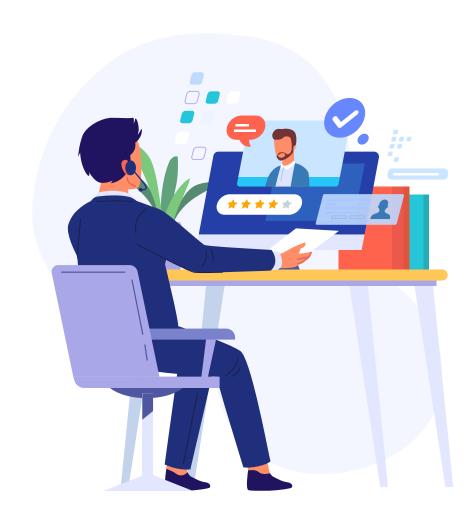
# **TalentMesh**

A Place where talent meets Opportunities...



## **Meet the Team – Earendel**



**MFR Siam** 

Backend Developer

North South University



**Rakibul Hasan** 

Team Lead

North South University



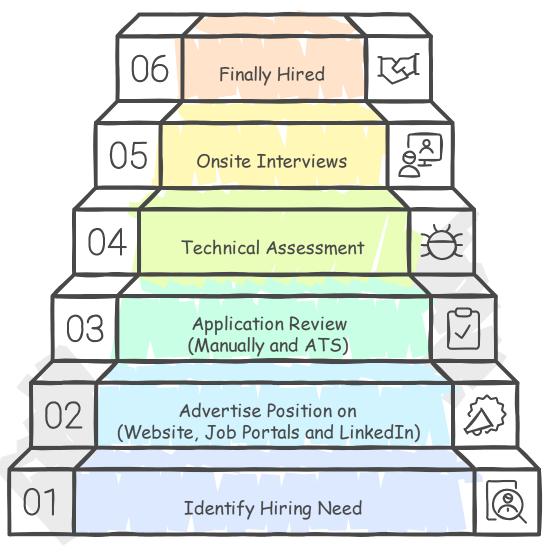
**Nafiul Hasan Ha-mim** 

Full Stack Developer
CUET

## **Problem Statement**

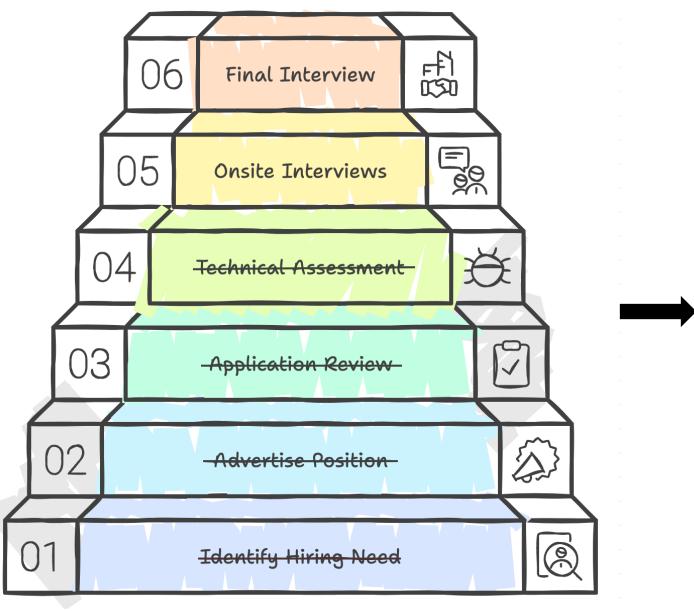
Traditional hiring processes, even with ATS tools, struggle with fragmented evaluations, lack of real-time technical assessments, and inefficient workflows. These gaps lead to delays, interviewer burnout, and challenges in identifying top tech talent.

- A company typically interviews 20 candidates to fill a single tech vacancy. Source: <u>karat</u>
- Delays in interview scheduling can hinder the hiring process, leading to extended time-to-hire and potential loss of top candidates.
- Interviewer availability is also challenging, as aligning schedules between candidates and interviewers can be complex, resulting in further delays.

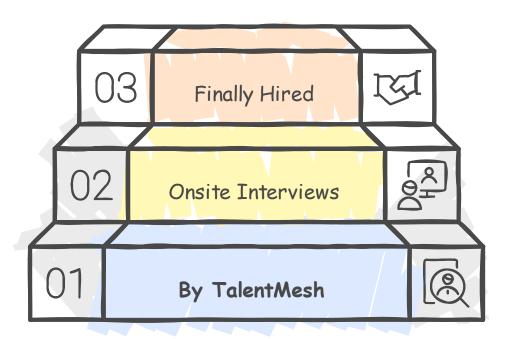


Steps to Hire a Software Engineer

# Our Solution – Introducing TalentMesh



Elevate your recruitment process with our Interview as a Service platform, delivering instant, affordable, scalable, and standardized interview outsourcing to accelerate your hiring.



Our Solution (Using TalentMesh)

Steps to Hire a Software Engineer

# **Highlighting Features**

### **BUILT-IN CODING ENVIRONMENT**

- Enables candidates to solve problems directly within the platform.
- Supports real-time collaborative coding during interviews.

A Place where talent meets

# **TalentMest**

Opportunities....

### **ROLE BASED HIRING PROCESS** WITH (HIRING RUBRIC)

- Predefined hiring rubrics tailored to roles like frontend, backend, and DevOps.
- Adapts rubrics based on experience levels (e.g., Internship, Junior, Mid-Level, Senior)

#### INSTANT INTERVIEW FEEDBACK REPORTS

- Generates detailed candidate performance reports which includes metrics like questions asked, answers provided, and performance analysis based on the hiring rubric.
- Offers insights to aid decision-making for final selection.

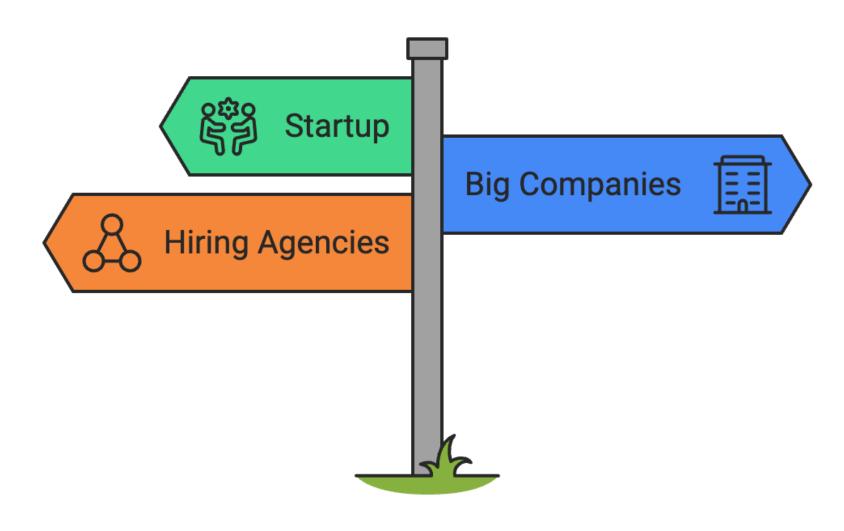
## ANTI CHEATING SYSTEM

 Monitor candidate actions by detecting browser tab/window switching and preventing copy-paste to maintain fairness.

#### **BIAS FREE** HIRING

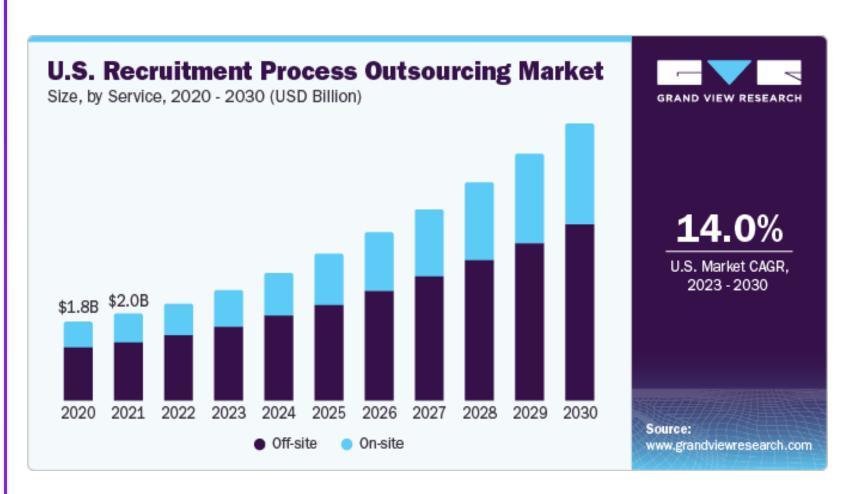
 Removes identity-based biases by keeping candidate information confidential. That means candidate and client information is not shared with the interviewer.

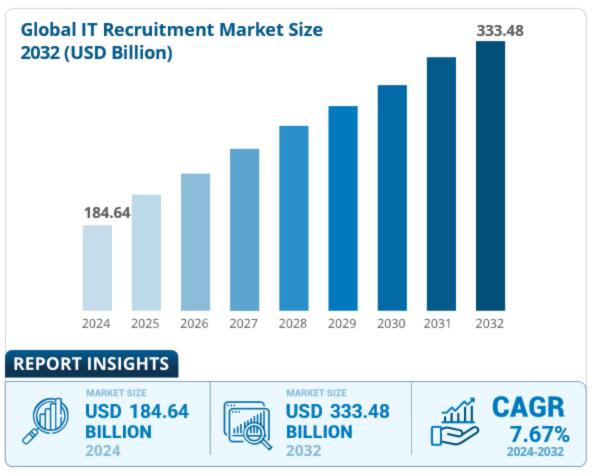
# **Target Audience**



## **Market Research**

- The global recruitment process outsourcing market size was valued at USD 7.33 billion in 2022 and is anticipated to grow at a CAGR of 16.1% from 2023 to 2030. (Source: grandviewresearch)
- The two primary factors driving the market growth are the need for an effective recruiting process and reduced overhead costs.





## **Revenue Model**

- > Pay-Per-Interview Model:
  - Client Side (HR/Company):

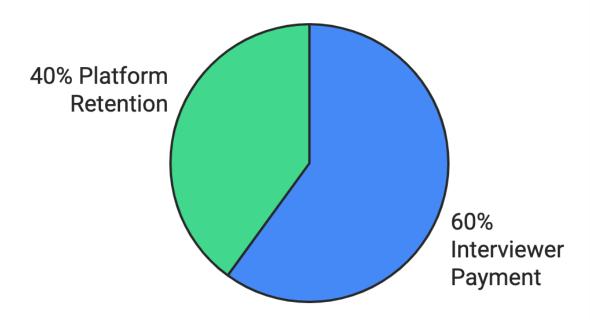
Charge HR departments or companies on a per-interview basis. This could be a flat fee for each interview conducted or a tiered pricing model based on the number of interviews or roles being assessed.

**Example:** \$50 per interview, with a discount for bulk bookings or long-term contracts.

- Interviewer's Payment Split:
  - Interviewer Side:

Pay interviewers a percentage of the fee collected for each interview they conduct. In this case, **you would take 40%** of the payment and **give 60% to the interviewer** as compensation for their time and expertise.

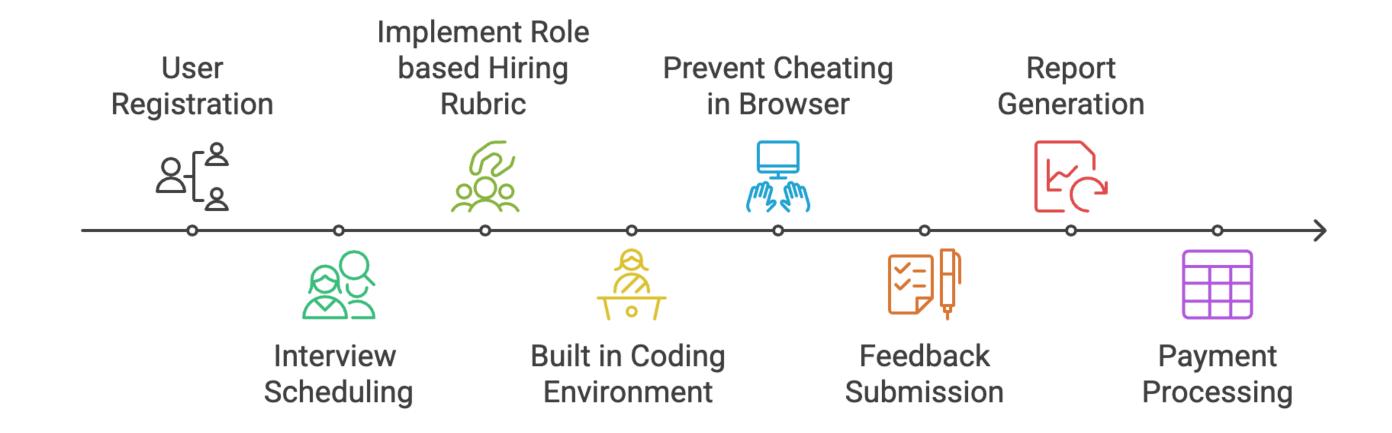
**Example:** If the HR or company pays \$50 for an interview, the interviewer would receive \$30, while our platform keeps \$20.



**Interview Payment Distribution in Pay-Per-Interview Model** 

## **Feature for MVP**

## TalentMesh MVP



# **Testing & Validation Plan**



Evaluate feedback to improve AI our System

# **Conduct User Surveys**

Engage recruiter and candidate for satisfaction surveys

#### **Gather Feedback**

Collect insights on coding environment and cheating detection system

#### **Launch MVP**

Test the platform with Some candidate

# **Technology Stack**

## **Front End**

**Deployment** 







.NET ASP.NET



Postgre SQL





## **Others**

**Backend** 





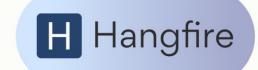














# Thank You

Thank you for your valuable time and consideration. We are looking forward to having the best mentor to guide us and elevate our knowledge throughout this exciting journey.