

X-HR Agent: Smart and Explainable AI-Powered Recruitment

Presented by XAI Team

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The Problem & Our Vision

The Problem:

- Manual CV screening is slow and error-prone.
- SMEs miss great candidates due to inefficient recruitment processes.

Our Vision:

- Build an AI-powered platform that makes recruitment smart, fast, and fair.
- Leverage explainable AI to gain trust and transparency.

What is X-HR Agent?

X-HR Agent is a smart recruitment platform using intelligent agents to:

- Parse and analyze any CV format (PDF, DOCX, image).
- Match candidates with jobs using NLP + form inputs.
- Simulate interviews and evaluate performance.
- Analyze video interviews to assess soft skills.

Core AI Agents

- **CV Parsing Agent:** Extracts structured info from CVs.
- **Job Matching Agent:** Matches CV + form responses to job offers.
- **Interview Simulation Agent:** Mock interviews with feedback.
- **Video Analysis Agent:** (Advanced) Analyzes tone, body language.
- **Follow-Up Agent:** Automates recruiter-candidate communication.

Technology Stack

- **CV Parsing:** Python, spaCy, pdfminer, Tesseract OCR
- **Matching:** Sentence Transformers, OpenAI, LangChain (RAG)
- **Simulation:** LLMs + scripted scenarios with scoring logic
- **Video Analysis:** Whisper, DeepFace, OpenFace
- **Data Ingestion:** Real-time scraping from Indeed, LinkedIn

Advanced Features

- Dynamic form-based matching for team fit.
- Transparent scoring with explainable AI.
- Customizable matching logic for recruiters.
- Real-time job and CV data ingestion.
- Chrome Extension (optional) for recruiters.

Our Goal

Position X-HR Agent as a reference smart recruitment platform for SMEs — fast, fair, explainable.

- Save time, reduce bias, improve hiring accuracy.
- Use AI responsibly with clear insights.
- Make recruitment scalable and human-centric.

Thank You!

Questions? Feedback? We're ready.

XAI Team – Building recruitment that makes sense.