many candidates would view that kind of request as an invasion of privacy. They'd see their social media feeds as personal and wouldn't want an employer—or an AI agent—analyzing that information.

Global Disruption and Future Mobility

Emmanuel Comte: I see. Alright. So, there's still this question of trust that may not be fully addressed by an AI agent. But apart from that, it's a very efficient way to connect applicants' profiles with employment opportunities.

You help match the two in a way that seems potentially disruptive to how traditional hiring works. Perhaps I'm oversimplifying, but my understanding is that traditional hiring is still largely local.

And by "local," I don't necessarily mean geographically. For instance, someone might graduate from Stanford and get a job in New York—two different places, yes, but they're part of the same ecosystem. It's still a "local" network, in a sense, because those spheres are tightly connected.

But your AI agent seems to be able to match people who have no prior connection at all. We used to say that with modern information technologies, people don't need to move anymore—you can work remotely via Zoom, build websites from Pakistan for clients in Europe. There's no longer a need to relocate physically.

Yet with this new technology, you're actually changing that dynamic. It may now become *more* likely that people will move internationally, because the technology breaks the limited recruitment spheres in which most companies have been trapped—either due to time constraints or lack of familiarity.

For example, a company might not know how to assess credentials from India. If I'm in the U.S. and I see someone with a degree from MIT, it's immediately clear to me. But if that person holds a degree from an Indian institution, I may have no idea how to evaluate it.

Credential Verification and Bureaucracy

Casey Marquette: Yes, I completely agree. That example from India is a great one. I know what MIT means. But in India, I don't know the universities—are they good? Are they not? And neither does any recruiter. So yes, AI absolutely helps bridge that gap.

Let me give you a concrete example. Say a company wants to hire a nurse. That nurse needs to be properly certified. We're working with different clients on cases like this.

Scout—our AI agent—can review the resume, conduct the initial interview, and if the client is interested, Scout can then go and verify the candidate's credentials. Instead of a human manually checking online portals to confirm certifications, Scout can do that automatically.

So, we're not just offering the basic product. We're building custom functionalities that offload tasks from humans to AI, saving time and increasing efficiency.

Emmanuel Comte: Could you elaborate a bit more on how Scout does that?

Casey Marquette: Yes, of course. These are client-specific customizations, but let me give you another example from my past experience in cybersecurity.

There are numerous cybersecurity certifications. Let's say you're a client using Scout and you're interested in a candidate who lists three certifications on their resume. Scout can be configured to verify those credentials.

Emmanuel Comte: Really? How does Scout verify them?

Casey Marquette: Essentially, it replicates what a human would do. Many certification bodies have public databases—so you go to their website, enter the person's name, and see if it checks out. Right now, humans are doing that. But Scout can be taught to do it automatically.

Emmanuel Comte: Still, one issue remains: immigration and visa processes. Your platform may match companies with excellent candidates—people they would never have considered otherwise—but then comes the practical question: how do I actually bring this person from overseas? What are the bureaucratic hurdles?

You mentioned earlier that unfortunately, your platform doesn't assist with that part, is that correct?

Casey Marquette: That's right. The company would have to handle that process themselves. That's not something we currently offer.

Emmanuel Comte: Understood. But could the AI agent at least provide basic guidelines for that?

Casey Marquette: Absolutely, yes. While we don't currently have that functionality built into the platform, it's something we're thinking about.

Emmanuel Comte: As we were saying, Scout really bridges the information gap that many employers face. It allows them to go beyond a narrow circle of familiar candidates. By doing so, it opens the possibility for a much better match between employers and job seekers, fostering economic growth.

It also opens the possibility for greater international movement. The AI agent may, at most, provide companies with guidelines—such as instructions to apply for a visa, a list of competent authorities to contact, and so forth. In that way, the agent offers a kind of roadmap for the process.

Casey Marquette: Exactly.

Emmanuel Comte: I remember when I received a visa to work in the U.S. It involved a huge amount of bureaucracy. I was working at the University of California, Berkeley, and they had an entire department dedicated to supporting new hires through the visa process.

For companies unfamiliar with international hiring, it can be quite a challenge. Though I'm sure there are third-party services that help with that too.

Casey Marquette: Exactly. Spot on.

Rethinking Immigration Invitations

Emmanuel Comte: Perhaps we can end on this more philosophical note. There's an ongoing debate in the U.S. about immigration. Some argue that "good immigration" is invited immigration, while "bad immigration" is uninvited.

To some extent, this technology helps clarify the invitation process. It allows for many more people to be formally invited than was previously possible.

Casey Marquette: Yes.

Emmanuel Comte: In this debate—especially in the U.S.—some claim that the vast majority of immigration is uninvited. But with AI platforms like yours, the invitation process becomes easier and more accessible.

Applicants no longer need to travel to a country just to search for a job. In the past, someone might have had to go abroad, spend a few weeks meeting people, and hope to find employment.

Now, one can secure a job while still at home. Once they receive an invitation, the immigration process becomes much more straightforward.

This also helps reduce political tension around immigration. With platforms like Scout, the process of receiving a proper invitation is simplified—even for people who are not classified as "top talent." It applies across a wide variety of jobs.

Casey Marquette: That's right.

Conclusion and Future Outlook

Emmanuel Comte: Anyway, thank you very much, Casey. This was truly a fascinating conversation.

Let me ask you two final questions: First, how do you see the future of global hiring? Second, where can people learn more about your company and follow your updates?

Casey Marquette: On the first point, the future of hiring is absolutely going in the direction of Scout—or platforms like it.

I'll be frank: there's no way our competitors can keep up if they don't adopt this kind of technology.

If someone gave me 500 job openings tomorrow, I could fill them because of Scout. It allows us to work across all industries. If a company doesn't use Scout or something similar, they simply won't survive. That applies even to internal talent acquisition.

As for how to reach us: just Google *Covenant HR*. We'll be the top result. There's a contact form on the site, along with pages explaining Scout and more about Covenant HR as well.