

Take-Home Assignment

Interactive AI Hiring Agent

Company: Tsavo West Inc

Role: FedEx Ground ISP Delivery Driver (Non-CDL)

Objective

Build an AI Agent that conducts an interactive chat with a candidate to determine whether they meet all required qualifications for the Delivery Driver role.

Core Requirements

- Conversational chat-based interaction (not a form)
- Ask questions dynamically based on previous answers
- Track candidate eligibility internally
- Provide a final hiring decision with reasoning

Mandatory Qualification Areas

- Age (21+)
- Valid Driver's License
- Clean Driving Record
- Background & Drug Screening eligibility
- Ability to lift up to 150 lbs
- Weekend & long-shift availability

Preferred Qualifications

- Prior delivery or courier experience
- Time management & organizational skills
- Ability to work independently

Final Output

The agent must clearly state:

- Qualified / Not Qualified
- Match Score (0–100)
- Breakdown of mandatory & preferred qualifications
- Clear reasoning for the decision

Bonus (Optional)

- Early disqualification logic
- Recruiter-friendly summary
- Multi-job support

Submission

- Source code
- README explaining design & flow
- Sample chat transcript