

Unifying HR and IT: How UnlikelyAI saves time, safeguards data, and scales smart



As one of the most innovative AI companies in the market, UnlikelyAI was growing rapidly. It needed an HR solution that could help the business scale while providing integrated ID, access, and device management.

 HEADQUARTERS	United Kingdom
 INDUSTRY	Technology
 EMPLOYEES	30

Pain Points



Siloed operations: Departments used software tools and had no coordinated approach to decision-making.



Limited features: The company's previous HRIS didn't have access and identity management capabilities.



Scalability concerns: UnlikelyAI needed an HR solution that could keep up with its quick growth.

The Challenge

As Chief Administrative Officer at **UnlikelyAI**, Fred Becker operates at the intersection of finance, operations, and HR in one of the most innovative AI companies in the market. The company has developed a revolutionary "neurosymbolic platform" that prevents hallucinations and biases in large language models. By making LLMs more trustworthy, the platform helps high-stakes businesses in the finance, insurance, healthcare, and legal sectors mitigate AI credibility concerns.

Despite being in early market stages, UnlikelyAI has already secured around 10 customers while continuing to scale its platform. Fred's challenge? Implementing scalable systems that support rapid growth while maintaining the company's core values.

"We follow our company's principles when it comes to decision making criteria: accuracy and transparency," Fred said. "We wanted to find a solution that could grow with us and meet our needs—right now, and for the foreseeable future."

Fred encourages the executive team to do regular check-ins on their tech stack. When tools are up for renewal, Fred challenges his team to answer the important question, "Are we getting the best service and features we need, at the right price?" But as the company grew, it noticed limitations with its HRIS provider.

"A lot of systems ended up getting siloed," Fred said. "The ops teams were mainly working from our HRIS system and our engineering teams were using separate platforms, meaning there wasn't a lot of exchange or coordinated thinking about decision making."

The company, which handles sensitive data and requires robust security protocols, also wanted tighter IT controls. "When we started evaluating opportunities for a new HRIS system, we thought there may be a solution that can also provide ID, access and device management," Fred said.

The legacy platform also lacked comprehensive integration with other business systems, creating manual processes and inefficiencies that diverted focus from its core AI development work.

The Solution

After a comprehensive evaluation process involving Fred along with UnlikelyAI's Head of Operations, an Operations Associate, and the VP of Engineering, the company chose **Rippling** as its integrated HR and operations platform.

01 A one-stop shop that squashes manual work

A key deciding factor was Rippling's all-in-one solution. It offered a unified platform that eliminated the siloes created by previous systems, providing seamless data flow across HR, access, ID and device management, and operational functions. By automating routine HR and IT tasks, the teams can dedicate more time to core AI development and customer-focused innovation.


02 Tighter security controls

Rippling's robust identity and access features provided the security and control needed for an AI company handling sensitive data. These features have automated previously manual asset and access control processes—all while keeping data safer.

03 Hassle-free implementation

The UnlikelyAI team was under a tight deadline to transition from its previous systems—and to keep everything running smoothly.

"Any move can be painful," Fred said, "So you have to decide, is it worth it? Knowing most transitions will take six months to a year. Implementation with Rippling was smooth, and the project was delivered on time and on budget."



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The Impact

- **Time saved:** UnlikelyAI offloaded manual work by joining a centralised platform that unifies HR and IT.
- **Enhanced operational efficiency:** With consolidated systems, cross-functional teams have an easier time collaborating.
- **Scaling future growth:** Rippling's scalable platform seamlessly supports UnlikelyAI's quickly-growing workforce.