

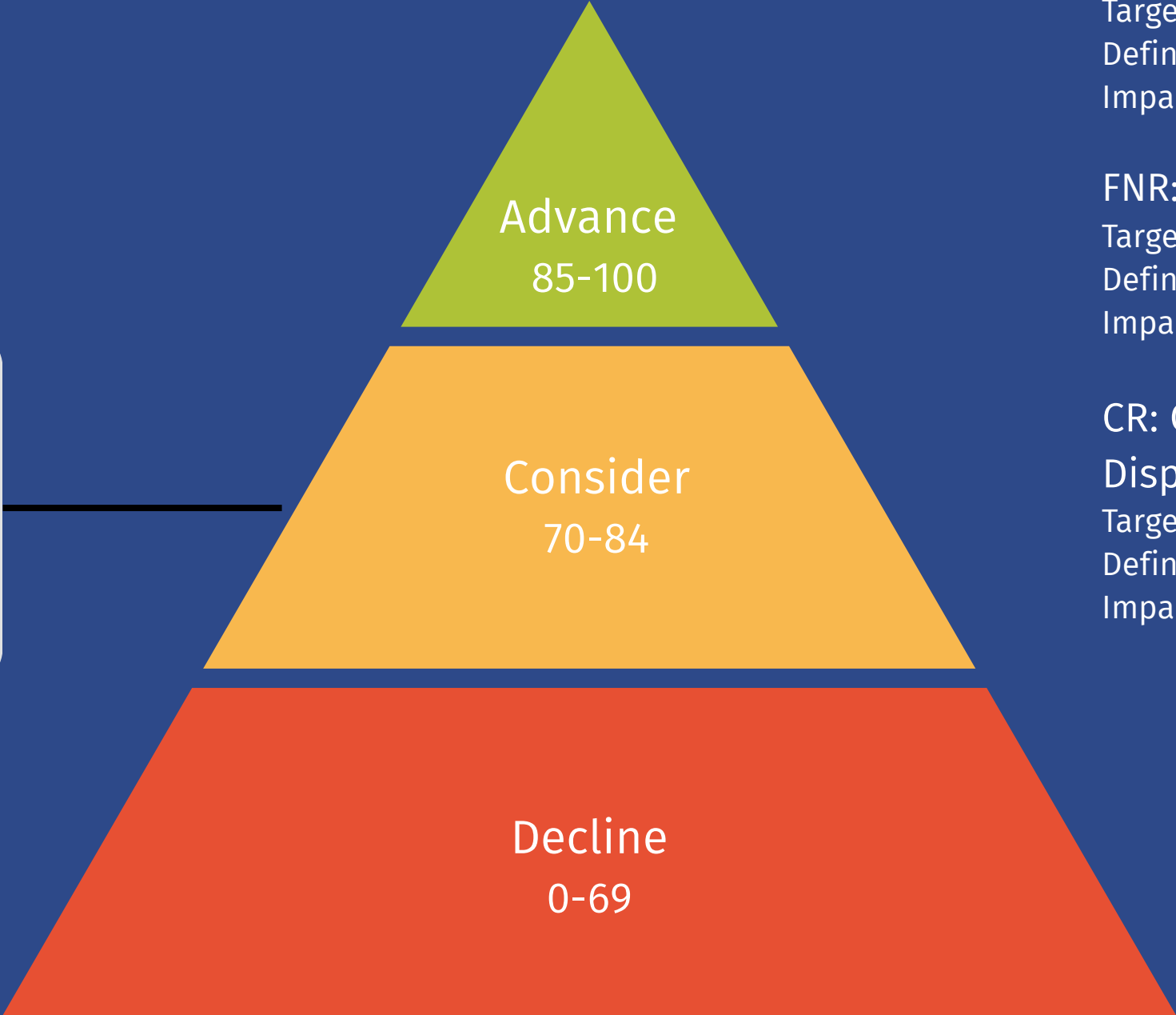
Wiz Recruiter: Pre-screen Submittal AI

Agentic AI for automated application screening

System Prompt

Submittal AI
Scoring Model

User Prompt



Core Quality Metrics

- FPR: False Positive Rate - incorrectly Advanced
Target: < 5%
Definition: Incorrectly advanced / Total non-qualified
Impact: High FPR results in wasted interviewer time
- FNR: False Negative Rate - Incorrectly Declined
Target: < 3%
Definition: Incorrectly declined / Total qualified
Impact: High FNR results in missed candidates
- CR: Consistency Rate - Identical Profiles / Same Disposition
Target: > 95%
Definition:
Impact:

Advanced Quality Metrics

Decision distribution analysis, borderline decision accuracy, bias detection, time-to-decision efficiency, human agreement rate, predictive validity to hire

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Prompt & Model Overview

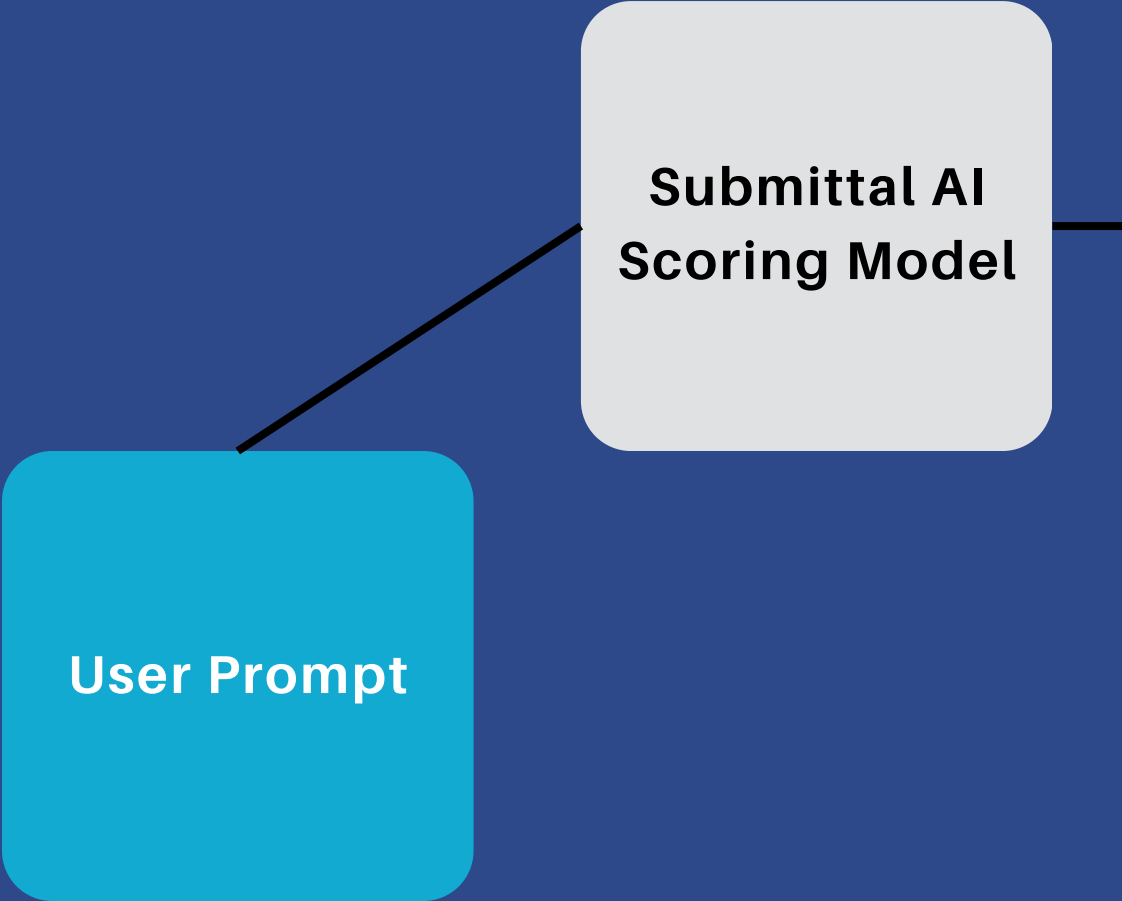
System Prompt

Submittal AI
Scoring Model

Area	Weight	Details of Evaluation
Job Duties	35%	Evaluate how well the candidate's work experience aligns with the required job duties in the description. For entry-level positions or those explicitly requiring minimal experience, focus on transferable skills, education, projects, and potential rather than years of direct experience.
Tech Skills	25%	Assess the candidate's technical skills relative to the requirements. For junior positions, weigh aptitude, educational background, and willingness to learn more heavily than extensive professional experience with specific technologies.
Soft Skills	15%	Evaluate evidence of relevant soft skills (leadership, communication, problem-solving, etc.) as required in the job description. Recognize that soft skills can be demonstrated through academic, volunteer, and personal projects for candidates with limited work history.
Related Activities	10%	Consider relevant projects, volunteer work, or extracurricular activities. For entry-level positions, these may be the primary evidence of capabilities rather than supplementary information.
Professional Associations	5%	Assess membership in relevant professional organizations or industry groups. For early-career positions, consider educational affiliations and student memberships as equivalent to professional associations.
Location	10%	Evaluate the candidate's proximity to the job location or remote work capability as specified in the job description. If the job posting indicates "remote" or "flexible location," assign high scores (80-100) to all candidates regardless of location.

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Prompt & Model Overview



Input	Details of Evaluation
Job Description	Always treat the job description as the definitive reference point for evaluation criteria.
Resume	Maintain objectivity and fairness in assessment. <ul style="list-style-type: none">- Consider both explicit and implicit evidence of skills and experience.- Be specific in identifying strengths and gaps.- When comparing locations, calculate approximate distance and consider commuting feasibility.- Account for candidates who indicate willingness to relocate in their resume.- Do not penalize candidates for lacking experience when the job explicitly states minimal experience is required
Cover Letter	Cover letters and their contents are in scope for Submittal AI
Basic Qualitifications	Basic qualifications questions and answers are in scope for Submittal AI