

Tener.AI Discovery Report

AI-Powered Recruiting Platform

Product Concept Brief Description

Core Idea

AI-powered recruiting platform that automates the recruitment cycle from job description validation to delivering a shortlist of interviewed, scored candidates ready for client evaluation. Designed to eliminate the need for traditional recruiting agencies.

Target Market

Initial launch: US software development companies, specifically service companies that need to scale technical hiring efficiently. Platform architecture designed for worldwide availability post-launch.

Key Functionality

Four-stage workflow (MVP covers Define, Find, Screen):

- **Define:** AI validates and rewrites job descriptions to eliminate unrealistic role combinations
- **Find:** AI agents source candidates directly on LinkedIn, mimicking human recruiter behavior patterns
- **Screen:** Automated AI interviews combining soft skills/English assessment with technical evaluation
- **Hire (Post-MVP):** Automated scheduling, nurturing, and offer management

MVP Deliverable

Shortlist of interviewed candidates with scores and evaluation data ready for client review.

Unique Selling Proposition

- **Speed:** ≤10 days from job description to qualified shortlist (MVP); complete hire cycle significantly faster than 30-60 days traditional
- **Cost:** 1/3 the cost of traditional agencies (\$2,500 per hire vs. \$7,500+)
- **Quality:** Unlimited replacement guarantee with 50-70% automation reducing human error
- **Scalability:** Subscription model (\$6-8K/month) vs. episodic agency fees

Business Model

- **Primary:** Monthly subscription with guaranteed hires

- **Alternative:** 8% success fee (still 2× cheaper than agencies)
- **Target margins:** 84-92% gross margin with \$200-400 cost per hire

Competitive Advantage

Full-cycle automation with AI agents, not just tools. Unlike competitors who focus on single stages (sourcing, screening, or engagement), Tener.AI handles the entire recruitment funnel with performance guarantees.

Target Audience & Personas

Primary Personas

1. Hiring Manager / CTO

Profile: Technical leader at US-based software service company (10-200 employees)

Goals: Scale technical team quickly without compromising quality; reduce time-to-hire; control recruiting costs

Pain Points:

- Wastes months interviewing wrong candidates due to poorly defined roles
- Can't afford traditional agency fees (15-25% of annual salary)
- Needs predictable hiring pipeline for business planning

2. HR Director / Talent Acquisition Lead

Profile: Manages recruiting operations at scaling tech company

Goals: Eliminate manual coordination work; improve candidate experience; demonstrate ROI on recruiting spend

Pain Points:

- 70% of time wasted on scheduling and follow-ups, not evaluation
- 40% candidate drop-off due to slow, impersonal communication
- Difficulty tracking and reporting on recruiting metrics

3. Technical Candidate

Profile: Software engineer (mid to senior level) open to new opportunities

Goals: Quick, transparent hiring process; fair evaluation of technical skills; professional communication

Pain Points:

- 90% drop out if no reply within 2 hours of initial contact
- Frustrated by generic recruiter messages that don't match profile
- Multiple interview rounds with scheduling delays

Target Company Profile

Primary:

- US-based software service companies (consultancies, dev shops, IT staffing firms)
- 10-200 employees, actively hiring 5-20 technical roles annually
- Current recruiting method: mix of internal recruiters + agencies
- Annual recruiting spend: \$50K-500K

Secondary (Post-MVP):

- Product companies with steady technical hiring needs
- International companies hiring US-based remote engineers

AI Agent Personas

The Tener.AI platform presents automation through a team of specialized AI agents, each with a distinct personality and role. This personification creates a consistent, branded experience for clients and candidates while making complex automation feel approachable.

1. Harper - Culture Analyst

Role: Company data gathering, culture profile generation, team DNA analysis

Personality: Curious, insightful, detail-oriented researcher who "gets" your company before anyone else does. Speaks thoughtfully and asks unexpected questions that reveal deeper insights.

Client Touchpoints:

- Onboarding conversation during company registration
- Culture profile generation and refinement
- Ongoing culture alignment updates

Sample Interaction: "I've been reading through your engineering blog and Glassdoor reviews. There's an interesting pattern I noticed about how your team approaches collaboration..."

2. Spencer - Job Architect

Role: Job description validation, requirements clarification, market alignment

Personality: Consultative, diplomatic, market-savvy advisor who challenges unrealistic requirements tactfully. Knows what works in the talent market and isn't afraid to push back - politely.

Client Touchpoints:

- AI clarification conversation during job creation
- Market data presentation and salary validation
- Role structure recommendations

Sample Interaction: "I hear you want someone with Java AND PHP AND mobile. Here's what I'm seeing in the market - let's talk about what's realistic for this budget."

3. Reed - Talent Scout

Role: LinkedIn sourcing, candidate outreach, initial engagement

Personality: Personable, persistent, persuasive communicator who writes messages that don't sound like spam. Knows how to get responses from candidates who ignore most recruiters.

Client Touchpoints:

- Sourcing progress reports and metrics
- Candidate engagement statistics
- Pipeline health updates

Sample Interaction: (To candidate) "Hi Sarah - I noticed your work on distributed systems at FinTech Co. We're helping a company build something similar, and your approach to event-driven architecture caught our attention."

4. Jordan - Lead Interviewer

Role: Soft skills assessment, English evaluation, technical screening, culture fit scoring

Personality: Professional, fair, thorough evaluator who puts candidates at ease while still gathering the information needed. Adapts interview style to each candidate's background and communication preferences.

Client Touchpoints:

- Candidate evaluation reports and scores
- Interview highlights and key quotes
- Culture fit explanations

Sample Interaction: (In interview) "That's impressive scale - 100k requests per second is significant. I'd love to hear more about how you approached the scalability challenges."

5. Casey - Hiring Coordinator

Role: Interview scheduling, candidate communication, feedback compilation, status updates

Personality: Organized, responsive, reliable coordinator who makes sure nothing falls through the cracks. Always knows where every candidate is in the process.

Client Touchpoints:

- Shortlist delivery notifications
- Status updates throughout the process
- Final interview coordination

Sample Interaction: "Your shortlist is ready - 7 finalists, all interviewed and scored. Here's what you need to know about each one."

Agent Visibility by User Type

Client Portal:

- Harper: Visible during onboarding
- Spencer: Visible during job creation
- Reed: Visible in sourcing reports (metrics only)
- Jordan: Visible in candidate evaluations
- Casey: Visible in notifications and handoffs

Candidate Experience:

- Reed: Initial LinkedIn outreach
- Jordan: AI interview conductor
- Casey: Status updates and scheduling

*AI agents impersonate recruiters, they don't communicate with candidates as Reed, Jordan or Casey.

Admin Panel:

- All agents visible with real-time activity monitoring
- Agent performance metrics and health status
- Manual override controls per agent

Key Use Cases by Stage

Define Stage

- Upload vague/unrealistic job description → receive clarifying questions → get validated, market-aligned role spec
- Compare proposed salary ranges against market data
- Get recommendations on role structure (e.g., split "Java + PHP + mobile" into focused positions)

Find Stage

- Automated candidate sourcing matching work hour patterns (no 2am messages)
- Personalized outreach based on candidate's actual experience and interests
- Respectful follow-up cadence that mirrors human recruiter behavior

Screen Stage

- Candidates complete soft skills + English assessment at their convenience
- Separate technical interview evaluates job-specific competencies
- Combined scoring produces ranked shortlist with detailed evaluation data

Client Decision

- Review shortlist with comprehensive candidate evaluations and competency scores
- Compare candidates side-by-side with standardized assessment metrics
- Request additional information or move to offer (post-MVP)

Glossary & Definitions

Company Culture Profile

AI-generated 200-300 word summary of a client company's values, work style, and team dynamics. Created during client onboarding by analyzing company website, LinkedIn page, and Glassdoor reviews. Used to generate culture-specific interview questions and score candidates on cultural alignment.

Culture Fit Score

A 0-100 score measuring how well a candidate's responses align with the client's company culture profile. Based on candidate answers to 2-3 culture-specific questions injected into the soft skills interview. Includes AI-generated explanation of alignment areas.

Hiring Funnel / Pipeline

Six-stage candidate progression: Sourced → Qualified → Screened → Interviewed → Finalists → Hired. Clients primarily interact with the Finalists stage (5-7 top candidates), shielding them from earlier-stage noise.

Finalists

Top 5-7 candidates who have completed all assessments (technical, soft skills, culture fit) and scored above threshold. These are the only candidates visible to clients as individual cards on their dashboard.

AI Agent

Automated system that performs LinkedIn sourcing and candidate communication. Simulates human recruiter behavior patterns including work hours (9 AM - 6 PM), message rate limits (50-80/day), vacation schedules, and natural response timing variations.

Job Specification

Validated, structured job requirements generated after AI clarification conversation. Includes standardized role title, prioritized skills (must-have vs. nice-to-have), experience range, validated salary range, and key responsibilities.

Pre-Outreach Verification

AI analysis of candidate profiles before contact. Scores relevance (0-100) based on career progression, skill match, and job stability. Only candidates scoring >70 proceed to outreach, eliminating up to 50% of LinkedIn filter false positives.

Composite Score / Total Score

Weighted combination of all assessment scores. Default weights: Technical 50%, Soft Skills 30%, Culture Fit 20%. Configurable per job requisition. Used to rank and filter finalists.

Job Status

Lifecycle states for job requisitions:

- **Pending:** Created by client, awaiting admin review and start
- **Active:** AI agents working, automation running

- **Paused:** Temporarily stopped, can be resumed
- **Finished:** Successfully completed
- **Cancelled:** Permanently stopped

Identification of MVP Features

Core MVP Scope

The MVP delivers a dual-portal system:

- **Client Web Portal:** Self-service job creation, culture profile generation, and finalist review
- **Admin Panel:** Internal team tools for job management and system oversight

The complete hiring flow spans six stages (Sourced → Qualified → Screened → Interviewed → Finalists → Hired), with clients primarily interacting with Finalists.

System Components

Client Web Portal

- Registration and authentication
- Company onboarding with AI-powered culture profile generation
- Dashboard with hiring funnel visualization
- Job creation with AI clarification conversation
- Finalist cards and detailed candidate view

Admin Panel

- User management (invite, suspend, reactivate)
- Jobs dashboard with three views: Info, Metrics, Actions
- Job lifecycle controls (start, pause, resume, cancel, finish)
- Candidate details with multi-level sorting
- Secure submission link generation (legacy support)

AI Agent System

- Culture Profile Agent for company onboarding
- LinkedIn automation agents with human behavior simulation
- Job description analysis and clarification
- Candidate pre-outreach verification and scoring
- Personalized outreach message generation

Integration Layer

- Unipile.com for LinkedIn automation
- Soft skills + English assessment service integration
- Technical interview service integration
- Culture fit question injection into interview scripts

Explicitly OUT of MVP Scope

- Advanced reporting and analytics
- CRM integration
- Hire stage automation (offer management, automated nurturing post-finalist)
- Post-hire feedback loop
- Multi-company management for admins
- Custom culture question editing by clients

- Candidate communication via portal
- Calendar integration for interview scheduling

Feature Breakdown Summary

Note: Detailed specifications for each portal are in separate documents: "[Client Web Portal Specification](#)" and "[Admin Panel Specification](#)".

Client Web Portal Features

Registration & Authentication

Account creation with email verification, sign-in, and password reset functionality.

Company Onboarding

Company data collection (website, LinkedIn, Glassdoor URLs) followed by AI-powered culture profile generation. AI scrapes provided sources, extracts cultural elements, generates summary and 2-3 culture interview questions. Client reviews and confirms before proceeding.

Dashboard

Visual hiring funnel showing six stages with counts. Stages 1-4 show numbers only (protecting client from noise). Stage 5 (Finalists) shows actual candidate cards in Greenhouse-inspired design. Philosophy: "Noise In → Signal Out" - client works only with 5-7 finalists.

Job Creation

Text paste or file upload for job description. AI-powered multi-turn clarification conversation to validate requirements, identify unrealistic combinations, and align salary with market data. Jobs created in Pending status awaiting admin review.

Candidate Details

Comprehensive view of finalist candidates showing Technical Score, Soft Skills Score, Culture Fit Score, and Total Score. Includes AI-generated culture fit explanation, assessment summaries, and LinkedIn profile link.

Admin Panel Features

User Management

Two roles: Admin (full access, created in database) and Regular User (invited via UI, can be suspended). Invite, suspend, and reactivate functionality.

Jobs Dashboard

Three-tab interface: Job Info (details, status), Candidate Pipeline Metrics (6-stage counts), and Actions (status-dependent controls). Supports full job lifecycle management.

Job Lifecycle Controls

Start Search (Pending → Active), Pause, Resume, Cancel, and Finish actions. Each action triggers appropriate system behavior and client notifications.

Candidate Details Page

View all candidates for a job with multi-level sorting: first by interview completion status, then by total score. Pagination at 50 candidates per page. Top pages contain shortlist candidates.

AI Agent Features

LinkedIn Filter Translation

Convert validated job specification into LinkedIn Recruiter filter parameters: job titles, skills, experience range, location, company type, industry, and education requirements.

Human Behavior Simulation

Agents operate within work hours (9 AM - 6 PM in configured timezone), respect message limits (50-80/day), observe weekends and holidays, and introduce random timing variations to avoid bot detection.

Candidate Verification

Deep profile analysis before outreach: career progression, skill relevance, experience duration, job stability patterns, and culture fit indicators. Only candidates scoring >70 proceed to contact.

Conversation Management

Monitor responses, parse candidate intent (interested, needs info, declined), continue conversations with AI-powered replies, handle objections, and escalate to human review when needed.

Screening & Evaluation Features

Interview Orchestration

Generate and send interview invitations via LinkedIn and email. Coordinate multi-part assessment process (soft skills + technical). Track completion status via webhooks.

Culture Fit Assessment

Inject 2-3 company-specific culture questions into soft skills interview. AI analyzes responses against company culture profile. Generate culture fit score and explanation text.

Results Aggregation

Collect and normalize scores from all assessment sources. Apply weighted scoring algorithm (Technical 50%, Soft Skills 30%, Culture Fit 20%). Generate composite scores and rank candidates.

Shortlist Generation

Select top 5-7 candidates as Finalists based on composite score threshold. Attach detailed evaluation breakdown including individual scores, culture fit explanation, strengths/weaknesses, and recommendation.