

Lyrathon - Official Specification Release

Background

The technology industry is experiencing an unprecedented talent shortage. As AI capabilities accelerate and tech companies race to build the next generation of products, the competition for engineering talent has reached fever pitch.

The Numbers Tell the Story

- Sign-on bonuses at leading AI labs now regularly exceed \$1-2M for top researchers, with some packages reaching \$5-10M for exceptional talent
 - OpenAI, Anthropic, Google DeepMind, and Meta are engaged in aggressive talent acquisition, often poaching entire research teams
 - The global developer shortage is projected to reach 85 million workers by 2030
 - Time-to-hire for senior engineers averages 49 days, with companies losing top candidates to competitors during lengthy processes
 - 73% of recruiters say finding qualified tech talent is their biggest challenge
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The War on Multiple Fronts

This isn't just about AI researchers. The talent war extends across the entire tech ecosystem:

For Companies:

- Sourcing quality candidates from an ever-shrinking pool
- Competing with tech giants offering unprecedented compensation
- Identifying genuine skill vs. credential inflation
- Reducing time-to-hire while maintaining quality
- Managing candidate experience in a candidate-driven market

For Candidates:

- Drowning in recruiter spam and irrelevant opportunities
- Difficulty finding roles that match their actual skills and ambitions
- Lack of transparency around compensation, culture, and growth

For the Industry:

- Massive inefficiencies in matching supply and demand
 - Talent concentrated in a handful of companies
 - Promising startups unable to compete for mid-senior talent
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The Challenge

Build a working tool that fundamentally changes how tech talent and opportunities connect.

Your solution should address one or more aspects of the recruiting problem. This could be:

Sourcing & Discovery

- Tools to help find and identify technical talent
- Data should be sourced via your own means (apify.com is great if you want to avoid manual scraping)

Matching & Qualification

- Systems that match candidates to roles based on actual capability, not just credentials

Process & Experience

- Reducing time-to-hire without sacrificing quality
- Streamlining interview processes or candidate evaluation

Market Dynamics

- Creating fairer compensation benchmarking
 - Enabling better information flow about companies and opportunities
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Requirements

Your submission must:

- Be a working prototype (not just slides or mockups)
- Address a specific pain point in the talent acquisition/job search process
- Demonstrate technical implementation
- Be presentable in a 4-minute pitch