**Technical Round Features:**

1. \*\*Technical Question Bank\*\*

- \*\*Functionality\*\*:

- Store and manage a repository of technical interview questions.

- Categorize questions by topics (e.g., algorithms, data structures, programming languages).

- Support dynamic retrieval and presentation of questions based on candidate profiles.

2. \*\*Code Editor and Compiler\*\*

- \*\*Functionality\*\*:

- Provide an integrated code editor for candidates to write and test code during interviews.

- Support multiple programming languages (e.g., Python, Java, JavaScript).

- Include syntax highlighting, auto-completion, and error checking features.

3. \*\*Automated Code Evaluation\*\*

- \*\*Functionality\*\*:

- Automatically evaluate candidate code submissions against predefined test cases.

- Provide instant feedback on code correctness, efficiency, and style adherence.

- Generate detailed reports on code performance and edge cases handling.

4. \*\*System Design and Architecture\*\*

- \*\*Functionality\*\*:

- Present candidates with system design scenarios and architecture problems.

- Allow candidates to sketch architecture diagrams and explain their design choices.

- Evaluate scalability, performance, and security aspects of proposed designs.

5. \*\*Algorithmic Problem Solving\*\*

- \*\*Functionality\*\*:

- Pose algorithmic challenges such as sorting, searching, and graph traversal problems.

- Assess candidates' problem-solving skills, algorithm design, and complexity analysis.

- Provide hints and guidance based on candidate progress and responses.

6. \*\*Technical Interview Recording\*\*

- \*\*Functionality\*\*:

- Record technical interviews for review by hiring managers and interviewers.

- Capture screen sharing, code editor interactions, and audio-video communications.

- Ensure secure storage and access controls for recorded technical sessions.

7. \*\*Real-time Collaboration Tools\*\*

- \*\*Functionality\*\*:

- Enable real-time collaborative coding sessions between candidates and interviewers.

- Support shared code editing, whiteboarding, and instant messaging.

- Facilitate interactive problem-solving discussions and code reviews.

**HR Round Features:**

1. \*\*Behavioral Interview Questions\*\*

- \*\*Functionality\*\*:

- Provide a library of behavioral interview questions focused on soft skills and cultural fit.

- Tailor questions to assess candidates' communication, teamwork, and leadership abilities.

- Dynamically adjust question selection based on candidate responses and interview flow.

2. \*\*Candidate Personality Assessment\*\*

- \*\*Functionality\*\*:

- Utilize personality assessment tools or frameworks (e.g., Big Five personality traits) to evaluate candidates.

- Analyze traits such as openness, conscientiousness, and emotional stability.

- Generate insights into candidate suitability for organizational culture and team dynamics.

3. \*\*Role-specific Scenario Questions\*\*

- \*\*Functionality\*\*:

- Pose scenario-based questions to assess candidates' decision-making and problem-solving skills.

- Evaluate alignment with job responsibilities, ethical considerations, and conflict resolution abilities.

- Provide situational feedback and guidance based on candidate responses.

4. \*\*Cultural Fit and Values Alignment\*\*

- \*\*Functionality\*\*:

- Assess candidates' alignment with company values, mission, and organizational culture.

- Present scenarios or discussions around company culture, diversity, and inclusion.

- Gauge candidates' enthusiasm for the role and their long-term fit within the organization.

5. \*\*HR Interview Recording and Feedback\*\*

- \*\*Functionality\*\*:

- Record HR interviews for review by hiring managers and HR professionals.

- Capture candidate responses, body language, and interaction dynamics.

- Provide structured feedback on candidate soft skills, communication style, and overall impression.

6. \*\*Candidate Experience Feedback\*\*

- \*\*Functionality\*\*:

- Collect candidate feedback on the interview process and overall experience.

- Offer opportunities for candidates to provide suggestions for improvement.

- Analyze feedback data to enhance the candidate experience and interview process efficiency.

7. \*\*Decision Support and Reporting\*\*

- \*\*Functionality\*\*:

- Consolidate interview assessments and feedback into comprehensive reports.

- Generate hiring recommendations based on technical and HR interview evaluations.

- Provide insights into candidate strengths, development areas, and cultural fit assessments.

These features for the technical round and HR round are designed to streamline the interview process, assess candidate suitability comprehensively, and ensure alignment with organizational goals and values. Implementing these features requires integration of appropriate technologies, data management strategies, and user interface considerations tailored for technical assessment and HR evaluation purposes.