

ShortList.ai

Rethinking Hiring as Continuous Matching

Building talent pipelines before roles are posted

The Problem

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	Apply before job opens
One-time transaction	Continuous relationship
Volume-driven matching	Quality-driven matching
Static resumes	Living candidate profiles

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

Business Model

Candidates (Freemium)

Free	Premium
Basic profile & search	Unlimited applications
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

Next Steps

Expand the Database

- Historical job tracking
- Partner with LinkedIn, Indeed, company career pages

Grow the Network

- Launch in specific location and industry
- Launch iOS & Android apps

How We Used AI

In Our Product

- **GPT-4** powers AI screening interviews and ranks candidates 0-100 with strengths & concerns
- **NLP** extracts skills from resumes automatically
- **Matching algorithms** score candidate-role fit in real-time

In Development

- **Claude Code** accelerated full-stack development
- Rapid prototyping of UI components
- Database design & optimization
- API architecture & debugging

*Stop chasing applications. Start building
relationships.*

Shortlist.ai