

ShortList.ai

Rethinking Hiring as Continuous Matching

Building talent pipelines before roles are posted

Hiring is Broken for Everyone

For Job Seekers:

- Low response rates despite hundreds of applications
- No visibility into why they weren't selected
- Wasted time on mass applications
- Miss opportunities at dream companies

For Employers:

- Overwhelmed by application volume (300+ per role)
- Low signal-to-noise ratio
- Repeatedly sourcing for the same roles
- Difficulty finding qualified candidates quickly

Today's Job Platforms Are Designed Wrong

Traditional platforms (LinkedIn, Indeed) are optimized for:

- Listing **open** jobs only
- Maximizing application **volume**

This creates an arms race where:

- Candidates spam applications
- Employers get buried in noise
- Quality matches get lost

The result: Everyone loses.

ShortList.ai: A New Approach

We track **both open AND filled roles**, enabling a fundamentally different model:

| Traditional Platforms | ShortList.ai |
|--------------------------|----------------------------|
| Apply when job is posted | Subscribe before job opens |
| One-time transaction | Continuous relationship |
| Volume-driven matching | Quality-driven matching |
| Static resumes | Living candidate profiles |

Key insight: Great hires often come from candidates who were "almost right" for previous roles.

How It Works — For Job Seekers

1. Create a Living Profile

- Skills, experience, and preferences that evolve over time
- Upload resume for automatic parsing
- Set your search status (active, open, exploring)

2. Subscribe to Roles You Want

- Follow specific positions—even if they're filled
- Get notified when roles reopen
- See your match score for every opportunity

3. Join the Shortlist

- Express interest with a 3-step application

How It Works — For Hiring Teams

1. Build Talent Pipelines

- See who's interested before you post
- Access candidates who subscribed to similar roles
- Discover passive candidates early

2. Two-Step Smart Screening

- **Must-Have Gate:** Auto-filter on work authorization, experience, skills
- **AI Ranking:** Score candidates 0-100 with strengths & concerns

3. Ranked Shortlist Inbox

- Review pre-qualified candidates
- Set your quality threshold

AI-Powered Features

Match Scoring

- Skill-based matching algorithms
- Real-time score updates
- Transparent scoring factors

AI Screening Interviews

- Competency-based assessment
- Studio-quality experience
- Evidence-based evaluation

Smart Recommendations

- Resume optimization suggestions
- Skill-gap roadmaps for candidates
- Best-fit role suggestions

Continuous Learning

- Matching improves over time
- Personalized insights
- Career trajectory analysis

The Continuous Matching Difference

Traditional Flow:

Role Opens → Mass Applications → Hire → Role Closed → *Restart from zero*

ShortList Flow:

Role Opens → Shortlist Ready → Fast Hire → Role "Filled" → Subscribers Stay → *Instant Pipeline*

Benefits: Candidates build relationships with target companies • Employers maintain warm pipelines • Better matches happen faster • Data improves over time

Two-Sided Marketplace

| Living profiles | Pipeline management |
|--------------------|---------------------|
| Role subscriptions | Smart screening |
| Match scores | Ranked inbox |
| AI interview prep | Candidate discovery |
| Skill-gap roadmaps | Shortlist analytics |

Tech Stack: React • Python/FastAPI • PostgreSQL • AI (Claude & GPT-4)

Target Users

Job Seekers

- Knowledge workers in tech-forward roles
- Software engineers, data scientists, PMs
- Professionals tired of the application black hole

Employers

- Startups and mid-sized tech companies
- Teams with recurring hiring needs
- Organizations valuing quality over volume

Initial Focus: U.S. tech sector — where skills are standardized, roles are repeatable, and switching is frequent.

Business Model

Candidates (Freemium)

| Free | Premium |
|------------------------|-------------------------|
| Basic profile & search | Unlimited subscriptions |
| Limited subscriptions | AI interview prep |
| Match scores | Resume optimization |
| | Skill-gap roadmaps |

Employers (SaaS)

- Pipeline access & shortlist browsing
- Advanced candidate search
- Invite-to-apply workflows
- ATS-lite screening tools
- Volume caps & analytics

Get Started

For Job Seekers

Create your living profile and start subscribing to roles you want—even if they're filled today.

For Employers

Claim your company page and start building talent pipelines before your next role opens.

Stop chasing applications. Start building relationships.

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