



PastaHR Neuralwave Challenge



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The AI Recruiter

Your task is to create an AI agent for recruiting, designed to make recruiting teams more productive and equitable. Currently, most recruiting processes rely heavily on CV screenings, which are not only time-consuming but also prone to bias. Traditional CVs vary greatly in format and content, leading to inconsistent evaluations and often introducing human bias into the process.

The AI agent you will build aims to solve this problem. It will conduct initial phone interviews with candidates, automating the first screening stage. By moving away from traditional CV-based assessments, the AI agent ensures a more consistent and fair evaluation of all candidates. Every applicant will be assessed based on the same criteria, making the recruitment process both faster and more equitable.

How could this work? During these interviews, the AI agent should pre-screen applicants based on the skills and experience required for the job posting.

Here are some specific steps to guide you, but feel free to be creative in your approach:

1. Based on a given job position, the AI recruiter should generate a set of screening questions for the initial interview.
2. The AI recruiter should then be able to conduct the phone interview with the applicant in real time. Instead of setting up a real phone call, the interview can

be simulated within a browser app using the browser's microphone and streaming capabilities.

3. After the interview, the AI recruiter should store a transcript of the call along with a summary of the responses in a retrievable format.




Focus Tip: The most important part of this challenge is the phone interview. So keep an emphasis on it. It is much better to have an amazing phone interview, but only json output of the summary, rather than having a nice interface but the phone interview is not convincing.

Possible Technologies / APIs to Use

You are super free on what technologies you use. Here are some APIs that might be useful. We can provide API access with a budget for all of them:

1. [OpenAI](#) for language models (LLMs)
2. [ElevenLabs](#) for speech-to-text functionality

Example Job Posting

 [Fullstack Software Engineer - Example Job for Neuralwave](#)

Disclaimer

As part of this challenge, all code developed will remain the intellectual property of the participants. PastaHR (Pasta Software Studio AG) reserves the right to use, modify, and incorporate this code for its own commercial purposes.