

# ShortList.ai

Rethinking Hiring as Continuous Matching

*Building talent pipelines before roles are posted*

# The Problem

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## 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

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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

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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

# How It Works — For Job Seekers

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## 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

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## 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

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## 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

# Two-Sided Marketplace

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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

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## 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

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## 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

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## 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.**

*Stop chasing applications. Start building relationships.*

**Shortlist.ai**