Design Document & Approach Strategy

1. Problem Understanding

Manual Excel interviews are time-consuming, inconsistent, and slow down hiring. An AI-powered solution can automate candidate evaluation, simulate structured Excel interviews, and provide objective scoring with constructive feedback.

2. Chosen Approach

• Use a chatbot-like structured interview flow (Intro → Q&A; → Summary).

• Implement with Python and Streamlit for interactivity.

• Start with keyword-based answer evaluation (PoC stage).

• Scale later to Large Language Models (LLMs) for semantic evaluation.

• Provide performance summary and constructive feedback at the end.

3. Cold Start Handling

Since no dataset of mock interviews exists initially, the system begins with a simple rule-based keyword matching evaluator. Over time, real transcripts and user answers are collected and used to fine-tune evaluation models (LLMs or supervised ML).

4. Success Criteria

• The system must run end-to-end without manual intervention.

• It should introduce itself, explain the process, and manage multi-turn Q&A.;

• Provide objective evaluation and a final performance summary.

• Deployable on a public link (Streamlit Cloud or Hugging Face Spaces).

5. Deliverables

• Design Document & Approach Strategy (this file).

• Working Proof-of-Concept (Python + Streamlit code).

• Complete source code in GitHub repository.

• Deployed public link for the Mock Interviewer.

• Sample interview transcripts showing candidate Q&A; and evaluation