

Resume screening strategy for hiring

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BY ANTHROP\IC

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Ignore the attached pictures..

I got about 150 resumes for each position posted on Naukri.

I wanted to try an approach for screening..

1. send out an email draft per each category - fresher, 0-3, 4-7, 8-10, 10-15 and 15+ - clearly stating out goals and objectives and expectations with couple options for their number of years experience fpr exaple 8-10 can be manager or lead, 4-7 can be sr resouce or lead etc.. asking them to repond in a given format their expeiree, summary of themselves in. their own words, what position they are interestedin and hwhatvalue they can bring to company and how. plan and compensation expectations.
2. Filter resumes and send a AI evaluation to evaluate languae, sales skills, convincing skills, industry knwoledge, aptitiute, intelligence, commitmmment and deidication levels towards work.
3. One Ceo round tohand pick the initial team for selected candiates..

what do you say

I like the strategic thinking, but let me give you a reality-check optimization based on our operational needs and timeline.

CURRENT SITUATION ASSESSMENT

- **Immediate Need:** 5 people operational by November 1st for training launch
- **Capital Reality:** \$300K needs to last 20 months
- **Bench Pressure:** 25 trained consultants need placements NOW
- **Revenue Target:** Month 1 = \$55K MRR minimum

RECOMMENDED SCREENING APPROACH (Modified)

PHASE 1: RAPID FILTER (Days 1-2)

Avoid mass email approach - Here's why:

1. 150×6 categories = 900 emails = low response quality
2. Self-evaluation responses are unreliable
3. Time lost waiting for responses we can't afford

Instead - "The Hustler Filter":

Create **ONE powerful screening email** sent to top 50 only:

Subject: InTime eSolutions - Are You Ready to Build Something Big?

We're not hiring employees. We're building a movement.

InTime is launching aggressive USA operations. We need 5 people who:

- Don't need "training" - they figure it out
- Don't watch the clock - they watch results
- Don't wait for instructions - they see gaps and fill them
- Don't want a "job" - they want equity in their future

REALITY CHECK:

- Start: Immediate (this week)
- Location: Remote India-based
- Hours: 54/week (Mon-Sat, including Saturday half-day)
- Compensation: \$130-70K based on role + aggressive commissions
- Environment: Fast-paced, metrics-driven, no corporate politics

YOUR TASK (Completes screening):

Record a 3-minute video answering:

1. Why staffing/recruiting? (Your real reason)
2. Describe your best placement/sale story
3. What do you do when you have ZERO leads?
4. Our bench has 25 consultants - how would you place 5 in 30 days?

Submit video link + resume to: [email]

Deadline: 48 hours

Top 15 get phone screens this week

If you're reading this thinking "that's a lot of work for just an application" - we're not a match.

If you're already planning your video - you might be InTime material.

Excellence is the baseline. Good enough never is.

- Sumanth, CEO

PHASE 2: VIDEO EVALUATION (Days 3-4)

What you're actually screening for:

1. **Did they do it?** (Commitment test)
2. **Video quality** (Attention to detail)
3. **Communication clarity** (Client-ready?)
4. **Energy level** (Hustle detector)
5. **Problem-solving approach** (Question 4 reveals everything)
6. **Sales aptitude** (How they sell themselves)

AI Evaluation Criteria (Use Claude/GPT-4):

Analyze video transcript for:

- Confidence: 1-10
- Clarity: 1-10
- Problem-solving: 1-10
- Sales approach: 1-10
- Hunger level: 1-10
- Cultural fit: 1-10

Flag: Any score below 7 = Reject

8-9 average = Phone screen

9+ average = Fast-track to CEO round

PHASE 3: PHONE SCREENS (Days 5-6)

15-minute rapid-fire with Operations Manager:

The "No BS" Questions:

1. "We need 10 placements in Month 1. Walk me through Day 1-30."
2. "You have 27 bench consultants and 223 jobs. Prioritize."
3. "Client ghosts you after 5 submissions. What's your next move?"
4. "Saturday 6 PM, hot requirement comes in, your owner's wedding - what do you do?"
5. "Compensation: \$140K + \$15K per placement. Too low?"

Decision Matrix:

- Hesitates on any question: REJECT
- Asks about "work-life balance": REJECT
- Mentions "9-5" or "weekends off": REJECT
- Gets excited about challenges: ADVANCE
- Asks about growth path: ADVANCE
- Asks "when do I start?": FAST-TRACK

PHASE 4: CEO ROUND (Days 7-8)

You personally interview top 8-10

Your One Question That Matters: *"I'm handing you our Monday.com with 223 jobs, 27 bench consultants, and 2 MSP portals. It's Monday morning. Walk me through your week hour-by-hour to get us 5 placements by Friday."*

What you're listening for:

- Do they ask questions first? (Good - means they think)
- Do they mention the bench first? (Great - efficiency mindset)
- Do they have a system? (Excellent - scalable thinking)
- Do they show urgency? (Critical - we need hustlers)

- Do they get excited? (Essential - passion indicator)

Hire on the spot if:

1. They demonstrate clear process thinking
2. They reference metrics without prompting
3. They show ownership mentality
4. They ask about YOUR vision
5. Your gut says "this person gets it"

ROLE-SPECIFIC EVALUATION

FOR RECRUITING POD (Need 2 immediately):

Must demonstrate:

- Boolean search expertise (test them live)
- LinkedIn Recruiter experience
- Screening framework knowledge
- Closing mentality

Red flags:

- "I'm a people person" (we need hunters, not HR)
- Previous "coordinator" roles only
- Can't explain their best placement
- Asks about "support" too much

FOR BENCH SALES POD (Need 2 immediately):

Must demonstrate:

- Vendor network (or plan to build one fast)
- Portal experience (Dice, Monster, VMS)
- Daily hustle mentality
- Relationship-building approach

Red flags:

- Never done bench marketing
- Uncomfortable with daily targets
- Too "process-oriented" (we need results-oriented)
- Mentions "burnout" or "stress"

FOR OPERATIONS MANAGER (Need 1 - Most Critical):

Must demonstrate:

- Led teams before (proof required)
- Monday.com or similar experience
- Metrics-driven thinking
- Can start TODAY

This person must be able to:

- Run daily standups
- Track KPIs obsessively
- Make hiring decisions
- Handle client escalations
- Work US hours when needed

COMPENSATION STRUCTURE (Be Transparent)

OFFER BANDS:

Recruiting Pod: \$130-40K + \$15K/placement + \$15K volume bonus (5+)

Bench Sales Pod: \$130-40K + \$15K/placement + \$15K volume bonus (5+)

Operations Manager: \$170K + \$20K quarterly performance bonus

ALL POSITIONS:

- 54 hours/week (including Saturday half-day)
- 3-month probation
- Health insurance after confirmation
- Phone/internet allowance: \$12,000/month
- Equity conversation after 12 months of excellence

TIMELINE REALITY CHECK

Your Plan Timeline:

- Email drafts: 1 day
- Wait for responses: 3-5 days
- AI evaluation: 1-2 days
- Interviews: 3-5 days
- **Total: 8-13 days**

My Recommended Timeline:

- Send screening email: Today
- Video deadline: 48 hours
- AI evaluation: 4 hours (automated)

- Phone screens: 1 day
- CEO rounds: 1 day
- Offers: Same day
- **Total: 5 days, operational by November 1st**

CRITICAL ADDITIONS TO YOUR APPROACH

1. THE TRIAL TASK (Before offer)

Give finalists a real scenario: "*Here are 5 bench consultant profiles and 20 job descriptions. Create a submission plan for next 48 hours. You have 30 minutes.*"

This reveals:

- Prioritization ability
- Attention to detail
- Speed of execution
- Thought process

2. THE COMMITMENT TEST (Before offer)

"Training launches November 1st. We need 20 enrollments. You have 10 days. What's your plan?"

Accept only those who:

- Don't say "that's impossible"
- Break it into daily actions
- Show creativity in approach
- Ask for resources, not excuses

3. THE CULTURE FILTER (Final decision)

Ask yourself:

- Would I want this person representing InTime to clients?
- Will they raise the bar or lower it?
- Can they handle the truth when they underperform?
- Do they show ownership or employee mentality?

WHAT TO AVOID

✗ Don't do:

1. Hire based on resume pedigree (Infosys, TCS experience ≠ hustler)
2. Prioritize experience over hunger (We need builders, not bureaucrats)
3. Oversell the "startup" - Be honest about demands

4. Negotiate too much on compensation (Wrong signal)
5. Wait for "perfect" - Ship fast, iterate

 **Do:**

1. Hire for coachability over experience
2. Prioritize energy over credentials
3. Value problem-solving over process knowledge
4. Choose speed over perfection
5. Trust your gut on cultural fit

FINAL RECOMMENDATION

Your approach is 70% right, but 30% slow.

Modify it to:

1.  Segmented email (but ONE powerful version, not 6)
2.  AI evaluation (but on videos, not written responses)
3.  CEO round (but rapid 30-min, not lengthy)

Add: 4. **Video screening task** (Separates talkers from doers) 5. **Live problem-solving test** (Reveals real capability) 6. **Same-day offer to top performers** (Speed is competitive advantage)

THE INTIME HIRING PHILOSOPHY

We're not hiring employees. We're recruiting co-builders.

The right 5 people with:

$$70\% \text{ skills} + 100\% \text{ hustle} > 100\% \text{ skills} + 70\% \text{ hustle}$$

Your job is to find people who:

- Don't need to be managed, they need to be unleashed
- Don't watch the clock, they watch the scoreboard
- Don't wait for problems to be solved, they solve them
- Don't see this as a job, they see it as their launching pad

Bottom line: Your screening instinct is right, but simplify execution. We don't have time for elaborate processes. We need operational excellence by November 1st.

Next action: Want me to draft the actual screening email and video evaluation rubric?