

Business Requirements Document (BRD)

The Business Requirements Document (BRD) serves as a foundational blueprint that aligns technical development with strategic business objectives. Below is an elaborated explanation of each section:

Business Problem

Manual resume screening is a time-intensive process that often leads to inefficiencies in hiring workflows. Recruiters typically review hundreds of resumes per role, resulting in fatigue, inconsistent evaluations, and unconscious bias. This not only delays time-to-hire but also risks overlooking qualified candidates due to subjective judgments or mismatched keyword interpretations. Additionally, traditional screening lacks semantic understanding—it fails to recognize equivalent qualifications expressed in different phrasings (e.g., “managed a team” vs. “led cross-functional groups”). These limitations reduce the quality of hire and increase operational costs.

Business Goals

To address these challenges, the AI-powered resume scanner aims to achieve three core objectives:

- Automate screening to reduce HR workload: By leveraging natural language processing (NLP) and machine learning models, the system can parse, rank, and shortlist resumes based on predefined job criteria. This automation reduces manual effort by up to 70%, allowing HR professionals to focus on high-value tasks like candidate engagement and interview coordination.
- Improve candidate-job fit using semantic matching: Unlike keyword-based systems, the solution employs semantic similarity algorithms—such as sentence embeddings (e.g., SBERT) or transformer-based models—to understand context and meaning. For instance, it recognizes that “customer success specialist” and “client relations associate” may represent similar roles depending on responsibilities. This improves matching accuracy and diversity in candidate selection.
- Provide interactive, visual feedback for decision-making: The tool includes a dashboard with visual indicators (e.g., match scores, skill gap analysis, heatmap overlays on resumes) and an integrated chatbot interface that allows recruiters

to query why a candidate was ranked highly or what missing qualifications they have. This transparency builds trust and supports informed hiring decisions.

Stakeholders

Each stakeholder group has distinct needs and expectations:

- **HR Managers:** Require reliable, auditable screening outcomes that comply with fairness and diversity standards. They value time savings and improved hiring quality.
- **Recruiters:** Need intuitive tools that integrate into existing workflows, offer explainable results, and support quick candidate filtering.
- **Product Team:** Focused on user experience, feature prioritization, and ensuring the product meets market demands.
- **CTO / Engineering Leads:** Concerned with system scalability, data security, model performance, and integration with existing HRIS platforms (e.g., Greenhouse, Workday).

Key Performance Indicators (KPIs)

Success will be measured through quantifiable metrics:

KPI	Description	Target
Time saved per screening cycle	Reduction in average hours spent reviewing resumes for a role	≥60% decrease
Accuracy of top matches	Percentage of shortlisted candidates who pass initial interview stages	≥85%
User satisfaction with chatbot interface	Measured via post-interaction surveys (e.g., Net Promoter Score or CSAT)	≥4.2/5.0 average rating

These KPIs ensure the solution delivers tangible value across efficiency, effectiveness, and usability dimensions.