

# Screening 150 resumes efficiently - Claude

🌐 claude.ai/chat/1b5ab05e-1294-4a8e-be63-4c24593dabe3



|

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 compenation 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 think your approach is fundamentally sound, but it needs **InTime execution standards**. Let me refine it based on our operational reality and the urgency of our situation.

## CURRENT REALITY CHECK

- **Timeline:** We need people operational by **December 1st** to hit Month 1 targets

- **Risk:** Over-engineering screening = losing strong candidates to competitors
- **Goal:** Build a 5-person team that can generate **\$55K MRR by Month 1**

## REFINED 3-STAGE SCREENING PROCESS

---

### STAGE 1: Smart Email Filter (24-hour turnaround)

---

**Segment & Customize:**

**For Sr. Recruiter/Account Manager (10+ years):**

Subject: Sr. Recruiter/Account Manager - InTime eSolutions | Immediate Start

We're not another body shop. We're building something that matters.

**THE OPPORTUNITY:**

- Own client accounts end-to-end (Collabera, Disys partnerships already live)
- Build your own recruiting team as we scale
- P&L ownership with uncapped earnings
- Founding team equity potential

**YOUR REALITY CHECK:**

- ✓ You have active MSP/VMS relationships NOW
- ✓ You can recruit AND manage accounts (not one or the other)
- ✓ You're comfortable with \$0 on Day 1, building to \$200K+ in Year 1
- ✓ Canadian staffing experience is your differentiator

**RESPOND WITH (Max 300 words):**

1. Your current book of business (clients/revenue)
2. Why you'd leave stability for a startup
3. One deal you closed that proves you're exceptional
4. Compensation expectation: Base + Commission structure
5. Available start date

Deadline: 48 hours from this email

Only respond if you can start by December 1st and bring your network with you.

**For OPT Recruiter/Talent Acquisition (0-3 years):**

Subject: OPT Recruiter - Build Your Career with InTime | Founding Team

**THE STRAIGHT TALK:**

This isn't a training program. This is a builder role.

**WHAT YOU'LL DO (Day 1):**

- Source 50 H1B/GC/USC consultants per day
- Build pipeline for current W2/C2C projects
- Manage full recruiting cycle (source to placement)
- Help us disrupt cross-border staffing

**YOUR PROFILE:**

- ✓ Strong H1B/GC/USC consultant network
- ✓ Experience with Canadian market = HUGE advantage
- ✓ Can handle ambiguity (we're building processes, not following them)
- ✓ Hungry for growth → leadership in 12 months

**RESPOND WITH (Max 200 words):**

1. Your best placement story (candidate profile, challenge, how you closed)
2. Size of your current network (H1B/GC/consultants)
3. Why startups vs. established firms?
4. Compensation expectation (realistic for 0-3 years in Hyderabad)
5. Can you start December 1st? Yes/No

Deadline: 48 hours

We're interviewing this week. First good candidates get offers.

**Key Email Principles:**

- **✓ Clear expectations:** No fluff, direct about startup reality
- **✓ Self-selection:** Only serious candidates respond
- **✓ Urgency:** 48-hour deadline drives action
- **✓ Value screening:** Their response quality = first assessment

## **STAGE 2: AI-Powered Response Evaluation (Automated, 2-hour turnaround)**

---

**Create Evaluation Rubric:**

I'll help you build a **custom GPT prompt** that scores responses on:

#### SCORING CRITERIA (Scale 1-10):

1. COMMUNICATION QUALITY (Weight: 20%)
  - Clarity and structure
  - Grammar and professionalism
  - Persuasiveness
2. SALES/CONVINCING ABILITY (Weight: 25%)
  - How they position themselves
  - Value proposition clarity
  - Confidence without arrogance
3. INDUSTRY KNOWLEDGE (Weight: 20%)
  - Staffing/recruiting terminology
  - Market understanding (H1B/Canada insights)
  - Client/vendor dynamics
4. STARTUP FIT (Weight: 15%)
  - Risk tolerance indicators
  - Builder vs. maintainer language
  - Growth mindset signals
5. COMMITMENT INDICATORS (Weight: 20%)
  - Specific examples vs. generic claims
  - Long-term thinking
  - Ownership language ("I built" vs. "I worked on")

TOTAL SCORE: \_\_\_/100

RECOMMENDATION: [Proceed to Interview / Hold / Reject]

KEY STRENGTHS: [2-3 bullet points]

RED FLAGS: [Any concerns]

#### Automation:

- Use **GPT-4** or **Claude** to evaluate all responses
- Set threshold: **70+ = Interview**, **60-69 = Hold**, **<60 = Reject**
- Generate automated response emails based on score

### STAGE 3: CEO Lightning Rounds (48-hour interview sprint)

---

**Format: 30-Minute Video Interviews (Not traditional 1-hour rounds)**

**For Sr. Recruiter/Account Manager:**

**First 15 Minutes - Capability Assessment:**

1. "Walk me through your best account. Client, challenge, how you won it, revenue generated."
2. "You have Collabera and Disys access. How do you turn that into 5 placements in Month 1?"
3. "Canadian staffing - tell me the nuances vs. US market."

**Next 10 Minutes - Culture Fit:** 4. "Our philosophy: 'It's not what you do, it's HOW you do it.' What does that mean to you?" 5. "You'll build a team. Describe your ideal first hire and why."

**Final 5 Minutes - Close:** 6. Compensation negotiation (test their sales skills) 7. "You're in or out. What's your decision?"

**For OPT Recruiter:**

**First 15 Minutes - Hustle Assessment:**

1. "Show me your LinkedIn. How many connections? Walk me through your network."
2. "I give you a Java requirement right now. What's your first move?"
3. "Tell me about a time you had to convince a passive candidate."

**Next 10 Minutes - Learning Agility:** 4. "We don't have processes yet. How do you handle that?"  
5. "What do you know about Canadian work permits? (They should research us)"

**Final 5 Minutes:** 6. Live role-play: "Call me. I'm a candidate. Convince me to submit for a role."

**Decision Framework:**

- **HIRE IMMEDIATELY:** Clear value, startup fit, can start Dec 1st
- **HOLD:** Good but need more options
- **REJECT:** Doesn't meet bar

## WHAT I'D CHANGE IN YOUR APPROACH:

---

### Don't Do:

---

1. **Over-segment experience levels for initial team** → Focus on **Sr. Recruiter (1 role) + OPT Recruiter (4 roles)** first
2. **Multiple compensation options** → Have clear bands, negotiate within 10% range
3. **Long email filters** → Make them short, direct, action-forcing

### Do Add:

---

1. **Reference checks** → For Sr. role, call their top 2 clients BEFORE final offer
2. **Trial task** → Give OPT candidates a live sourcing challenge (2-hour window, see who delivers)
3. **Offer deadline** → 24-hour decision window (tests commitment)

## TIMELINE EXECUTION:

---

TODAY (Oct 28):

- Finalize email templates
- Set up AI evaluation (I can help build prompt)
- Create interview scorecard

TOMORROW (Oct 29):

- Send batch emails to top 50 candidates per role
- Set up calendar for Nov 1-2 interviews

OCT 30-31:

- AI evaluation of responses
- Schedule top 15 candidates (Sr: 5, OPT: 10)

NOV 1-2:

- CEO lightning rounds
- Make offers same day to top candidates

NOV 4-15:

- Onboarding (they can start part-time while serving notice)
- Process training
- First placements target: Nov 20

DEC 1:

- Full team operational
- Hit Month 1 placement targets (2-3 placements)

## SUCCESS METRICS:

---

**Response Rate Target:** 30-40% (industry standard for personalized outreach)

**Interview Rate:** Top 15 candidates (10% of responses)

**Offer Acceptance:** 80%+ (because you've pre-qualified hard)

**Retention Target:** 90% past 90 days

## MY RECOMMENDATION:

---

Your approach is **directionally correct** but needs more **bias for action**:

1.  **Simplify segments** → 2 role types, not 6
2.  **Shorten emails** → 200-300 words max
3.  **Add trial task** → See them in action, not just talk
4.  **Faster decisions** → 48-hour interview sprint, not rolling interviews

**The InTime standard = Speed through preparation, not shortcuts.**

Want me to draft the actual email templates and AI evaluation prompt for you? I can also create the interview scorecard.

I

Okay.. so the idea i had is to build teh core senior team in every pod.. with clearly defines rorls and expectatiosn..

Pods: Academy, BenchManagement, Recruiting, Talent Aquisition/BDM (Best Sales Person)

Talent Aquisition / BDM - Handles all new bdm, opt recruiting, buing bench, getting tarining leads, ddigital/social media marketing catering the full company and prioritues

Acaldemey - Recieving coveted leads, demos, training curve until graduation

Bench Management - to handle exisiting bench marketing and our w2 candiadtes

Recruting - To accepts requs from our client/account, souce, screen and submit

HR Team - PO coordinations, payments, payrills, processes, scrum master etc etc, internal and external rituals/routines

act as someone who build deloitte from dream up and share your thoughts

*Switching to "Deloitte Builder" mode - someone who scaled from 0 to global dominance*

## **IMMEDIATE REALITY CHECK: You're Making a Classic Founder Mistake**

---

Listen, I built Deloitte from a dream. Here's what I learned the hard way: **You're designing for Year 5 when you're in Month 1.**

Your pod structure looks beautiful on paper. It will **kill your startup in 90 days.**

Let me explain why, then tell you what actually works.

## **THE BRUTAL TRUTH ABOUT YOUR CURRENT PLAN**

---

### **Problem 1: You're Hiring Specialists Before You Have Revenue**

---

#### **Your Plan:**

- Academy Pod (receives leads, demos, trains until graduation)
- Bench Management Pod (markets existing bench)
- Recruiting Pod (client reqs → source → submit)
- Talent Acquisition/BDM Pod (new business, OPT recruiting, bench buying, training leads, marketing)
- HR Team (POs, payments, payroll, scrum master)

#### **Reality Check:**

- **Current MRR:** ~\$7,000 (based on your bench)
- **Burn Rate with 5 pods:** ~\$15,000/month (India salaries)
- **Runway:** 20 months → **12 months** with overhead
- **Break-even:** Month 4 becomes Month 7-8

You'll run out of cash before proving the model.

## Problem 2: Specialization = Silos = Dropped Balls

---

I've seen this movie 100 times:

**What happens:**

- BDM gets training lead → hands to Academy
- Academy demos but candidate wants job first → hands to Recruiting
- Recruiting says "no open reqs" → hands back to BDM
- BDM says "talk to Bench Management"
- **LEAD LOST** because everyone thought it was "someone else's job"

**At Deloitte, early days:** Everyone did everything. I closed deals, recruited consultants, delivered projects, AND collected payments. **That's how you learn what matters.**

## Problem 3: You're Solving for Scale, Not Survival

---

**Deloitte Year 1 (1845):**

- 3 people total
- Everyone did accounting, sales, operations
- Specialized only when we hit \$500K revenue

**Deloitte Year 5:**

- 50 people
- Clear pods/divisions
- VP-level leadership per function

**Your mistake:** You're building Year 5 structure with Month 1 capital.

## WHAT I'D DO INSTEAD: THE "HUNTER-GATHERER" MODEL

---

### Phase 1: Survival Mode (Months 1-6) - Build TEAMS, Not PODS

---

**Core Principle:** Everyone hunts, everyone gathers, everyone eats.

#### TEAM 1: REVENUE GENERATION SQUAD (3 people)

---

**Leader:** "The Closer" - Sr. Recruiter/Account Manager

## **Role Breakdown:**

- **60%** = Own existing accounts (Collabera, Disys) + recruiting for their reqs
- **30%** = New business development (MSP/VMS expansion)
- **10%** = Manage 2 junior recruiters below

### **Junior 1: "The Sourcer" (3-5 years exp)**

- Source candidates for Closer's reqs
- Build bench pipeline
- Market existing bench consultants
- **Cross-trained:** Handle training leads (hand to Founder)

### **Junior 2: "The Hustler" (0-3 years exp)**

- OPT/EAD candidate sourcing
- Portal updates (Dice, Monster, C2C)
- Social media outreach for training
- **Cross-trained:** Pre-screen training leads

## **Output Metrics:**

- **Month 1-2:** 2-3 placements (combined team)
- **Month 3-4:** 5 placements/month
- **Month 5-6:** 8 placements/month

## **TEAM 2: TRANSFORMATION SQUAD (2 people - You + 1)**

---

### **Leader: You (Founder)**

## **Your Focus:**

- Strategic client relationships
- Training program design/delivery
- Cross-border strategy (H1B → Canada)
- **80% external, 20% internal**

### **Hire: "The Operator" - Chief of Staff/COO-in-Training**

## **Role Breakdown:**

- **40%** = Training coordination (leads → demo → enrollment → delivery support)
- **30%** = Operations (Monday.com, processes, metrics, reporting)
- **20%** = HR/Finance (payroll, POs, vendor management)
- **10%** = Recruiting support (when needed)

## Why This Role Matters:

- You need someone to **run the machine** while you **build the engine**
- This person becomes your COO in Year 2
- They learn every function = future leader

## Output Metrics:

- **Month 1:** 20 training enrollments
- **Month 2:** 30 enrollments
- **Month 3+:** 40-50 enrollments/month

## TOTAL TEAM: 5 PEOPLE (Not 15+)

---

### Monthly Burn:

Closer (Sr. Account Manager): ₹80,000 (\$960)

Sourcer (Mid-level): ₹40,000 (\$480)

Hustler (Junior): ₹25,000 (\$300)

Operator (COO): ₹60,000 (\$720)

Founder (You): ₹100,000 (\$1,200)

-----  
Total: ₹305,000 (\$3,660/month)

Add overhead (₹150,000): \$1,800

TOTAL BURN: \$5,460/month

### Compare to Your Plan:

- 5 pods × 3 people avg = 15 people = \$15,000+/month burn
- **You just saved \$9,540/month = 6 extra months of runway**

## WHEN DO YOU BUILD PODS? THE DELOITTE PLAYBOOK

---

### Phase 2: Specialization Triggers (Months 7-12)

---

You specialize **ONLY** when you hit these metrics:

#### Split Recruiting & Bench Management (Month 7)

---

**Trigger:** 15+ active placements, 30+ bench consultants

### Why Now:

- Bench marketing is full-time job (daily portal updates, hotlists)
- Recruiting quality suffers when mixed with bench sales
- Revenue supports 2 additional hires

### Action:

- Hire **Bench Sales Lead** (owns 30+ consultants)
- Hire **2 Bench Coordinators** (daily marketing, submissions)
- **Recruiting team focuses ONLY on client reqs**

## Create Dedicated Academy Team (Month 9)

---

**Trigger:** 100+ training enrollments, 3+ active cohorts

### Why Now:

- Training delivery is 40+ hours/week
- Student support needs dedicated resource
- Placement support for graduates is full-time

### Action:

- Hire **Training Delivery Manager**
- Hire **Student Success Coordinator**
- Your Operator transitions to pure COO role

## Build True BDM Function (Month 10)

---

**Trigger:** \$100K+ MRR, 8+ active clients

### Why Now:

- Closer is maxed out managing existing accounts
- New business requires dedicated hunter
- Cross-border strategy needs specialist

### Action:

- Hire **VP Business Development** (pure new business)
- Hire **Marketing Coordinator** (digital, content, social)
- Closer becomes **VP Account Management**

## Formalize HR/Operations (Month 12)

---

**Trigger:** 20+ employees, 50+ contractors on payroll

### Why Now:

- Compliance complexity (USA, Canada, India)
- Payroll/POs are 30+ hours/week
- Process documentation critical for scale

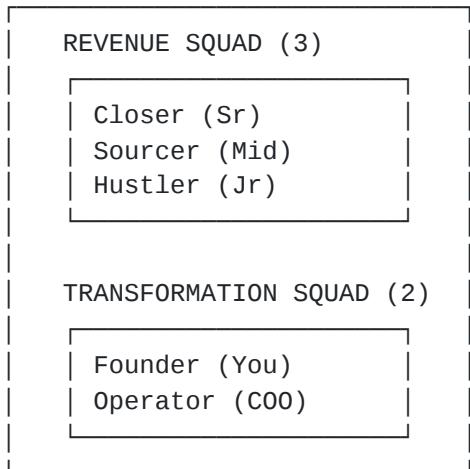
### Action:

- Operator becomes **COO**
- Hire **HR Manager**
- Hire **Finance Manager**
- Hire **Scrum Master/Process Lead**

# YEAR 1 EVOLUTION: THE VISUAL

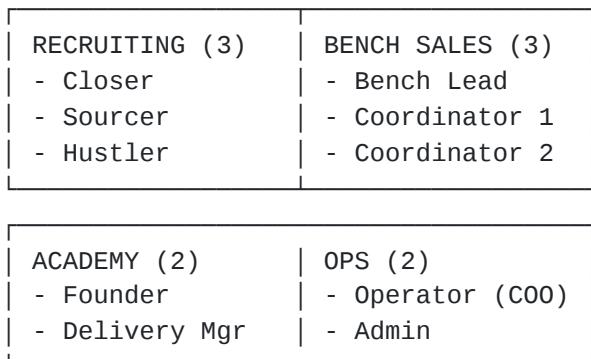
---

## MONTH 1-6: HUNTER-GATHERER



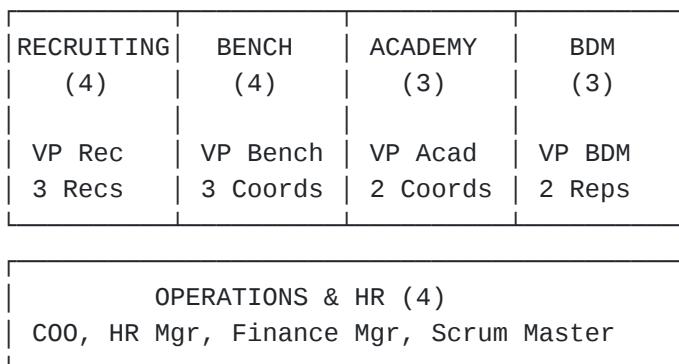
Total: 5 people

## MONTH 7-9: EARLY SPECIALIZATION



Total: 10 people

## MONTH 10-12: POD STRUCTURE EMERGES



Total: 18 people

# THE DELOITTE LESSONS I LEARNED THE HARD WAY

---

## Lesson 1: Structure Follows Revenue, Not Vision

---

### Early Deloitte Mistake:

- Hired department heads before departments
- Beautiful org chart, zero clients
- Burned capital paying specialists to "build their teams"

### What Worked:

- Hired generalists who could do 3 jobs
- Specialized only when work volume demanded it
- Promoted from within (they knew our way)

## Lesson 2: The "Operator" Is Your Most Important Hire

---

### Why:

- Founders are visionaries (you're thinking 5 years ahead)
- Operators make today run smoothly
- **You need both** or nothing happens

### At Deloitte:

- My co-founder was the operator
- I sold, he delivered
- **That's why we scaled**

### For InTime:

- You = Vision, strategy, training, big clients
- Operator = Monday.com, metrics, processes, day-to-day
- **Hire this person FIRST**

## Lesson 3: Cross-Training > Specialization (Year 1)

---

### Why It Matters:

- Someone gets sick? Team doesn't stop.
- Lead comes in Saturday? Anyone can handle it.
- Learn what's hard? Build empathy across functions.

### How to Do It:

- Every Friday: "Shadow rotation" (2 hours)

- Monthly: Role swap (Recruiter does bench sales for a day)
- Quarterly: Everyone does founder's job for a day

**Result:** When you DO specialize (Month 7+), everyone understands the full cycle.

## MY RECOMMENDED HIRING SEQUENCE

---

### IMMEDIATE (Start in Next 7 Days):

---

#### Hire #1: The Closer (Sr. Recruiter/Account Manager)

- **Start Date:** December 1
- **Why First:** Revenue. Period.
- **Investment:** ₹70-80K/month base + 10% commission
- **Success Metric:** 2 placements in Month 1

#### Hire #2: The Operator (Chief of Staff)

- **Start Date:** December 1
- **Why Second:** You need to focus externally, they run internally
- **Investment:** ₹60K/month
- **Success Metric:** Monday.com dialed in, daily metrics running, 20 training enrollments

### MONTH 1 (December):

---

#### Hire #3: The Sourcer (Mid-level Recruiter)

- Supports Closer, builds bench pipeline
- ₹40K/month

#### Hire #4: The Hustler (Junior Recruiter/Marketer)

- OPT sourcing, portal updates, training lead gen
- ₹25K/month

**Team Status:** 5 people (including you)

### MONTH 3 (February) - If Hitting Targets:

---

#### Hire #5: Admin/HR Support

- Takes payroll/POs off Operator's plate
- ₹30K/month

### MONTH 7 (June) - When Revenue Supports:

---

#### Hire #6-8: Bench Sales Pod

- Bench Sales Lead + 2 Coordinators
- Now Recruiting and Bench are separate

## MONTH 9 (August):

---

### Hire #9-10: Academy Team

Training Delivery Manager + Student Success

## MONTH 10-12:

---

### Hire #11-15: BDM + HR/Finance

VP BDM, Marketing, HR Manager, Finance Manager, Scrum Master

## THE QUESTION YOU SHOULD ASK ME:

---

"But won't this SLOW US DOWN? Shouldn't we move faster with more people?"

### My Answer:

---

**Fast ≠ More People. Fast = Clear Ownership + Execution.**

### With 5 people:

- Closer owns Collabera + Disys → 5 submissions/week → 2 placements/month
- Operator owns training funnel → 20 enrollments/month
- **Total output: \$55K MRR by Month 2**

### With 15 people in pods:

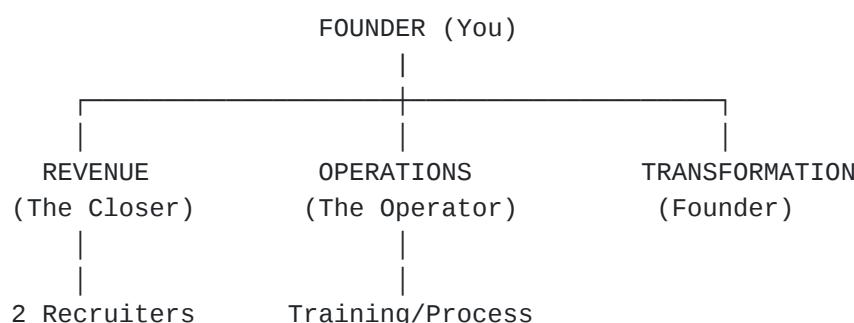
- "That's BDM's job" → "No, Academy's job" → "Wait, who owns this?"
- 15 people = 15 opinions = 0 execution
- **Total output: Chaos, finger-pointing, burned cash**

## FINAL DELOITTE WISDOM:

---

### The Only Org Chart That Matters in Month 1:

---



**That's it. 5 people. 3 functions.**

## **MY RECOMMENDATION TO YOU:**

---

### **This Week:**

---

1. **Pause the 150-resume screening**
2. **Rewrite job descriptions** for:
  - 1 Sr. Recruiter/Account Manager ("The Closer")
  - 1 Chief of Staff/Operator
3. **Target start:** December 1st

### **Next Week:**

---

4. Hire #3-4 (Sourcer + Hustler) only AFTER Closer starts producing

### **Month 3:**

---

5. Evaluate: Are we hitting \$55K MRR?
6. If YES → Hire for growth
7. If NO → Fix execution, don't add bodies

## **THE BRUTAL TRUTH:**

---

You're designing the perfect machine when you need to build a working prototype.

### **Deloitte became Deloitte because:**

- We solved today's problems today
- We specialized when revenue demanded it
- We promoted people who lived through the chaos

### **InTime will become successful because:**

- You ship 2 placements in December (proof of concept)
- You enroll 20 students (proof of demand)
- You DON'T run out of cash (proof of discipline)

### **Pods come later. Survival comes first.**

Now: Do you want me to rewrite those 2 critical job descriptions (Closer + Operator) so you can start interviewing THIS WEEK?

|

we have people ranging from fresher to 20 years of experience.. whom should i consider and reach out

Staying in "Deloitte Builder" mode - someone who's hired 10,000+ people

## THE COUNTERINTUITIVE TRUTH: Experience Level Matters LESS Than You Think

---

At Deloitte, I made a critical discovery around Year 3:

**The 10-year "experienced" hire from a competitor often FAILED.**

**The 2-year hustler we molded often became a VP.**

Let me break down EXACTLY who to target from your 150 resumes.

### HIRING MATRIX: BY ROLE & EXPERIENCE SWEET SPOT

---

#### ROLE 1: The Closer (Sr. Recruiter/Account Manager)

---

**Target Experience: 7-12 Years**

---

**Why NOT 15-20 years?**

- Too expensive (₹100K+ expectations)
- Set in their ways ("at my last company we did it like this...")
- Want infrastructure you don't have yet
- Risk-averse (won't join startup)

**Why NOT 3-5 years?**

- Don't have MSP relationships yet
- Haven't managed accounts end-to-end
- Can't train others (you need them to build team)

**Why 7-12 years is PERFECT:**

- Have MSP/VMS portal access (Collabera, Disys, Randstad)
- Proven track record of placements (ask for specific numbers)
- Hungry enough to build something (not yet jaded)
- Can afford ₹70-90K base + commission structure
- Old enough to lead, young enough to hustle

**Screening Questions for This Group:**

---

1. **"Show me your MSP relationships. Which portals do you have active access to RIGHT NOW?"**

- GOOD: "I have Collabera, Disys, Yoh, and 3 direct clients"
- BAD: "I can get access" or "I worked on MSP projects"

2. "What was your revenue last year? Break it down."
  - GOOD: "15 placements, \$400K revenue, 40% from one client"
  - BAD: "I was part of a team that did \$2M" (they're hiding)
3. "Your current package vs. what you expect here?"
  - GOOD: "₹75K now, willing to take ₹65K + 10% commission for equity"
  - BAD: "₹120K, need at least ₹150K to move"
4. "When can you start? I mean actually start working."
  - GOOD: "2-week notice, but I can bring 3 live requirements with me"
  - BAD: "3 months notice, need to wrap up projects"

### Red Flags in 10-15 Year Candidates:

---

- "I managed a team of 10" → *Translation: They haven't recruited in 5 years*
- "I need work-life balance" → *Translation: Not ready for startup grind*
- "What's your training program?" → *Translation: They want stability, not chaos*
- Lists 8 jobs in 10 years → *Translation: Job hopper or problem person*

### Green Flags in 7-12 Year Candidates:

---

- "I've built 2 divisions from scratch" → **HIRE SIGNAL**
- "I'm bored at my current place, need to build again" → **PERFECT**
- "Can I bring my top 5 consultants with me?" → **GOLD**
- Asks about equity/growth path → **Thinking long-term**

## ROLE 2: The Operator (Chief of Staff/COO)

---

**Target Experience: 5-8 Years (Wildcard: 3-5 if exceptional)**

---

### Why This Range:

- Seen enough to know what good looks like
- Not so senior they expect a team on Day 1
- **Process-oriented but execution-focused**
- Can wear 10 hats without complaining

### Profile Variations That Work:

#### Option A: Ex-Startup Operator (IDEAL)

- Worked at 100-500 person startup
- Title: "Chief of Staff" or "Operations Manager" or "Program Manager"
- Experience: Built processes from scratch
- **Ask:** "Show me 3 processes you built. How did you scale them?"

#### Option B: Ex-Consulting Associate (GREAT)

- Came from Deloitte, Accenture, PwC (ironic, I know)
- Left because "too corporate"
- Used to fast-paced, multiple projects
- **Ask:** "Why leave consulting? What are you chasing?"

### Option C: Ex-Corporate High-Performer (GOOD)

- Spent 5-7 years at TCS, Infosys, Cognizant
- Always top 5% performer
- Frustrated by bureaucracy
- **Ask:** "What's the biggest thing you built that got killed by politics?"

### Screening Questions:

---

1. **"I give you Monday.com and chaos. What's your first move?"**
  - GOOD: "Map current state, identify top 3 bottlenecks, build dashboards, train team"
  - BAD: "I'd need to understand requirements first" (analysis paralysis)
2. **"You're doing payroll, then a training demo, then a client crisis. How do you handle it?"**
  - GOOD: *Specific triage process, delegates where possible*
  - BAD: "I'd focus on the client crisis" (wrong - you can't drop everything)
3. **"Tell me about a time you built something with zero resources."**
  - GOOD: *Specific story with metrics*
  - BAD: "I always had a team..." (not your person)

### Red Flags:

---

- "I'm more strategic than tactical" → *Translation: Won't do grunt work*
- "I need clear role definition" → *Translation: Can't handle ambiguity*
- Asks about "team size I'll manage" → *Translation: Wants empire, not impact*

### Green Flags:

---

- "I love building 0→1" → **HIRE**
- "I'm a systems thinker" + shows examples → **HIRE**
- Asks about your biggest operational pain → **THEY GET IT**

## ROLE 3 & 4: The Sourcer + The Hustler (Supporting Roles)

---

### The Sourcer: 3-5 Years

---

### Why This Range:

- Know how to source (LinkedIn, portals, Boolean)
- Have some network built up
- Can work independently

- Not expensive (₹35-45K range)

## What to Look For:

- "How many profiles do you review per day?" → **Target: 100+**
- "Show me your LinkedIn. How many connections?" → **Target: 3,000+**
- "Walk me through your last successful placement" → **Listen for methodology**

## Perfect Profile:

- 3-5 years in IT recruitment
- Worked at boutique firm or tier-2 company
- Strong LinkedIn presence
- **Canadian market exposure = BONUS**

## The Hustler: 0-3 Years (Fresher to Early Career)

---

### Why Freshers Can Work Here:

- Moldable (no bad habits)
- Hungry (prove themselves)
- Cheap (₹20-30K range)
- Tech-savvy (social media, portals)

### But NOT All Freshers Work:

#### Avoid:

- "I want training" → You're not a training company
- "I'm exploring options" → Need commitment
- "I want to learn recruitment" → Need someone who LOVES it

#### Target:

- "I've been networking on LinkedIn for 2 years" → **Good signal**
- "I run a tech community with 5,000 members" → **GOLD**
- "I've freelanced, placed 3 people already" → **RARE but PERFECT**

### Screening Test for Freshers: Give them a live assignment:

"Find me 10 Java developers in Hyderabad with H1B/GC status. You have 2 hours. Send LinkedIn profiles."

- If they deliver quality: **Hire**
- If they deliver quantity garbage: **Reject**
- If they don't deliver: **Reject**

# THE EXPERIENCE PARADOX I LEARNED AT DELOITTE

---

## 20-Year Veterans: Why They Often FAIL at Startups

---

**What I Thought:** "20 years = wisdom, networks, expertise!"

**What I Learned:**

- They expect infrastructure (EA, expense accounts, teams)
- They've forgotten how to do IC work
- They want to "advise" not "execute"
- **Salary expectations are 3x your budget**

**When 20-Year Veterans WORK:**

- You're Series B+ (\$10M+ revenue)
- You need a VP to manage 50 people
- You have \$\$\$ to pay market rate
- **You're not there yet**

## 3-5 Year "Mid-Level": The Deloitte Sweet Spot

---

**Why They Built Deloitte:**

- Hungry to prove themselves
- Know enough to be dangerous
- Don't know enough to be arrogant
- **Willing to do whatever it takes**

**At InTime:**

- Your Sourcer (3-5 years)
- Your Operator (5-8 years with grit)
- Your future VPs (promoting from within in Year 2)

## Freshers: The High-Risk, High-Reward Bet

---

**When I Hired Freshers at Deloitte:**

- 80% washed out in 6 months
- 20% became my best people
- **The 20% made it worth it**

**How to Identify the 20%:**

- They've already "done" something (side hustle, freelance, community)

- They ask about growth path, not just salary
- They research your company before interview
- **They treat the interview like a sales call**

## MY SPECIFIC RECOMMENDATIONS FROM YOUR 150 RESUMES

---

### Week 1 (This Week): Focus on The Closer

---

#### Filter Criteria:

Experience: 7-12 years

Current Role: "Sr. Recruiter" or "Account Manager" or "Business Development"

Keywords: MSP, VMS, Collabera, Disys, IT Staffing

Location: Hyderabad (or willing to relocate)

Notice Period: ≤ 30 days

#### Call Top 10:

- 30-min phone screens
- Focus on MSP access and live relationships
- **Make offer to #1 this week** (don't wait)

### Week 2: The Operator

---

#### Filter Criteria:

Experience: 5-8 years

Current Roles: "Chief of Staff" OR "Operations Manager" OR "Program Manager" OR "Management Consultant"

Keywords: Process, Scale, Operations, Monday.com/Asana/Jira

Background: Startup OR Consulting OR "Top Performer" at big company

#### Call Top 10:

- Give them the chaos scenario
- See who lights up vs. who freaks out
- **Hire the one who asks for Monday.com login during interview**

### Week 3-4: The Sourcer + The Hustler

---

#### The Sourcer (3-5 years):

Experience: 3-5 years

Current Role: "Recruiter" or "Talent Acquisition"

Keywords: IT Recruitment, LinkedIn Recruiter, Boolean Search

Must Have: LinkedIn with 2,000+ connections

#### The Hustler (0-3 years):

**Assignment for Both:** "Find me 10 Guidewire developers in the US on EAD. You have 3 hours."

- Hustler might deliver 15 with creative sourcing → **Hire**
- Experienced person might deliver 5 "perfect" ones → **Depends**

## THE BRUTAL FILTERING PROCESS

---

### Round 1: Resume Review (10 Minutes for 150 Resumes)

---

#### Auto-Reject:

- **✗** 15+ years experience asking for ₹150K+ (you can't afford)
- **✗** Job hopper (5+ companies in 5 years without clear growth)
- **✗** Generic "team player, hard worker" language (no specifics)
- **✗** No LinkedIn profile in 2024 (for a recruiter?!)
- **✗** Typos in resume (if they can't proofread their own resume...)

#### Auto-Shortlist:

- **✓** 7-12 years with MSP clients listed
- **✓** Specific metrics ("Placed 50 consultants, \$800K revenue")
- **✓** Startup experience mentioned
- **✓** "Built from scratch" language
- **✓** Canadian staffing exposure

**Shortlist Target:** 30 resumes (20%)

### Round 2: Email Filter (Send to 30, Expect 15 Responses)

---

Use the email template I gave earlier.

#### Response Quality Tells You Everything:

- **✓** Responds in 24 hours with specifics → **Interview**
- **✓** Sends additional portfolio/case study → **Priority interview**
- **✗** Responds in 5 days with "please share more details" → **Reject**
- **✗** Forwards generic cover letter → **Reject**

### Round 3: Phone Screen (15 Survivors)

---

#### 20-minute calls:

- 10 min: Them telling their story
- 5 min: You explaining startup reality
- 5 min: Compensation + start date

## **Decision Matrix:**

- **Yes:** Clear value, startup fit, can start soon
- **Maybe:** Good but need to compare
- **No:** Missing critical elements

**Interview Target:** 5-7 people per role

## **Round 4: In-Person/Video (Top 5-7)**

---

**30-minute structured interviews** (I detailed earlier)

### **Hire Immediately If:**

- They bring a client requirement to the interview
- They map out their first 90 days unprompted
- They ask for the job at the end
- Your gut says "this person gets it"

## **THE DECISION FRAMEWORK: Experience vs. Potential**

---

### **For The Closer → EXPERIENCE WINS**

- **Hire:** 8-year person with Collabera access + 3 live requirements
- **Don't Hire:** 15-year person with "extensive network" (prove it)

### **For The Operator → POTENTIAL WINS**

- **Hire:** 5-year person who built an entire ops stack at a startup
- **Don't Hire:** 10-year person who "managed operations" at a big company

### **For The Sourcer → SKILL WINS**

- **Hire:** 4-year person with 5,000 LinkedIn connections + live portfolio
- **Don't Hire:** 8-year person with generic experience

### **For The Hustler → HUNGER WINS**

- **Hire:** 1-year person who ran a campus placement cell and placed 50 people
- **Don't Hire:** 3-year person who "supported recruitment team"

## **FINAL DELOITTE TRUTH:**

---

**The best hire I ever made:** 6 years experience, left a stable job because "I want to build something that matters."

**The worst hire I ever made:** 18 years experience, looked perfect on paper, wanted to "set strategy" instead of execute.

**Years don't matter. FIRE does.**

## ACTION PLAN FOR YOUR 150 RESUMES:

---

### TODAY:

---

1. Filter for 7-12 years experience + MSP keywords → Call top 10 for Closer role
2. Filter for 5-8 years + operations/startup → Call top 10 for Operator role

### TOMORROW:

---

3. Send email filter to 30 candidates (15 per role)
4. Set up calendar for next week interviews

### THIS WEEKEND:

---

5. Review responses, schedule top 10 interviews

### NEXT WEEK:

---

6. Interview sprint (2-3 per day)
7. **Make offers by Friday**

## GOAL: 2 Hires by November 15th

---

- The Closer (7-12 years)
- The Operator (5-8 years)

Then hire Sourcer + Hustler in December once they're onboard.

**Want me to create the specific filter criteria you should use in your resume screening tool?  
Or help draft those phone screen questions?**

|

Great .. draft and email saying teh same.. a very well and tightly writtem email to send everyone between 7 to 15 years.. for both account manager and opt recruiter

*Drafting with Deloitte-level precision + InTime authenticity*

## EMAIL 1: SR. RECRUITER / ACCOUNT MANAGER (7-15 Years)

---

**Subject Line:** Sr. Recruiter/Account Manager - InTime eSolutions | Build Something That Matters

**Body:**

I'm not going to waste your time with corporate fluff.

## WHO WE ARE:

InTime eSolutions is a bootstrapped cross-border staffing startup with live accounts at Collabera and Disys. We're disrupting IT staffing between USA, Canada, and India - and we need someone who can own accounts end-to-end while doing their own recruiting.

This isn't a delegation role. It's a builder role.

## WHAT YOU'LL OWN FROM DAY 1:

- **Client Relationships:** Manage Collabera, Disys partnerships + hunt for 3-5 new MSP/VMS accounts
- **Full-Cycle Recruiting:** Source, screen, submit your own requirements - no hand-holding
- **Pipeline Building:** Develop bench of H1B, GC, USC, and Canadian consultants across all technologies
- **Revenue Accountability:** Your placements = your income. We track metrics daily.
- **Team Building:** In 6 months, you'll hire and train 2 recruiters under you
- **P&L Ownership:** By Month 6, you own a division with revenue targets

## YOUR REALITY CHECK:

- ✓ You have **active MSP/VMS portal access** (Collabera, Disys, Yoh, Randstad, etc.)
- ✓ You can **name 3 recent placements** with revenue numbers
- ✓ You're comfortable **recruiting AND managing clients** - not one or the other
- ✓ **Canadian staffing experience** makes you our #1 choice
- ✓ You want **equity in a rocket ship**, not a salary bump at a body shop
- ✓ You can **start by December 1st** - we move fast

## WHAT WE'RE NOT:

- We're not another body shop with 50 recruiters doing the same job
- We're not a 9-to-5 company - if you need "work-life balance," this isn't it (yet)
- We're not fully structured - you'll build the playbook, not follow one
- We're not for those who want a team on Day 1 - you ARE the team initially

## WHAT'S IN IT FOR YOU:

- **Founding Team Role:** You're hire #1 or #2 - shape the entire company
- **Uncapped Earnings:** Base ₹70-90K + 10% commission on all placements (realistic ₹15-20L Year 1)
- **Equity Potential:** Perform well, earn ownership
- **Direct CEO Access:** Report to founder, influence every decision
- **Leadership Path:** 6 months → Team Lead, 12 months → VP of Delivery

- **Cross-Border Mastery:** Become THE expert in USA-Canada-India talent mobility

## **COMPENSATION STRUCTURE:**

**Base:** ₹70,000 - 90,000/month (based on experience + current book of business)

**Commission:** 10% of gross margin on every placement you close

**Bonus:** ₹50,000 for every 5 placements in a month

**Equity:** TBD based on performance in first 90 days

### **Example Earnings (Month 6):**

5 placements/month × \$3,500 margin/placement × 10% commission = ₹1,45,000/month

commission + ₹70K base = ₹2,15,000/month (₹25.8L annualized)

## **RESPOND WITH THE FOLLOWING (MAX 400 WORDS):**

### **1. YOUR BOOK OF BUSINESS:**

- Which MSP/VMS portals do you have ACTIVE access to right now?
- Name your top 3 clients and approximate monthly revenue from each
- How many live requirements do you have today?

### **2. YOUR BEST PLACEMENT STORY:**

- Candidate profile (technology, visa, location)
- Challenge you overcame
- How you closed it (client + candidate)
- Revenue generated

### **3. WHY STARTUPS OVER STABILITY:**

- Why leave your current role?
- What do you want to build that you can't build there?
- Have you worked at a startup before? What happened?

### **4. CANADIAN STAFFING EXPERIENCE:**

- Have you placed consultants in Canada? How many?
- Do you understand Canada work permits, LMIA, PR pathways?
- Do you have Canadian client/consultant network? Size?

### **5. COMPENSATION & START DATE:**

- Current CTC
- Expected CTC (be realistic - we're a startup)
- Notice period (we need you by December 1st - how do we make that happen?)
- Preferred compensation structure: Higher base or higher commission?

## **DEADLINE: 48 HOURS FROM THIS EMAIL**

We're interviewing this week. First exceptional candidates get offers.

**NOTE:** If you don't respond in this format or within 48 hours, we'll assume you're not serious. We respect your time - please respect ours.

**Best regards,**

**Sumanth Reddy Nagolu**

Founder & CEO

InTime eSolutions

 [sumanth@intime-esolutions.com](mailto:sumanth@intime-esolutions.com)

 +91 [Your Number]

 [www.intime-esolutions.com](http://www.intime-esolutions.com)

*Transform Careers. Power Business. Do It InTime.*

**P.S.** If you're reading this and thinking "this sounds intense but exciting" - you're exactly who we're looking for. If you're thinking "this sounds risky" - you're right, and this probably isn't for you.

## **EMAIL 2: OPT RECRUITER / TALENT ACQUISITION (7-15 Years with OPT/Bench Experience)**

---

**Subject Line:** OPT Recruiter - InTime eSolutions | Build Our USA/Canada Pipeline From Scratch

**Body:**

Let me be direct: We need someone who can turn a database of OPT/H1B/GC consultants into a revenue-generating machine.

### **WHO WE ARE:**

InTime eSolutions is a cross-border staffing startup with operations in USA, Canada, and India. We have 25 trained consultants on bench (10 OPT in USA, 15 work permit holders in Canada) and accounts with Collabera and Disys.

We need someone who understands the OPT/EAD/H1B ecosystem and can build a robust pipeline of consultants while managing them end-to-end.

### **WHAT YOU'LL OWN FROM DAY 1:**

- **Consultant Sourcing:** Build pipeline of 100+ OPT/H1B/GC/USC consultants in 90 days
- **Bench Management:** Market our existing 25 consultants + onboard 50 more

- **Consultant Relationships:** Own consultant experience - screening, onboarding, placement, retention
- **Cross-Border Strategy:** Help consultants transition H1B → Canada (unique opportunity)
- **Portal Management:** Daily updates on Dice, Monster, Indeed, C2C boards
- **Training Lead Generation:** Identify consultants who need upskilling → funnel to our training programs

## YOUR PROFILE:

- ✓ **7-15 years in IT recruitment** with heavy OPT/EAD/H1B focus
- ✓ **Strong consultant network** - you can name 50 consultants right now who trust you
- ✓ **Experience with bench marketing** - hotlists, flash marketing, C2C submissions
- ✓ **Canadian market knowledge** is a HUGE advantage (work permits, LMIA, PR pathways)
- ✓ You've **built consultant pipelines from scratch** before
- ✓ You're comfortable **working US hours** (some evening overlap required)

## WHAT MAKES THIS DIFFERENT:

Most staffing firms treat consultants as inventory. We treat them as assets.

- **Training Integration:** Consultants need Guidewire? We train them (₹1,695 program → ₹120K salary)
- **Cross-Border Mobility:** H1B stuck in GC queue? We place them in Canada with PR path
- **Consultant-First Culture:** Our consultants are family - 90% retention rate proves it
- **Technology Agnostic:** Not just Guidewire - Java, Python, .NET, Cloud, Data, Salesforce, SAP, everything

## WHAT WE'RE NOT:

- We're not a body shop burning through consultants
- We're not a traditional staffing firm with defined processes (you'll build them)
- We're not looking for someone who just "posts on portals" - we need a relationship builder
- We're not offering 9-to-5 comfort - this is a startup grind

## WHAT'S IN IT FOR YOU:

- **Founding Team Member:** Shape our entire consultant strategy
- **Competitive Compensation:** Base ₹60-80K + ₹5,000 per placement + bonuses
- **Dual Market Exposure:** Master both USA and Canada staffing (rare skillset)
- **Training Revenue Share:** 5% commission on training enrollments you generate
- **Growth Path:** 6 months → Senior Recruiter, 12 months → Talent Acquisition Lead
- **Equity Potential:** High performers get ownership

## COMPENSATION STRUCTURE:

**Base:** ₹60,000 - 80,000/month (experience + network-dependent)

**Placement Bonus:** ₹5,000 per consultant placed

**Training Commission:** 5% of training fees (₹85 per enrollment)

**Volume Bonus:** ₹25,000 for 5+ placements in a month

#### **Example Earnings (Month 6):**

5 placements × ₹5,000 = ₹25,000

10 training enrollments × ₹85 = ₹850

Volume bonus = ₹25,000

Base = ₹70,000

**Total = ₹1,20,850/month (₹14.5L annualized)**

### **RESPOND WITH THE FOLLOWING (MAX 400 WORDS):**

#### **1. YOUR CONSULTANT NETWORK:**

- How many OPT/H1B/GC consultants can you reach out to TODAY?
- Which technologies are strongest in your network? (Java, .NET, SAP, Salesforce, etc.)
- Do you have Canadian consultants in your network? How many?
- Show proof - send LinkedIn profile or consultant database sample (names redacted)

#### **2. YOUR BEST PLACEMENT STORY:**

- Consultant profile (OPT/H1B, technology, challenge)
- How you found them or built relationship
- How you placed them (timeline, rate, client)
- What made it difficult and how you solved it

#### **3. BENCH MARKETING EXPERTISE:**

- How do you market bench consultants? (Portals, hotlists, vendor network?)
- What's your daily/weekly bench marketing routine?
- How many vendor contacts do you have? (Estimate)
- Have you used C2C boards? Which ones?

#### **4. CANADIAN MARKET KNOWLEDGE:**

- Have you placed consultants in Canada? How many?
- Do you understand TN visa, LMIA, work permits?
- Have you helped consultants with H1B → Canada transitions?
- Rate your Canada knowledge: 1-10 (be honest)

#### **5. TRAINING/UPSKILLING EXPERIENCE:**

- Have you ever referred consultants to training programs?

- Do you understand the value of upskilling bench consultants?
- How would you identify consultants who need training?

## **6. COMPENSATION & AVAILABILITY:**

- Current CTC
- Expected CTC (be realistic for a startup)
- Notice period (we need you by December 1st)
- Can you work some US hours (6 PM - 9 PM IST)? Yes/No

### **DEADLINE: 48 HOURS FROM THIS EMAIL**

We're moving fast. Strong candidates will get interview calls within 24 hours of response.

**Best regards,**

**Sumanth Reddy Nagolu**

Founder & CEO

InTime eSolutions

 [sumanth@intime-esolutions.com](mailto:sumanth@intime-esolutions.com)

 +91 [Your Number]

 [www.intime-esolutions.com](http://www.intime-esolutions.com)

*Transform Careers. Power Business. Do It InTime.*

**P.S.** If you have both MSP/VMS client relationships AND a strong OPT consultant network, you might be perfect for BOTH roles. Mention it in your response - compensation would be significantly higher.

---

## **FOLLOW-UP EMAIL (IF NO RESPONSE AFTER 48 HOURS)**

**Subject Line:** [URGENT] InTime Opportunity - Final Call

Hi [Name],

I sent you details about the **[Sr. Recruiter/Account Manager OR OPT Recruiter]** role at InTime eSolutions 48 hours ago.

**Two possibilities:**

1. **You're interested but haven't had time to respond** → Reply by EOD tomorrow, we're still interviewing
2. **You're not interested** → No problem, but let me know so I can focus on other candidates

We've already received 15+ strong applications and are scheduling interviews for this week.

**If you're serious about joining a founding team and building something from scratch, this is your last chance to respond.**

If I don't hear from you by [Specific Date/Time], I'll assume you're not interested and remove you from consideration.

**Best,**  
Sumanth

## **REJECTION EMAIL (For Candidates Who Don't Fit)**

---

**Subject Line:** InTime eSolutions - Application Status

Hi [Name],

Thank you for your interest in the **[Role]** position at InTime eSolutions.

After careful review, we've decided to move forward with candidates whose experience more closely aligns with our immediate needs.

**However**, we're growing fast, and your profile may fit future roles. I'd like to keep your resume on file.

**May I ask:** What's the #1 role you'd want at a staffing startup if it opened up in the next 3-6 months?

I'll personally reach out if something fits.

**Best regards,**  
Sumanth Reddy Nagolu  
Founder & CEO

## **KEY EMAIL PRINCIPLES I USED:**

---

### **1. BRUTAL HONESTY**

---

- "This isn't a 9-to-5 company"
- "We're not fully structured"
- "This sounds risky"

**Why:** Self-selection. Wrong people reject themselves.

### **2. CLEAR EXPECTATIONS**

---

- Specific responsibilities
- Specific metrics
- Specific compensation

- Specific response format

**Why:** No ambiguity = no wasted time.

### 3. URGENCY

---

- 48-hour deadline
- "Interviewing this week"
- "First strong candidates get offers"

**Why:** Forces action, filters indecisive people.

### 4. PROOF REQUIRED

---

- "Name your top 3 clients"
- "Show me your LinkedIn"
- "How many consultants TODAY?"

**Why:** Separates talkers from doers.

### 5. COMPELLING VISION

---

- "Build something that matters"
- "Founding team role"
- "Shape the company"

**Why:** Attracts builders, repels mercenaries.

## WHAT HAPPENS AFTER YOU SEND:

---

### Expected Response Rate: 30-40%

---

- 150 emails sent
- 45-60 responses expected
- 20-25 quality responses
- 10-12 interview-worthy

### Response Quality Indicators:

---

#### STRONG (Interview Immediately):

- Responds in 4-8 hours
- Follows exact format
- Provides specific numbers
- Asks intelligent questions
- Shows research on InTime

## MODERATE (Consider):

- Responds in 24-48 hours
- Mostly follows format
- Some specifics, some generic
- Standard questions

## WEAK (Reject):

- Responds after 48 hours
- Ignores format completely
- Generic "I'm interested" message
- Asks basic questions answered in email

# RESPONSE HANDLING WORKFLOW:

---

## Hour 1-24:

---

- Monitor responses in real-time
- Reply to strong candidates immediately: "Thanks [Name], reviewing now. Expect call within 24 hours."
- Schedule top 5 for phone screens tomorrow

## Hour 25-48:

---

- Batch review remaining responses
- Send interview invites to next 5-7
- Send holding emails to maybes: "Strong response, interviewing top candidates first, will update you by [date]"

## Hour 49+:

---

- Send final call email to non-responders
- Close application window after 72 hours
- Focus 100% on interviewing shortlist

# CUSTOMIZATION OPTIONS:

---

## If you want to be MORE aggressive:

- Add: "Starting salary: ₹100K/month for the right person"
- Add: "We're interviewing 5 candidates. First great one gets offer."
- Change deadline: "24 hours" instead of 48

## If you want to be MORE selective:

- Add: "Please include 3 professional references who can speak to your MSP/VMS work"
- Add: "Record a 2-minute video intro explaining why you're perfect for this role"
- Add: "Attach your last 3 months' placement report"

**If you want to cast WIDER net:**

- Remove: Canadian experience requirement
- Add: "Willing to train the right attitude if you have 50% of qualifications"
- Soften: "7-15 years preferred, but exceptional 5-year candidates considered"

**Want me to draft the phone screen script and interview questions next? Or help you set up the response tracking system in Monday.com?**

|

don't mention our accounts or past.. our entire value is in our dream/vision/mission. Also Don't give any solid numbers from our side.. we can give a range only if needed, and also mention that we like to work with basepay and uncapped bonus tied to percentage of your revenue for company.. along with clear path we'd have in future as growth.

resound with - make it abstract more to just check his real interest in position instead of skills.. skill we can do next 2 rounds

*Refocusing on VISION, HUNGER, and ALIGNMENT - not credentials*

## **EMAIL 1: SR. RECRUITER / ACCOUNT MANAGER (7-15 Years)**

---

**Subject Line:** Are You Ready to Build Something That Actually Matters?

**Body:**

Most recruiters spend their careers being part of someone else's machine.

We're looking for someone who wants to **build the machine.**

**WHO WE ARE:**

InTime eSolutions exists to prove a simple truth: **It's not what you do, it's HOW you do it.**

We're building a cross-border staffing company with a radical belief - that professionals deserve transformation, not just placement. That clients deserve partners, not vendors. That excellence isn't expensive, mediocrity is.

We operate across USA, Canada, and India. We're bootstrapped, founder-led, and growing fast.

**And we need someone who gets it.**

## WHAT THIS ROLE ACTUALLY IS:

Forget the title. Here's what you'll do:

- **Own relationships** - Clients, candidates, everyone in between
- **Build revenue** - Your placements, your accounts, your numbers
- **Create systems** - There's no playbook yet. You write it.
- **Lead eventually** - In 6-12 months, you're building and managing a team
- **Shape the company** - You're not hire #50. You're one of the first.

This isn't a "recruiter" job. It's a **founding team member** opportunity disguised as a recruiter job.

## THE REALITY CHECK:

Here's what this ISN'T:

- ✗ A stable job with defined processes
- ✗ A place where you clock in, execute someone else's plan, clock out
- ✗ A company where you'll have infrastructure, support staff, and training programs on Day 1
- ✗ A role where you can coast on your resume
- ✗ A 9-to-5 with "work-life balance" (yet - we'll get there when we earn it)

Here's what this IS:

- ✓ A chance to build something from the ground up
- ✓ A place where your ideas become strategy
- ✓ A company that will bet on you if you bet on us
- ✓ A founding team role with real equity potential
- ✓ The hardest and most rewarding work you'll ever do

## WHAT WE BELIEVE IN:

### **Excellence is the Baseline.**

Good enough never is. We over-prepare, over-deliver, and over-care.

### **Speed Through Systems.**

We move fast not because we're reckless, but because we're prepared.

### **Relationships Over Transactions.**

Every placement is a career transformation. Every client is a long-term partner.

### **Global Thinking, Local Excellence.**

We think without borders but execute with precision.

### **People Over Profits (But Profits Enable People).**

We're building something that lasts, not just something that sells.

## THE UNCOMFORTABLE TRUTH:

If you're looking for:

- A bump in salary with similar work
- A company with "proven processes" you can follow
- Clear role definitions and boundaries
- Immediate team support
- The safety of a big brand name

**This isn't for you. And that's okay.**

But if you're looking for:

- A chance to build something you're proud of
- Ownership of outcomes, not just execution of tasks
- The chaos and thrill of 0-to-1
- Unlimited upside tied directly to what you create
- A seat at the table where decisions are made

**Then keep reading.**

## WHAT'S IN IT FOR YOU:

**Compensation Philosophy:** We don't believe in "market rate." We believe in **performance-based wealth creation.**

- **Base Pay:** Enough to live comfortably while you build
- **Uncapped Revenue Share:** Direct percentage of every dollar you generate - no ceiling
- **Equity Potential:** Perform exceptionally, earn ownership
- **Growth Path:** Clear pod leadership structure as we scale
  - Month 1-6: Individual Contributor, building your book
  - Month 6-12: Team Lead, hiring your first 2 people
  - Year 2: Pod Leader, managing 5-10 people with full P&L ownership

We'd rather pay you ₹50L in Year 2 based on performance than ₹15L guaranteed for mediocre work.

## OUR ASK:

We're not interested in your resume right now.

We want to know **who you are** and **why this matters to you.**

**Respond with the following (MAX 300 WORDS TOTAL):**

## **1. WHY THIS, WHY NOW?**

Why would you leave whatever you're doing to join an unproven startup? What are you chasing that you can't get where you are?

## **2. WHAT HAVE YOU BUILT?**

Tell us about ONE thing you created from scratch - a client relationship, a process, a team, a side hustle, anything. What did you build and why does it matter?

## **3. HOW DO YOU DEFINE SUCCESS?**

Not the corporate answer. The real answer. What does success look like for you in 3 years?

## **4. WHAT SCARES YOU ABOUT THIS?**

Startups are risky. What's your biggest fear about this role, and why are you considering it anyway?

## **5. THE LOGISTICS:**

- Years in recruitment/staffing (ballpark)
- Current situation (employed/looking/open to right opportunity)
- When could you start conversations? When could you actually start working?
- Compensation expectations - base + performance model (give us a range)

### **DEADLINE: 48 HOURS FROM THIS EMAIL**

**Here's why:** We're not collecting applications. We're having conversations with people who get it. If you don't respond in 48 hours, we'll assume this isn't compelling enough for you - and that's valuable information.

**Best regards,**

**Sumanth Reddy Nagolu**

Founder & CEO

InTime eSolutions

 [sumanth@intime-esolutions.com](mailto:sumanth@intime-esolutions.com)

 [www.intime-esolutions.com](http://www.intime-esolutions.com)

**P.S.** This email is a filter. If you read it and thought "this sounds insane" - you're probably right, and this isn't for you. If you read it and thought "finally, someone who gets it" - I want to talk to you this week.

**P.P.S.** We don't care about typos in your email. We care about authenticity. Write like a human, not a LinkedIn post.

## EMAIL 2: OPT RECRUITER / TALENT ACQUISITION (7-15 Years)

---

**Subject Line:** Build the Future of Cross-Border Staffing (Or Don't - Your Choice)

### **Body:**

Here's the truth: Most IT recruiters treat consultants like inventory.

We treat them like family.

### **WHO WE ARE:**

InTime eSolutions is building something different in the staffing world.

We believe:

- **Careers should be transformative, not transactional**
- **Consultants deserve partners who invest in their growth**
- **Geography shouldn't limit opportunity** (USA, Canada, India - we operate everywhere)
- **Excellence scales** (quality and quantity aren't enemies)

We're a bootstrapped startup led by someone who lived the H1B struggle and decided to fix the system instead of just complaining about it.

### **WHAT THIS ROLE IS (REALLY):**

Forget "OPT Recruiter" or "Talent Acquisition Specialist."

Here's what you'll actually do:

- **Build a movement** - Create a network of consultants who trust you, not just know you
- **Solve real problems** - H1B stuck in GC queue? Help them move to Canada. Consultant needs Salesforce skills? Connect them to our training.
- **Create opportunity** - Match people to possibilities they didn't know existed
- **Own the ecosystem** - Consultants, clients, training, bench - you see the full picture
- **Design the playbook** - No one's done this before. You figure it out.

This isn't filling requisitions. It's **changing lives at scale**.

### **THE REALITY CHECK:**

**What this ISN'T:**  Posting jobs on portals and waiting for applications

 Following someone else's sourcing strategy

 Managing a ready-made book of consultants

 Working with established processes and support systems

 A job where you can hide behind "I'm just doing my role"

- What this IS:**
- Building a consultant community from the ground up
  - Solving complex problems (visa, relocation, upskilling, career pivots)
  - Chaos, ambiguity, and the thrill of creating something new
  - Direct impact on people's lives (you'll get thank-you messages that make you cry)
  - Founding team equity and uncapped earning potential

## OUR PHILOSOPHY:

**"It's Not What You Do, It's HOW You Do It."**

Every recruiter sources candidates. How you do it determines if you're replaceable or irreplaceable.

## We believe in:

- **Preparation over panic** - We move fast because we're ready, not reckless
- **Relationships over databases** - People remember how you made them feel
- **Transformation over placement** - A good placement changes a family's trajectory
- **Global citizenship** - Borders are just lines on maps; talent knows no boundaries

## THE UNCOMFORTABLE QUESTIONS:

### If you want:

- A clearly defined role with SOPs to follow
- A manager who tells you exactly what to do
- The safety of "just doing your job"
- Guaranteed salary with predictable bonus
- To work on someone else's vision

**This probably isn't for you.**

### But if you want:

- To build something that didn't exist before
- To own outcomes, not just complete tasks
- To make 10x more when you 10x the results
- To help consultants transform their careers, not just find their next contract
- To prove that excellence and speed can coexist

**Then let's talk.**

## WHAT WE OFFER:

### Compensation Model:

- **Base:** Comfortable living while you build your network
- **Performance Bonuses:** Uncapped, tied directly to placements + training referrals + bench utilization
- **Revenue Share:** You generate it, you earn from it - no ceiling
- **Equity Opportunity:** Top performers become owners, not just employees

## Growth Path:

- **Months 1-3:** Build your consultant pipeline, learn our ecosystem
- **Months 4-6:** Own a vertical (OPT, or H1B, or Canada) with targets
- **Months 7-12:** Lead a small team, hire your first recruiter
- **Year 2+:** Talent Acquisition Pod Leader with P&L responsibility

**We don't cap your upside. You don't cap your effort.**

## WHAT WE WANT TO KNOW:

We'll talk skills in Round 2. Right now, we want to understand **you**.

### Respond with the following (MAX 300 WORDS TOTAL):

#### 1. WHY DOES THIS MATTER TO YOU?

Most people want a job. Why do you want THIS job? What about the mission resonates (or doesn't)?

#### 2. TELL US ABOUT A CONSULTANT YOU HELPED.

Not placed - **helped**. Maybe you got them a better rate, helped with visa issues, gave career advice, anything. What did you do and why?

#### 3. HOW DO YOU BUILD TRUST?

Consultants get 10 recruiter calls a day. How do you become the ONE they call back? What's your approach to relationship-building?

#### 4. WHAT'S YOUR EDGE?

In a room full of experienced recruiters, what makes you different? Not better - just different. What's your unfair advantage?

#### 5. THE PRACTICAL STUFF:

- Years in recruitment (ballpark)
- Experience with OPT/H1B/Canada (Yes/No/Learning)
- Current situation (working/looking/open)
- When can you start? (Best case scenario)
- Compensation expectations - base + performance (give us a range)

## **DEADLINE: 48 HOURS FROM THIS EMAIL**

Not because we're impatient. Because if this doesn't excite you enough to respond in 2 days, it's not the right fit.

**Best regards,**

**Sumanth Reddy Nagolu**

Founder & CEO

InTime eSolutions

 [sumanth@intime-esolutions.com](mailto:sumanth@intime-esolutions.com)

 [www.intime-esolutions.com](http://www.intime-esolutions.com)

**P.S.** We're looking for 2 things: **Heart and Hunger**. Skills can be taught. Attitude can't.

**P.P.S.** If you're reading this thinking "this person is intense" - you're right. And if that excites you instead of scaring you, we should talk.

## **FOLLOW-UP EMAIL (After 48 Hours - No Response)**

---

**Subject Line:** Last Chance: Are You In or Out?

Hi [Name],

I sent you an email about joining InTime 48 hours ago.

**One of three things is happening:**

1. **You're interested but haven't had time** → That's fine. Respond by EOD tomorrow.
2. **You're not sure if this is for you** → That's actually valuable information. Tell me why.
3. **You're not interested** → No judgment. Just let me know so I stop waiting.

**Here's what I know:**

We've had 20+ responses. Half are generic "I'm interested" messages. Half made me stop and think "this person gets it."

I don't know which group you're in because you haven't responded.

**So here's my ask:**

Reply with ONE sentence: Are you in or out?

If you're in → We'll set up a call this week.

If you're out → No hard feelings, and maybe our paths cross again.

If you don't respond by tomorrow EOD → I'll assume out and move on.

**Your choice.**

— Sumanth

## KEY DIFFERENCES FROM FIRST DRAFT:

---

### REMOVED:

---

- Specific client names (Collabera, Disys)
- Exact bench numbers (25 consultants)
- Specific commission percentages
- Detailed compensation breakdowns
- Skill-based questions

### ADDED:

---

- Vision and mission front and center
- Philosophy and values prominent
- "Why this matters to you" questions
- Authenticity and vulnerability
- Self-selection language (scares away wrong people)
- Emotional resonance vs. logical appeal

### NEW FOCUS:

---

**Old Focus:** Do you have the skills?

**New Focus:** Do you have the hunger?

**Old Questions:** Tell me about your MSP access

**New Questions:** Tell me about something you built

**Old Tone:** Corporate professional

**New Tone:** Founder authentic

## WHAT THIS EMAIL DOES:

---

### 1. FILTERS RUTHLESSLY

---

- Wrong people self-reject ("too risky")
- Right people lean in ("finally, something real")

### 2. TESTS MISSION ALIGNMENT

---

- Do they care about transformation?
- Do they want to build or just work?
- Are they driven by impact or just income?

### **3. REVEALS CHARACTER**

---

- How they write tells you how they think
- What they ask reveals what they value
- Their response time shows urgency

### **4. SETS EXPECTATIONS**

---

- No surprises about startup chaos
- Clear about performance-based pay
- Honest about the journey ahead

## **EXPECTED RESPONSE PATTERNS:**

---

### **● HIGH-QUALITY RESPONSE (Call Immediately):**

---

Subject: I'm In - Here's Why

[Tells a personal story about why this matters]  
[Shows vulnerability about fears]  
[Asks intelligent questions about mission]  
[Writes like a human, not a resume]  
[Responds in 4-12 hours]

### **🟡 MODERATE RESPONSE (Consider):**

---

Subject: Re: Are You Ready to Build...

[Generic but shows some thought]  
[Answers questions but safely]  
[Some authenticity, mostly guarded]  
[Responds in 24-36 hours]

### **🔴 LOW-QUALITY RESPONSE (Reject):**

---

Subject: Interested in Position

"Dear Hiring Manager,  
I am very interested in this opportunity..."  
[Clearly didn't read the email]  
[Generic cover letter paste]  
[Responds after 48 hours]

## **RESPONSE HANDLING:**

---

### **When Someone Writes from the Heart:**

---

**Your Reply:**

Subject: Let's Talk This Week

[Name],

Your email stopped me mid-scroll. [Quote something specific they said].

That's exactly the kind of thinking we need.

Are you free for a 30-minute call this week?

I want to hear more about [reference something they mentioned].

Here's my calendar: [Link]

- Sumanth

## When Someone Asks About Compensation Details:

---

### Your Reply:

[Name],

Great question. Here's the honest answer:

Base range: ₹60-90K depending on experience

Performance: Uncapped - you can 2x or 3x your base

Structure: We'll discuss based on what motivates you

But here's the real question: If the mission excites you, compensation will work out. If the mission doesn't excite you, no amount of money will make this role fulfilling.

Does the mission excite you?

- Sumanth

## WHAT YOU'LL LEARN FROM RESPONSES:

---

### From HOW They Write:

- **Short, bullet points** → Structured thinker, moves fast
- **Long, storytelling** → Relationship-builder, emotional
- **Asks questions** → Strategic thinker, wants full picture
- **Shares vulnerabilities** → Self-aware, coachable

### From WHAT They Ask:

---

- **Asks about growth path** → Long-term thinker
- **Asks about compensation only** → Transactional mindset
- **Asks about mission/vision** → Values alignment
- **Asks about team/culture** → Collaborative type

## From WHEN They Respond:

---

- **<12 hours** → Hungry, decisive, ready
- **24-36 hours** → Thoughtful, considering carefully
- **48+ hours** → Not urgent for them, maybe not right fit

## THE ULTIMATE TEST:

---

If someone reads this email and their first thought is:

- "This is too vague, I need more details" → Not for us
- "This sounds risky and unstable" → Not for us
- "Where's the job description?" → Not for us
  
- "This is exactly what I've been looking for" → CALL THEM
- "This scares me but I'm compelled" → CALL THEM
- "Finally, someone who gets it" → CALL THEM

Want me to draft the phone screen questions that continue this mission-focused conversation? Or help you create a scoring rubric for evaluating responses?

|

too fancy and long.. i want it more humane

*Stripping it down to human-to-human*

## EMAIL 1: SR. RECRUITER / ACCOUNT MANAGER

---

**Subject Line:** Building something real - are you in?

Hi,

I'm Sumanth, founder of InTime eSolutions. We're a cross-border IT staffing startup (USA, Canada, India), and I'm looking for someone to help build this from the ground up.

**Here's the deal:**

I need someone who can own client accounts and do their own recruiting. Not manage a team on Day 1 - BE the team initially, then build one.

This isn't a stable corporate job. It's messy, intense, and we're figuring things out as we go. But if it works, you'll have built something that matters and made serious money doing it.

**What you'd do:**

- Own client relationships and close your own deals

- Source, screen, and place consultants (all technologies)
- Build processes because we don't have many yet
- Eventually hire and lead your own team

### **What I'm offering:**

- Base pay that lets you focus on building (we'll discuss range)
- Uncapped performance bonuses - direct % of revenue you generate
- Real equity potential if you prove yourself
- A founding team seat - your ideas become strategy

### **What I need to know:**

Forget your resume for now. Just tell me:

1. **Why would you leave your current situation for this?** What are you actually looking for?
2. **Tell me about something you built from scratch.** Anything - a client relationship, a process, a side project. What happened?
3. **What scares you about joining a startup?** And why are you considering it anyway?
4. **The basics:** Years of experience, when you could start, and what compensation structure makes sense to you (base + performance).

Keep it to 200-300 words. Write like you're talking to a person, not sending a cover letter.

**Respond within 48 hours if you're interested.** If I don't hear from you, I'll assume this isn't your thing.

Thanks,  
Sumanth

 [sumanth@intime-esolutions.com](mailto:sumanth@intime-esolutions.com)

 [Your Number]

P.S. - If you're reading this thinking "sounds interesting but risky" - you're right. That's exactly what it is.

## **EMAIL 2: OPT RECRUITER / TALENT ACQUISITION**

---

**Subject Line:** Help me build something different in staffing

Hi,

I'm Sumanth, building InTime eSolutions - a staffing company that actually gives a damn about the people we place.

### **What I'm trying to build:**

Most staffing firms treat consultants like inventory. I want to build something where we actually help people - with placement, with training, with career moves between USA and Canada, whatever they need.

Ideally, you've worked with OPT/H1B consultants and understand that world. But honestly, I care more about whether you see this as a mission or just a job.

### **What the role is:**

- Build relationships with consultants (not just databases)
- Help them with real problems - visa issues, career moves, upskilling
- Place them in opportunities that actually move their careers forward
- Create systems because we're still early and figuring it out

### **What I'm offering:**

- Base salary (we'll discuss the range)
- Performance bonuses tied to placements and impact
- Clear path to leading a team as we grow
- Chance to actually make a difference in people's lives

### **What I want to know:**

Skip the formal stuff. Just tell me:

1. **Why does this appeal to you?** Or does it? Be honest.
2. **Tell me about a consultant you actually helped** - not just placed, but helped. What did you do?
3. **How do you build trust with people?** Everyone calls themselves a relationship builder. What makes you different?
4. **Practical stuff:** Years in recruiting, any OPT/H1B/Canada experience, when you could start, compensation expectations (base + performance).

Keep it real. 200-300 words.

### **48 hours to respond if you're interested.**

Thanks,  
Sumanth

 [sumanth@intime-esolutions.com](mailto:sumanth@intime-esolutions.com)

 [Your Number]

P.S. - I'm looking for someone who cares about the work, not just the paycheck. If that's you, let's talk.

## FOLLOW-UP (If No Response After 48 Hours)

---

**Subject Line:** In or out?

Hi [Name],

Sent you an email about InTime two days ago. Haven't heard back.

Three possibilities:

1. You're interested but haven't had time → respond by tomorrow
2. You're unsure → tell me why
3. You're not interested → just let me know

One sentence is fine. Just want to know where you stand.

Thanks,

Sumanth

## KEY DIFFERENCES:

---

### WHAT CHANGED:

---

**Before:**

- 800+ words
- Multiple sections
- Heavy formatting
- Philosophical statements
- Lots of bold/bullets

**Now:**

- ~250 words
- Conversational flow
- Minimal formatting
- Direct questions
- Feels like an email from a friend

### WHAT STAYED:

---

- Mission-focused (not skill-focused)
- Honest about reality (messy, risky)
- Personal questions (not resume questions)
- Performance-based compensation
- 48-hour deadline

## WHY THIS WORKS BETTER:

---

### 1. Readable in 90 seconds

- Busy people will actually read it
- Easy to forward/share
- Gets to the point

### 2. Feels human

- "I'm Sumanth" not "InTime eSolutions is pleased to..."
- "What scares you?" not "Assess your risk tolerance"
- "Keep it real" not "Please provide detailed responses"

### 3. Lower barrier to respond

- 200-300 words vs formal application
- "Write like you're talking" vs structured format
- One email vs multi-stage process

### 4. Still filters effectively

- Wrong people still self-select out
- Right people feel comfortable being authentic
- Mission vs money still front and center

## EXPECTED RESPONSES:

---

### GOOD RESPONSE:

---

Hey Sumanth,

Honestly? I'm bored out of my mind at [current company].  
Built their entire East Coast client base and now I'm  
just managing what exists.

I miss the early days when we were figuring things out.

About the startup risk - yeah it scares me. Got a family,  
mortgage, the usual. But I'm 32 and if not now, when?

Built [X client] from cold email to \$500K account in 18 months.  
That's the kind of building I want to do again.

Can start in 3 weeks. Current base is ₹85K, would take ₹70K +  
aggressive performance structure if the upside is real.

When can we talk?

## **BAD RESPONSE:**

---

Dear Sir,

I am writing to express my strong interest in the Sr. Recruiter position. With 12 years of experience...

[Generic 500-word cover letter]

I look forward to hearing from you.

Regards,

[Name]

**This version cuts the bullshit. Want me to make it even shorter?**

|

give me from company perspective instead of mine.. we not I..

3-4 lines about the company..

2-3 line of what kind of a team / players we are looking for..

7 role specific responsibilities aligned with our needs

2-3 line of our compensation structure.

Response template

closing note that we'll get back

## **EMAIL 1: SR. RECRUITER / ACCOUNT MANAGER**

---

**Subject Line:** Sr. Recruiter/Account Manager - InTime eSolutions

Hi,

### **About InTime eSolutions:**

We're a cross-border IT staffing startup operating across USA, Canada, and India. We believe careers should be transformative, not transactional - and we're building a company where excellence is the baseline, not the exception. We're early stage, bootstrapped, and growing fast with real clients and real revenue.

### **Who we're looking for:**

We need builders, not maintainers. People who thrive in ambiguity, own outcomes completely, and want to create something from the ground up. If you need established processes and support teams on Day 1, this isn't the right fit.

### **What you'll own:**

1. Manage client relationships end-to-end - from first conversation to ongoing account growth
2. Source and recruit candidates across all technologies (Java, Python, .NET, Cloud, Data, SAP, Salesforce - everything)
3. Submit profiles, coordinate interviews, negotiate offers, and close placements
4. Build and maintain a pipeline of qualified consultants across USA and Canada markets
5. Create processes and playbooks as we scale - you're writing the manual, not following one
6. Track metrics daily and own your numbers - submissions, interviews, placements, revenue
7. Eventually build and lead your own recruiting team as we grow

### **Compensation structure:**

Base salary within market range for your experience, plus uncapped performance bonuses directly tied to the revenue you generate. The more you produce, the more you earn - no ceiling. Equity potential for exceptional performers.

### **If you're interested, please respond with:**

1. Why you'd leave your current situation to join an early-stage startup
2. One example of something you built from scratch (client, process, team - anything)
3. What concerns you about this opportunity and why you're considering it anyway
4. Years of experience, earliest start date, and compensation expectations (base + performance structure)

Keep it to 250-300 words. Write naturally - we want to understand you, not read a cover letter.

### **We'll review responses and get back to you within 3 business days.**

Best regards,

**InTime eSolutions Talent Team**

 [careers@intime-esolutions.com](mailto:ccareers@intime-esolutions.com)

 [www.intime-esolutions.com](http://www.intime-esolutions.com)

## **EMAIL 2: OPT RECRUITER / TALENT ACQUISITION**

---

**Subject Line:** OPT Recruiter/Talent Acquisition - InTime eSolutions

Hi,

### **About InTime eSolutions:**

We're a cross-border IT staffing startup focused on USA, Canada, and India markets. We're building something different - a company that treats consultants as partners, not inventory, and solves real problems like visa transitions, upskilling, and cross-border career moves. Early stage, founder-led, and growing with purpose.

### **Who we're looking for:**

We need someone who sees recruiting as relationship-building, not resume collecting. Someone comfortable with ambiguity who can build systems while executing. If you want a clearly defined role with set processes, this isn't it.

### **What you'll own:**

1. Build and maintain strong relationships with OPT, H1B, GC, and USC consultants across all technologies
2. Source candidates through multiple channels - LinkedIn, portals, referrals, creative outreach
3. Manage consultant experience from first contact through placement and beyond
4. Market available consultants to clients and coordinate placements
5. Support consultants with visa questions, career guidance, and training referrals
6. Track daily activities and metrics - calls, submissions, placements, consultant satisfaction
7. Help create our recruiting playbook and processes as we scale

### **Compensation structure:**

Competitive base salary plus performance bonuses tied to placements and consultant retention. Your success directly determines your earnings - uncapped upside. Clear growth path to team leadership within 6-12 months.

### **If you're interested, please respond with:**

1. Why this role appeals to you - what are you looking for in your next opportunity?
2. Share one example of how you helped a consultant (not just placed them)
3. How you approach building trust with candidates in a crowded market
4. Years of experience, any OPT/H1B/Canada background, start date, and compensation expectations

Keep it conversational, 250-300 words. We want to understand your thinking, not evaluate your writing skills.

**We'll review all responses and reply within 3 business days.**

Best regards,  
**InTime eSolutions Talent Team**

 [careers@intime-esolutions.com](mailto:careers@intime-esolutions.com)

 [www.intime-esolutions.com](http://www.intime-esolutions.com)

## FOLLOW-UP EMAIL (After 48 Hours)

---

**Subject Line:** InTime eSolutions - Following Up

Hi [Name],

We sent you information about the **[Role Title]** position a few days ago and haven't heard back.

If you're still interested, please respond by end of day tomorrow. If you've decided it's not the right fit, that's completely fine - just let us know so we can focus on other candidates.

A one-line response is enough.

Thanks,

InTime eSolutions Talent Team

### WHAT CHANGED:

---

#### **Company Voice (Not Personal):**

---

- "We're" instead of "I'm"
- "InTime eSolutions Talent Team" instead of "Sumanth"
- Professional but still human tone

#### **Structured Format:**

---

- 3-4 lines: Company intro ✓
- 2-3 lines: Team/player type ✓
- 7 responsibilities: Role-specific ✓
- 2-3 lines: Compensation ✓
- Response template ✓
- Closing note ✓

#### **Still Human:**

---

- Not overly corporate
- Direct and honest
- Conversational response format
- Clear expectations

**Better? Want any adjustments to tone or structure?**

|

try diff questions suggest me a bunch

## ALTERNATIVE QUESTION SETS

---

### OPTION 1: MISSION & VALUES FOCUSED

---

For both roles:

1. What does "excellence" mean to you in recruitment/staffing? Give a specific example.
2. Describe a time you did more for a candidate or client than you were "supposed to do." Why did you?
3. We operate globally (USA, Canada, India). How does working across borders excite or concern you?
4. Years of experience, start date, and compensation expectations (base + performance)

### OPTION 2: PROBLEM-SOLVING & OWNERSHIP

---

For both roles:

1. Tell us about a time something went wrong in a placement or deal. What happened and what did you do?
2. You're starting with minimal processes and systems. How do you feel about that?
3. What's the biggest gap you see in how most staffing companies operate?
4. Years of experience, availability, and compensation structure you're seeking

### OPTION 3: GROWTH & AMBITION

---

For both roles:

1. Where do you want to be in 3 years? Be specific.
2. What's the biggest professional risk you've ever taken? How did it turn out?
3. If you could design your ideal role, what would you own and what would you avoid?
4. Experience level, earliest start date, compensation expectations

### OPTION 4: PRACTICAL & DIRECT

---

For both roles:

1. Why are you open to new opportunities right now?
2. What's one thing you'd want to change about how recruitment/staffing typically works?
3. Startups fail more often than they succeed. Why consider this one?
4. Years in recruitment, start date, base + performance expectations

### OPTION 5: RELATIONSHIP & TRUST

---

For both roles:

1. How do you earn trust with someone you've never met before?
2. Tell us about your best professional relationship (client or candidate). What made it work?
3. What frustrates you most about the recruitment industry?
4. Experience background, when you could start, compensation structure preference

## **OPTION 6: SELF-AWARENESS**

---

**For both roles:**

1. What's one thing you're exceptionally good at that most recruiters aren't?
2. What's one area where you know you need to improve or learn?
3. Why would this role be a good fit for you right now in your career?
4. Years of experience, availability, compensation expectations

## **OPTION 7: HUSTLE & EXECUTION**

---

**For both roles:**

1. Describe your most productive week ever. What did you accomplish and how?
2. How do you stay motivated when things aren't working?
3. What's your approach to hitting targets you've never hit before?
4. Experience level, start date, base + performance structure

## **OPTION 8: CULTURE & FIT**

---

**For both roles:**

1. What type of work environment brings out your best?
2. Describe the worst job or manager you've had. What made it difficult?
3. What does "it's not what you do, it's how you do it" mean to you?
4. Years in field, when you could join, compensation needs

## **OPTION 9: DECISION-MAKING**

---

**For both roles:**

1. Walk us through how you're evaluating this opportunity. What matters most?
2. What would make you say "yes" to joining InTime? What would make you say "no"?
3. If we made you an offer today, what questions would you need answered first?
4. Experience background, availability, compensation structure preference

## **OPTION 10: IMPACT & LEGACY**

---

**For both roles:**

1. What's the one placement or relationship you're most proud of? Why that one?

2. If you joined InTime and left in 2 years, what would you want to have built?
3. How do you define success in this role beyond just numbers?
4. Years of experience, start date, base + performance expectations

## **OPTION 11: ULTRA-SIMPLE (3 Questions Only)**

---

**For both roles:**

1. Why this opportunity, why now?
2. What's one thing you've built or achieved that most people couldn't?
3. Experience level, start date, and what compensation structure makes sense to you

## **OPTION 12: STORYTELLING**

---

**For both roles:**

1. Tell us the story of your best placement ever - from first contact to close. What made it special?
2. Tell us about a time you failed at something in recruitment. What did you learn?
3. If we hired you, what story would you want to tell about InTime in one year?
4. Years in recruitment, availability, compensation expectations

## **OPTION 13: STRENGTHS-BASED**

---

**For both roles:**

1. What part of the recruitment process energizes you most? What drains you?
2. When have you felt most "in the zone" professionally? What were you doing?
3. What natural strengths would you bring to this role on Day 1?
4. Experience background, start date, base + performance needs

## **OPTION 14: CHALLENGE-FOCUSED**

---

**For both roles:**

1. What's the hardest part about recruitment that most people don't talk about?
2. If you joined InTime, what would be your biggest challenge in the first 90 days?
3. How do you typically overcome obstacles when you hit them?
4. Years of experience, availability, compensation structure preference

## **OPTION 15: PEER PERSPECTIVE**

---

**For both roles:**

1. If we called your last three candidates/clients, what would they say about you?
2. How would your current colleagues describe your work style?

3. What would make someone choose to work with you over another recruiter?
4. Experience level, start date, compensation expectations

## MY TOP 3 RECOMMENDATIONS:

---

### BEST FOR FILTERING QUICKLY:

---

#### Option 11 (Ultra-Simple)

- 3 questions only
- Gets to the core fast
- Easy for candidates to respond
- Still reveals character

### BEST FOR UNDERSTANDING MINDSET:

---

#### Option 1 (Mission & Values)

- Tests alignment with company philosophy
- Reveals what drives them
- Shows cross-border thinking
- Practical

### BEST FOR ASSESSING FIT:

---

#### Option 9 (Decision-Making)

- Shows how they think
- Reveals dealbreakers early
- Respects their evaluation process
- Efficient

## HOW TO CHOOSE:

---

If you want SPEED: Option 11 (3 questions)

If you want DEPTH: Option 12 (Storytelling)

If you want ALIGNMENT: Option 1 (Mission & Values)

If you want HONESTY: Option 4 (Practical & Direct)

If you want SELF-AWARENESS: Option 6 or 13

If you want to TEST THINKING: Option 9 (Decision-Making)

Which direction feels most "InTime" to you? Or want me to create a hybrid?

|

Or more like a scenario or case study based.. we can continue on their response during live call

## **SCENARIO-BASED QUESTIONS (Opens conversation for live call)**

---

### **OPTION A: THE STUCK PLACEMENT SCENARIO**

#### **For both roles:**

You've been working on a placement for 2 weeks. The candidate is perfect, the client loves them, but at the last minute:

- **For Account Manager version:** The client says "we found someone cheaper internally"
- **For OPT Recruiter version:** The candidate says "I got another offer for \$10K more"

#### **Respond with:**

1. What's your immediate reaction? What do you do in the next 24 hours?
2. Have you been in a similar situation? What happened?
3. Years of experience, start date, compensation expectations

*We'll discuss your approach on the call.*

### **OPTION B: THE ZERO-TO-ONE SCENARIO**

#### **For both roles:**

It's your first day at InTime. You have:

- A laptop
- Access to LinkedIn
- Our company name
- That's it. No database, no warm leads, no established processes.

#### **Respond with:**

1. What do you do in Week 1 to get your first result? (Be specific: Day 1, Day 2, Day 3...)
2. What's your first "win" and how long does it take?
3. Years of experience, start availability, compensation needs

*We'll dig deeper into your plan on the call.*

### **OPTION C: THE ETHICAL DILEMMA**

#### **For both roles:**

A client calls you with an urgent requirement. Great rate, easy placement. But when you read the requirements carefully, you realize your best candidate isn't actually qualified - they have 70% of the skills, not 100%.

The client is desperate. Your candidate needs the job. You need the placement.

**Respond with:**

1. What do you do? Walk us through your thinking.
2. Has something like this happened to you? What did you actually do?
3. Experience level, availability, compensation expectations

*Let's discuss the gray areas on the call.*

## OPTION D: THE GROWTH SCENARIO

---

**For both roles:**

Fast forward 6 months. You've been successful at InTime and we want you to hire your first team member. You get to choose:

**Option A:** Someone just like you (same strengths, similar background)

**Option B:** Someone totally different who fills your gaps

**Respond with:**

1. Which do you choose and why?
2. What "gap" would you most want to fill in yourself?
3. Years of experience, start date, compensation structure preference

*This will lead to a good conversation about self-awareness.*

## OPTION E: THE PRIORITY CRISIS

---

**For both roles:**

It's 4 PM on a Friday. Three things happen at once:

1. **Hot client requirement** just came in - needs 3 candidates by Monday morning
2. **Your best consultant** calls upset - client is treating them poorly, considering quitting
3. **Training lead** from this morning is ready to enroll but has pricing questions (potential \$1,695 revenue)

You can only handle one thing properly before end of day.

**Respond with:**

1. Which do you handle first, second, third? Why?
2. What would most recruiters do? What would you do differently?
3. Experience background, start availability, compensation needs

*We'll explore your decision-making process live.*

## OPTION F: THE RESOURCE CONSTRAINT

---

**For both roles:**

You have a \$500 monthly budget to invest in growing your pipeline. That's it.

You can spend it on:

- LinkedIn Recruiter subscription (\$400/month)
- Job board credits (\$500 = ~50 job posts)
- Networking events (\$500 = 2-3 events)
- Something else creative

**Respond with:**

1. How do you spend it and why?
2. What if the budget was \$0 - what's your backup plan?
3. Years in field, start date, compensation expectations

*Perfect for discussing resourcefulness on the call.*

## OPTION G: THE CULTURE CLASH

---

**For both roles:**

You place a fantastic consultant. Two weeks in, your client calls: "They're technically brilliant but they don't fit our culture. Too quiet in meetings, doesn't socialize with the team."

The consultant calls you: "I'm doing great work but they keep asking me to do non-work things like happy hours. I just want to code and go home."

**Respond with:**

1. Is this a real problem or a client being difficult? How do you handle it?
2. Whose side are you on (client, consultant, middle)?
3. Experience level, availability, compensation structure

*Great conversation starter about relationship management.*

## **OPTION H: THE COMPETITOR SCENARIO**

---

### **For both roles:**

You find out a competitor submitted the same candidate you were about to submit, but 2 hours earlier. Your candidate didn't tell you they were talking to other recruiters.

### **Respond with:**

1. What do you do immediately?
2. How do you prevent this in the future?
3. Years of experience, start date, compensation expectations

*Opens discussion about relationships and trust.*

## **OPTION I: THE MARKET SHIFT**

---

### **For both roles:**

Scenario: It's 2026. AI can now screen resumes and schedule interviews automatically. Clients are saying "why do we need recruiters?"

### **Respond with:**

1. How do you stay relevant? What value do you provide that AI can't?
2. Is this realistic or fear-mongering?
3. Experience background, start availability, compensation needs

*Tests future thinking and adaptability.*

## **OPTION J: THE PERSONAL CRISIS**

---

### **For both roles:**

Your top-performing consultant calls you at 8 AM. They just found out their H1B transfer got denied. They have 60 days to find a new sponsor or leave the country. They're panicking.

You've never dealt with this exact situation before.

### **Respond with:**

1. What do you say on that call? What do you do after?
2. Have you handled crisis situations with candidates? Tell us one.
3. Years of experience, start date, compensation expectations

*Great for assessing empathy and problem-solving.*

## MY TOP 3 RECOMMENDATIONS:

---

### OPTION B: ZERO-TO-ONE

---

Why it's best:

- Tests practical execution, not theory
- Shows their actual process
- Reveals creativity and hustle
- Easy to discuss live ("Ok, so Day 1 you do X... then what?")

### OPTION E: PRIORITY CRISIS

---

Why it's great:

- Tests decision-making under pressure
- No "right" answer - reveals values
- Realistic scenario they'll face
- Opens multiple conversation threads

### OPTION C: ETHICAL DILEMMA

---

Why it works:

- Tests integrity immediately
- Everyone has faced this
- Shows how they handle gray areas
- Reveals their actual operating principles

## HYBRID RECOMMENDATION:

---

Use **TWO questions** in email:

**Question 1: Scenario (Pick one from above)**

Forces them to think and show problem-solving

**Question 2: Simple practical**

Years of experience, start date, compensation expectations

**Example:**

If you're interested, respond with:

**SCENARIO:**

It's your first day at InTime. You have a laptop, LinkedIn access, and our company name. That's it.

What do you do in Week 1 to get your first win? Walk us through Day 1, Day 2, Day 3...

## BASICS:

- Years in recruitment
- Earliest start date
- Compensation expectations (base + performance structure)

Keep the scenario response to 200 words. We'll dig deeper on the call.

## WHY SCENARIOS WORK BETTER:

---

### Benefits:

---

1. **Filters out copy-paste responses** - they have to actually think
2. **Reveals real experience** - theory vs. practice becomes obvious
3. **Creates natural conversation** - "interesting, why did you prioritize X over Y?"
4. **Tests problem-solving** - more valuable than credentials
5. **Makes interviews easier** - you already have talking points

### What you learn:

---

- **How they think** (structured vs. chaotic)
- **What they value** (money, relationships, ethics, results)
- **Their experience level** (junior = theory, senior = "I've done this")
- **Communication style** (clear vs. vague)
- **Self-awareness** ("I don't know but here's how I'd figure it out")

## RECOMMENDED COMBINATIONS:

---

### For Account Manager Role:

---

**Primary:** Option B (Zero-to-One) - tests client acquisition

**Backup:** Option E (Priority Crisis) - tests judgment

### For OPT Recruiter Role:

---

**Primary:** Option J (Personal Crisis) - tests empathy & problem-solving

**Backup:** Option B (Zero-to-One) - tests hustle

### For Both (Safest):

---

**Primary:** Option B (Zero-to-One)

**Why:** Universal, practical, reveals everything you need

**Which scenario resonates most with what you want to learn about candidates? Or want me to create a custom one specific to InTime's situation?**

consider our 3 screens.. first this write up to check the personality and commitment, own ideas, 2nd AI based questions just to check the language and aptitude.. final round to check the cultural alignment and continue on solutions/response candidate provided in email

*Perfect 3-stage funnel - each screen serves a distinct purpose*

## **STAGE 1: EMAIL SCREENING (Personality, Commitment, Ideas)**

---

**Purpose:** Filter 150 → 30-40 responses

**What you're testing:** Genuine interest, thinking quality, communication style

### **EMAIL VERSION - ACCOUNT MANAGER**

---

**Subject Line:** Sr. Recruiter/Account Manager - InTime eSolutions

Hi,

#### **About InTime eSolutions:**

We're a cross-border IT staffing startup operating across USA, Canada, and India. We believe careers should be transformative, not transactional - and we're building a company where excellence is the baseline, not the exception. We're early stage, bootstrapped, and growing fast with real clients and real revenue.

#### **Who we're looking for:**

We need builders, not maintainers. People who thrive in ambiguity, own outcomes completely, and want to create something from the ground up. If you need established processes and support teams on Day 1, this isn't the right fit.

#### **What you'll own:**

1. Manage client relationships end-to-end - from first conversation to ongoing account growth
2. Source and recruit candidates across all technologies (Java, Python, .NET, Cloud, Data, SAP, Salesforce - everything)
3. Submit profiles, coordinate interviews, negotiate offers, and close placements
4. Build and maintain a pipeline of qualified consultants across USA and Canada markets
5. Create processes and playbooks as we scale - you're writing the manual, not following one
6. Track metrics daily and own your numbers - submissions, interviews, placements, revenue
7. Eventually build and lead your own recruiting team as we grow

#### **Compensation structure:**

Base salary within market range for your experience, plus uncapped performance bonuses directly tied to the revenue you generate. The more you produce, the more you earn - no ceiling. Equity potential for exceptional performers.

**If you're interested, respond with:**

**YOUR FIRST WEEK PLAN:**

It's Day 1 at InTime. You have a laptop, LinkedIn, and our company name. No database, no warm leads, no established processes.

Walk us through your Week 1 plan to get your first result. Be specific - what do you do Day 1, Day 2, Day 3?

*(200-250 words)*

**THE BASICS:**

- Years of experience in IT staffing/recruitment
- Earliest possible start date
- Compensation expectations (base + performance structure)

**Respond within 48 hours if interested.**

We'll review all responses and get back to selected candidates within 3 business days.

Best regards,  
**InTime eSolutions Talent Team**

 [careers@intime-esolutions.com](mailto:careers@intime-esolutions.com)

 [www.intime-esolutions.com](http://www.intime-esolutions.com)

**EMAIL VERSION - OPT RECRUITER**

---

**Subject Line:** OPT Recruiter/Talent Acquisition - InTime eSolutions

Hi,

**About InTime eSolutions:**

We're a cross-border IT staffing startup focused on USA, Canada, and India markets. We're building something different - a company that treats consultants as partners, not inventory, and solves real problems like visa transitions, upskilling, and cross-border career moves. Early stage, founder-led, and growing with purpose.

**Who we're looking for:**

We need someone who sees recruiting as relationship-building, not resume collecting. Someone comfortable with ambiguity who can build systems while executing. If you want a clearly defined role with set processes, this isn't it.

## **What you'll own:**

1. Build and maintain strong relationships with OPT, H1B, GC, and USC consultants across all technologies
2. Source candidates through multiple channels - LinkedIn, portals, referrals, creative outreach
3. Manage consultant experience from first contact through placement and beyond
4. Market available consultants to clients and coordinate placements
5. Support consultants with visa questions, career guidance, and training referrals
6. Track daily activities and metrics - calls, submissions, placements, consultant satisfaction
7. Help create our recruiting playbook and processes as we scale

## **Compensation structure:**

Competitive base salary plus performance bonuses tied to placements and consultant retention. Your success directly determines your earnings - uncapped upside. Clear growth path to team leadership within 6-12 months.

## **If you're interested, respond with:**

### **CONSULTANT CRISIS SCENARIO:**

One of your consultants calls you at 8 AM, panicking. Their H1B transfer just got denied. They have 60 days to find a new sponsor or leave the country.

You've never handled this exact situation before.

What do you say on that call? What do you do in the next 48 hours to help them?

*(200-250 words)*

## **THE BASICS:**

- Years of experience in IT recruitment (especially OPT/H1B if any)
- Earliest possible start date
- Compensation expectations (base + performance structure)

## **Respond within 48 hours if interested.**

We'll review all responses and contact selected candidates within 3 business days.

Best regards,

**InTime eSolutions Talent Team**

 [careers@intime-esolutions.com](mailto:ccareers@intime-esolutions.com)

 [www.intime-esolutions.com](http://www.intime-esolutions.com)

## **STAGE 2: AI EVALUATION (Language, Aptitude, Sales Skills)**

---

**Purpose:** Filter 30-40 responses → 10-15 for CEO round

**What you're testing:** Communication clarity, intelligence, convincing ability, industry knowledge

# AI EVALUATION PROMPT (For GPT-4 or Claude)

---

You are evaluating recruitment candidates for InTime eSolutions, a cross-border IT staffing startup.

EVALUATE THE FOLLOWING RESPONSE on a 100-point scale:

[PASTE CANDIDATE RESPONSE HERE]

SCORING RUBRIC:

1. COMMUNICATION CLARITY (25 points)
  - Clear structure and flow (10 pts)
  - Grammar and professionalism (8 pts)
  - Conciseness - stays within word limit (7 pts)
2. PROBLEM-SOLVING/STRATEGIC THINKING (25 points)
  - Logical approach to scenario (10 pts)
  - Creativity and resourcefulness (8 pts)
  - Specific actions vs vague statements (7 pts)
3. SALES/PERSUASION ABILITY (20 points)
  - Confident tone without arrogance (8 pts)
  - Value proposition clarity (7 pts)
  - Demonstrates understanding of goals (5 pts)
4. INDUSTRY KNOWLEDGE (15 points)
  - Uses correct recruitment/staffing terminology (7 pts)
  - Shows understanding of market dynamics (5 pts)
  - Demonstrates awareness of challenges (3 pts)
5. COMMITMENT INDICATORS (15 points)
  - Genuine interest vs generic response (7 pts)
  - Long-term thinking evident (5 pts)
  - Realistic self-assessment (3 pts)

PROVIDE OUTPUT IN THIS FORMAT:

\*\*TOTAL SCORE: \_\_/100\*\*

\*\*RECOMMENDATION:\*\*

- STRONG PROCEED (80-100): Schedule CEO interview immediately
- PROCEED (70-79): Schedule CEO interview
- MAYBE (60-69): Hold for now, review if needed
- REJECT (<60): Not a fit

\*\*BREAKDOWN:\*\*

- Communication Clarity: \_\_/25
- Problem-Solving: \_\_/25
- Sales Ability: \_\_/20
- Industry Knowledge: \_\_/15
- Commitment: \_\_/15

**\*\*KEY STRENGTHS (2-3 bullets):\*\***

- 
- 
- 

**\*\*CONCERNS/RED FLAGS (if any):\*\***

- 

**\*\*TALKING POINTS FOR INTERVIEW (if proceeding):\*\***

- 1.
- 2.
- 3.

**\*\*ONE-LINE SUMMARY:\*\***

[Single sentence capturing essence of candidate]

## **SAMPLE AI EVALUATION OUTPUT**

---

**\*\*TOTAL SCORE: 82/100\*\***

**\*\*RECOMMENDATION:\*\* STRONG PROCEED - Schedule CEO interview immediately**

**\*\*BREAKDOWN:\*\***

- Communication Clarity: 23/25 (Clear, structured, professional)
- Problem-Solving: 21/25 (Logical approach, good specifics, could be more creative)
- Sales Ability: 17/20 (Confident, shows value, slightly generic pitch)
- Industry Knowledge: 12/15 (Good terminology, shows market awareness)
- Commitment: 9/15 (Interest evident but motivations could be clearer)

**\*\*KEY STRENGTHS:\*\***

- Highly structured thinking - breaks down Week 1 into clear daily actions
- Shows understanding of relationship-building over transactional approaches
- Realistic about startup challenges while expressing genuine interest

**\*\*CONCERNS/RED FLAGS:\*\***

- Compensation expectations slightly high for startup stage (₹90K base)
- Doesn't mention any existing network or relationships
- Week 1 plan is solid but not particularly creative

**\*\*TALKING POINTS FOR INTERVIEW:\*\***

1. Dig into: "Where will you source your first 50 candidates?" (mentioned sourcing but no specifics)
2. Explore: Why leave current stable role? (says "ready for challenge" but unclear motivation)
3. Test: Give live scenario about handling difficult client - see problem-solving in real-time

**\*\*ONE-LINE SUMMARY:\*\***

Solid recruiter with structured thinking and good communication - needs to prove network and creativity in interview.

## **STAGE 3: CEO ROUND (Culture, Deep-Dive on Response, Live Problem-Solving)**

---

**Purpose:** Filter 10-15 → 2-5 offers

**What you're testing:** Culture fit, depth of thinking, how they handle challenge

### **CEO INTERVIEW STRUCTURE (30 MINUTES)**

---

#### **Part 1: Warm-Up (5 minutes)**

"Thanks for your response. Before we dig in, tell me - what about InTime caught your attention?"

[LISTEN FOR: Genuine interest vs job shopping]

#### **Part 2: Deep-Dive on Email Response (10 minutes)**

##### **For Account Manager (Zero-to-One scenario):**

"You mentioned in your response that on Day 2 you'd [reference their specific action]. Walk me through that more."

- How exactly would you do that?
- What if [insert obstacle]?
- By end of Week 1, what's your realistic first win?"

[LISTEN FOR:

- Depth vs surface thinking
- Handles challenge gracefully
- Admits what they don't know]

##### **For OPT Recruiter (Crisis scenario):**

"You wrote that you'd [reference their approach to helping consultant]. Let's role-play that."

I'm the consultant. I'm calling you panicking about my H1B denial. You have 3 minutes - what do you say?"

[AFTER ROLE-PLAY:]

"Ok, that call is done. What are your next 3 actions?"

[LISTEN FOR:

- Empathy vs transactional
- Resourcefulness under pressure
- Follow-through thinking]

#### **Part 3: Live Scenario Challenge (10 minutes)**

##### **Scenario A (For both):**

"Here's a real situation we're facing right now:

We have 10 consultants on our bench - skilled, ready to work, but sitting idle. We have client relationships but requirements are slow this month.

You start Monday. What's your 30-day plan to get at least 3 of them placed?"

[LISTEN FOR:

- Practical actions
- Multi-channel thinking
- Realistic timeline]

### **OR Scenario B (For both):**

"It's Month 3. You've made 2 placements, but your target was 5. What happened, what do you do, and how do you hit 5 next month?"

[LISTEN FOR:

- Self-awareness
- Problem diagnosis
- Course correction ability]

### **Part 4: Culture Alignment (3 minutes)**

"Our core belief is: 'It's not what you do, it's HOW you do it.'

Give me an example from your career where the HOW mattered more than the WHAT."

[LISTEN FOR:

- Gets the philosophy
- Real example vs made up
- Values alignment]

### **Part 5: Close & Compensation (2 minutes)**

"Three quick things:

1. On a scale of 1-10, how interested are you right now?
2. What would make it a 10?
3. Let's talk money. You said [reference their range].

Here's what we're thinking: Base of ₹X, performance structure of Y%. Does that work?"

[LISTEN FOR:

- Decisiveness
- Money as motivator vs mission
- Negotiation style]

# DECISION FRAMEWORK AFTER CEO ROUND

---

## IMMEDIATE OFFER (Same Day):

---

- Scored 80+ in AI evaluation
- Nailed the deep-dive (showed depth, not just surface)
- Excited you during interview
- Compensation aligned
- Can start within 30 days

**Action:** Call them back within 2 hours with verbal offer

## STRONG MAYBE (24-Hour Decision):

---

- Scored 70-79 in AI
- Solid interview but not exceptional
- One concern but addressable
- Need to compare with other finalists

**Action:** "You're in our final group. Decision by tomorrow EOD."

## POLITE REJECT:

---

- Any major red flag (attitude, ethics, unrealistic expectations)
- Can't start for 60+ days
- Compensation gap too wide
- Another candidate clearly better

**Action:** "Thanks for your time. We're moving forward with candidates whose experience more closely aligns with immediate needs. We'll keep your info for future roles."

# COMPLETE TIMELINE

---

DAY 1 (Today):

- Send emails to 150 candidates

DAY 2-3:

- Responses come in (expect 30-50)
- Run through AI evaluation as they arrive
- Flag STRONG PROCEED candidates

DAY 4:

- Review all AI scores
- Select top 10-15 for CEO round
- Send interview invites

DAY 5-7:

- CEO interview sprint (3-5 per day)
- Make offers to top 2-3 same day

DAY 8-10:

- Offer negotiations
- Get signed commitments

RESULT: 2 hires confirmed by Day 10, start Dec 1

## WHAT MAKES THIS 3-STAGE SYSTEM WORK

---

### Stage 1 Benefits:

---

- Scenario forces real thinking (no copy-paste)
- Filters out resume spammers immediately
- Quality of response predicts quality of work
- You learn how they approach problems

### Stage 2 Benefits:

---

- AI removes bias (scores objectively)
- Saves you 10+ hours of resume review
- Provides interview talking points automatically
- Consistent evaluation across all candidates

### Stage 3 Benefits:

---

- You validate AI scores with human judgment
- Deep-dive reveals true depth vs BS
- Live scenarios show real capabilities
- Culture fit becomes obvious in 30 minutes

**Want me to refine any stage? Or create the actual AI evaluation script you can use?**

not satisfied with the email scenarios.. it has to cover an entire flow be specific but yet be brief

## REFINED EMAIL SCENARIOS - FULL FLOW, SPECIFIC, BRIEF

---

### ACCOUNT MANAGER SCENARIO

---

If you're interested, respond with:

#### DAY 1 SCENARIO:

You join InTime on Monday morning. By Friday EOD, you need to show progress.

You have:

- LinkedIn account
- Our company website
- Empty CRM

**Your Week 1 mission:** Get 1 qualified client conversation scheduled for next week.

Walk us through:

- **Monday:** First 3 actions you take (be specific - who/what/where)
- **Tuesday-Wednesday:** How you identify and reach 10 potential clients
- **Thursday:** Your outreach message (write the actual email/InMail you'd send)
- **Friday:** How you follow up and secure the meeting

(250 words max)

#### THE BASICS:

- Years of experience
- Start date
- Compensation expectations (base + performance)

### OPT RECRUITER SCENARIO

---

If you're interested, respond with:

#### 48-HOUR SCENARIO:

It's Monday 9 AM. Your manager says: "We need 5 qualified Java developers with H1B/GC for a client by Wednesday 5 PM. Go."

You have:

- LinkedIn Recruiter access
- Your personal network
- Job portals

**Walk us through your 48-hour plan:**

- **Monday morning (9 AM - 1 PM):** Where do you source? (Specific platforms/methods)
- **Monday afternoon (2 PM - 6 PM):** How do you screen 50+ profiles down to 10?
- **Monday evening:** Your outreach message to candidates (write the actual text)
- **Tuesday:** How do you qualify, convince, and confirm 5 candidates?
- **Wednesday:** Final checks before submission - what do you verify?

(250 words max)

### **THE BASICS:**

- Years of experience
- Start date
- Compensation expectations (base + performance)

### **WHY THESE WORK BETTER:**

---

#### **✓ Complete Flow:**

- 
- Start point → End goal clearly defined
  - Every step of the process covered
  - Time-bound (creates urgency)

#### **✓ Specific Requirements:**

- 
- Not "what would you do" but "write the actual email"
  - Not theory but execution details
  - Forces them to show real capability

#### **✓ Still Brief:**

- 
- 250 words max keeps it focused
  - Timeline structure makes it scannable
  - Basics separate from scenario

### **ALTERNATIVE SCENARIOS (If You Want Options)**

---

#### **ACCOUNT MANAGER - ALT VERSION A: THE COLD CLIENT**

---

#### **SCENARIO:**

You researched a target company (mid-size tech firm, 500 employees, no current staffing partner). You found the VP of Engineering on LinkedIn.

**Your mission:** Get this VP on a call within 2 weeks.

Provide:

1. **Your LinkedIn connection request message** (300 characters max - that's LinkedIn's limit)
2. **Your follow-up email** (if they accept but don't respond)
3. **Your voicemail script** (if you get their number - 30 seconds max)
4. **Your value proposition** in one sentence - why should they take your call?
5. **Backup plan** if all of the above fails

(250 words total)

## ACCOUNT MANAGER - ALT VERSION B: THE RESCUE MISSION

---

**SCENARIO:**

A client used us for 2 placements last year, then went quiet. You check and see they're posting jobs on LinkedIn - using a competitor.

**Your mission:** Win them back.

Provide:

1. **Root cause analysis:** Why did they leave? (List 3 possible reasons)
2. **Your re-engagement email** (actual text you'd send)
3. **Your phone approach** (if you call instead - opening 30 seconds)
4. **Your offer:** What would you propose to win them back?
5. **Timeline:** Realistically, how long to get a new placement from them?

(250 words total)

## OPT RECRUITER - ALT VERSION A: THE BENCH ACTIVATION

---

**SCENARIO:**

We have 10 consultants on bench (available, trained, ready). They've been idle for 2-4 weeks. Your job: Get 3 placed this month.

**Consultant profiles:**

- 5 Java developers (H1B, 4-6 years exp)
- 3 Python/Data engineers (GC/Citizens, 3-5 years)
- 2 Salesforce admins (EAD, 2-3 years)

Provide:

1. **Week 1 plan:** Where do you market these 10? (Specific platforms/channels)
2. **Your hotlist format:** Show us the email you'd send to 100 vendors
3. **Your pitch:** How you convince a client to interview your bench vs fresh sourcing
4. **Daily routine:** What does your day look like when marketing bench?
5. **Success metric:** How do you measure if it's working?

(250 words total)

## OPT RECRUITER - ALT VERSION B: THE RELATIONSHIP TEST

---

### SCENARIO:

You've been talking to a consultant (Rajesh, Java developer, H1B, 6 years exp) for 3 months. You submitted him to 8 positions - no offers yet.

This morning he texts: "*I got an offer through another recruiter. Thanks for trying.*"

### Your response:

1. **Immediate reply text:** What do you text back right now?
2. **Follow-up approach:** Call, email, or let it go? Why?
3. **Root cause:** What went wrong in these 3 months?
4. **Prevention:** How do you avoid this in the future?
5. **Relationship recovery:** Can you save this relationship? How?

(250 words total)

## MY RECOMMENDATION:

---

### For Account Manager:

**Use:** Original "Day 1 Scenario" (Week 1 mission)

**Why:** Tests entire BD cycle, shows hustle, requires specific actions

**Backup:** "The Cold Client" (if you want to see sales skills specifically)

### For OPT Recruiter:

---

**Use:** Original "48-Hour Scenario" (5 Java developers)

**Why:** Tests speed + quality, realistic urgency, shows full process

**Backup:** "The Bench Activation" (if your immediate need is bench placement)

# SCORING GUIDE FOR RESPONSES

---

## STRONG RESPONSE (80-100 points):

---

Monday 9 AM: Pull H1B database from LinkedIn (filters: Java, H1B visa, actively looking, 50-mile radius major cities)

Monday 10 AM: Message 30 candidates:

"Hi [Name] - Java role, \$110K, immediate start, H1B transfer. 30 seconds to talk today?"

Monday 2 PM: Screen 10 responders on call - verify:

- H1B current status
- Latest project details
- Rate expectations
- Availability

[CONTINUES WITH SPECIFIC ACTIONS...]

**Why it's strong:**  Specific platforms ("LinkedIn" not "job boards")

Actual numbers (30 candidates, 10 responders)

Real message text (shows communication style)

Verification steps (shows thoroughness)

Time-bound actions (shows planning)

## WEAK RESPONSE (40-60 points):

---

I would source candidates from various platforms and reach out to my network. I would screen them based on requirements and ensure they are qualified. I would maintain communication with them throughout the process and submit the best candidates.

**Why it's weak:**  Vague ("various platforms" - which ones?)

No specifics (how many? what message?)

Generic process (could be copy-pasted)

No timeline (when does each step happen?)

No actual execution (theory not practice)

## THE EMAIL - FINAL VERSION

---

Pick your scenario and use this structure:

**Subject Line:** [Role Title] - InTime eSolutions

Hi,

**About InTime eSolutions:**

We're a cross-border IT staffing startup operating across USA, Canada, and India. We believe careers should be transformative, not transactional - and we're building a company where excellence is the baseline. Early stage, bootstrapped, and growing fast.

### **Who we're looking for:**

Builders who thrive in ambiguity and own outcomes completely. If you need established processes and support teams on Day 1, this isn't the right fit.

### **What you'll own:**

[7 responsibilities - same as before]

### **Compensation structure:**

Base salary within market range plus uncapped performance bonuses directly tied to revenue you generate. Equity potential for exceptional performers.

### **If you're interested, respond with:**

[INSERT CHOSEN SCENARIO HERE]

### **THE BASICS:**

- Years of experience
- Start date
- Compensation expectations (base + performance)

### **Respond within 48 hours.**

We'll review responses and contact selected candidates within 3 business days.

Best regards,

**InTime eSolutions Talent Team**

### **Which scenario feels most "InTime" - the original or one of the alternatives?**

I

lik ethe iniy=tial ideas only.. expand on themm .. essentially somethng where they are starting empty with no one give them a route.. asn see how they'd plan to navigate

## **EXPANDED SCENARIO - TRUE ZERO-TO-ONE TEST**

---

### **ACCOUNT MANAGER VERSION**

---

### **If you're interested, respond with:**

## **YOUR FIRST WEEK: ZERO TO FIRST WIN**

**Monday 9 AM - You join InTime.**

What you have:

- Laptop with internet
- LinkedIn (your personal account)
- Our website: [www.intime-esolutions.com](http://www.intime-esolutions.com)
- Company email: [yourname@intime-esolutions.com](mailto:yourname@intime-esolutions.com)
- \$0 budget
- No client list, no warm introductions, no existing relationships
- No one to guide you - you figure it out

**Your goal by Friday 6 PM:** Book at least 1 qualified client meeting for next week.

**Respond with your complete plan:**

**Monday:**

- 9 AM: You log in. What's your first action? (Be specific - open LinkedIn and do what exactly?)
- 10 AM: Where are you looking for potential clients? (Name platforms, searches, methods)
- 12 PM: You've identified 20 target companies. How? What criteria?
- 3 PM: You need contact info for decision-makers. How do you get it?
- 5 PM: End of Day 1. What did you accomplish? What's ready for tomorrow?

**Tuesday:**

- You start outreach. Write the actual first message you'd send (LinkedIn/Email - your choice, but show us the real text)
- How many people do you reach out to?
- What else are you doing while waiting for responses?

**Wednesday:**

- Some people responded, some didn't. How do you handle both?
- Someone says "not interested right now" - what do you reply?
- Someone says "tell me more" - what's your next move?

**Thursday:**

- You have 2 warm conversations going. How do you convert to a meeting?
- What if both go cold - what's your backup plan?
- End of day - realistically, where are you?

## **Friday:**

- Final push. What are your last actions to secure that 1 meeting?
- If you hit the goal - what made the difference?
- If you don't - what do you do Monday of Week 2?

*(300-350 words total - be specific, not theoretical)*

## **THE BASICS:**

- Years of experience
- Start date
- Compensation expectations (base + performance)

## **OPT RECRUITER VERSION**

---

**If you're interested, respond with:**

### **YOUR FIRST WEEK: BUILD FROM NOTHING**

**Monday 9 AM - You join InTime.**

What you have:

- Laptop with internet
- LinkedIn Recruiter access (but empty InMail credits)
- Your personal network (whatever you bring)
- Job boards (but no premium subscriptions)
- \$0 budget
- No candidate database, no client requirements yet, no one telling you what to do

**Your goal by Friday 6 PM:** Have 20 qualified consultants in your pipeline who trust you and will respond when you call.

**Respond with your complete plan:**

### **Monday:**

- 9 AM: You log in. What's your very first move? (Specific - open LinkedIn and search what?)
- 10 AM: How do you find your first 10 potential candidates? (Exact search criteria, filters, keywords)
- 12 PM: You've found 50 profiles. How do you decide which 20 to contact first?
- 2 PM: You reach out to 20 people. Write the actual message you send (LinkedIn message or text - show us the real words)
- 5 PM: End of Day 1. How many responded? What's your plan if zero respond?

## Tuesday:

- Some candidates replied, some didn't. What do you say to responders?
- What do you do about the 15 who didn't respond?
- You need to learn about each candidate. What questions do you ask? (List 5)
- Where else are you sourcing today?

## Wednesday:

- You've talked to 8 candidates so far. How do you keep track of everyone?
- One candidate is perfect but asks "do you have any jobs right now?" - what do you say?
- Another candidate is skilled but asks "why should I talk to you vs 10 other recruiters?" - what's your answer?
- You need 12 more to hit 20 by Friday. What's your plan?

## Thursday:

- You're at 15 candidates. Final push - what are you doing differently today?
- How do you stay organized? (Describe your tracking system)
- How do you build trust when you have no placements to show yet?

## Friday:

- Last day. You're at 18 candidates. How do you get to 20?
- End of week review: You hit 20. How do you know they're "qualified"? What's your criteria?
- If you only hit 12 - what went wrong? What do you change Week 2?
- Most important: How do you ensure these 20 will actually respond when you need them next week?

(300-350 words total - be specific, show real tactics)

## THE BASICS:

- Years of experience
- Start date
- Compensation expectations (base + performance)

## WHY THIS EXPANDED VERSION WORKS

---

### Tests Everything:

- **Resourcefulness:** No budget, no help - how do they solve it?
- **Planning:** Day-by-day shows if they think ahead or react
- **Execution:** Forces specific actions, not vague strategies
- **Problem-solving:** "What if X fails?" scenarios included

- **Self-awareness:** "What went wrong?" tests honesty
- **Reality:** 300-350 words = enough detail to show competence

## Reveals Real Experience:

---

### Experienced person writes:

Monday 9 AM: Open LinkedIn Sales Navigator, search  
"VP Engineering" + "technology" + "New York" + "500-2000 employees"

Filter: Changed jobs in last 90 days (they're setting up new teams)

Export 50 names into spreadsheet with: Name, Company,  
LinkedIn URL, Company headcount, Posted jobs (check their  
careers page)

Monday 10 AM: Cross-reference against companies posting  
on Dice/Indeed for IT roles. These are actively hiring.

### Inexperienced person writes:

Monday 9 AM: I would search for potential clients on LinkedIn  
and Google. I would identify companies that might need IT  
staffing services.

Monday 10 AM: I would reach out to decision-makers and  
introduce our services.

## Shows HOW They Think:

---

The day-by-day structure reveals:

- Do they front-load research or jump to outreach?
- Do they have backup plans or panic when things fail?
- Do they track/organize or rely on memory?
- Do they learn from failure or repeat mistakes?

## Creates Natural Interview Talking Points:

---

Their response gives you 20+ questions for CEO round:

- "You mentioned searching for VPs who changed jobs recently - why that criteria?"
- "Your outreach message was pretty direct - does that usually work?"
- "You said if you hit 12 instead of 20, you'd change X - walk me through that thinking"
- "How would you actually stay organized with 20 candidates and no CRM?"

# WHAT YOU'RE REALLY TESTING

---

## Not testing:

---

- ✗ Do they have a network? (They might not yet)
- ✗ Do they know our industry? (They can learn)
- ✗ Have they done this exact thing? (Experience varies)

## Actually testing:

---

- ✓ Can they think from first principles?
- ✓ Do they break down big problems into small steps?
- ✓ Are they specific or vague in their thinking?
- ✓ Do they have a bias for action or analysis paralysis?
- ✓ Can they improvise when plans fail?
- ✓ Are they self-aware about gaps?
- ✓ Do they sound like they've actually done hard things?

## SCORING RUBRIC

---

### 90-100 (EXCEPTIONAL - HIRE IMMEDIATELY):

---

- Every day has 3-5 specific actions with times
- Shows actual tools/platforms/searches (not "I would use LinkedIn")
- Includes contingency plans ("If X doesn't work, then Y")
- Demonstrates real experience (details only doers know)
- Self-aware about what could go wrong
- Writing is clear, organized, confident

### 75-89 (STRONG - DEFINITELY INTERVIEW):

---

- Most days have specific actions
- Shows some tools/methods but not everything
- Has a logical plan even if not perfect
- Some contingencies considered
- Mostly clear communication
- Feels like they've done similar work

### 60-74 (MAYBE - INTERVIEW IF NEEDED):

---

- General plan but lacks specifics
- Mentions tools but vaguely
- Linear thinking without backup plans
- Communication is okay but not impressive
- Could be inexperienced but coachable

## **Below 60 (REJECT):**

---

- Vague throughout ("I would research..." "I would reach out...")
- No specific tools, platforms, or methods mentioned
- No contingency thinking
- Generic statements that could apply to any role
- Feels like they've never actually done this

## SAMPLE STRONG RESPONSE (What You Hope to See)

---

\*\*MONDAY:\*\*

9 AM: Open LinkedIn, search "hiring manager" + "IT manager" + "Director Engineering" + location:"New York OR New Jersey" + company size:100-1000. Filter: Posted in last 30 days. These folks are active and hiring.

Simultaneously, Indeed search: companies posting 5+ IT jobs in last week = scaling fast = need help.

10 AM: Built spreadsheet with 20 targets. Criteria: Posted jobs, 3-10 IT openings, Series B-C funding (they have money but not established vendor relationships yet).

12 PM: Getting emails. Used Hunter.io for 10, found 5 on company websites, 5 I'm reaching via LinkedIn.

3 PM: Writing 3 versions of outreach based on company size. Startups get different pitch than 500-person companies.

5 PM: Have 20 targets researched, 15 contact methods identified, 3 message templates ready. Tomorrow = outreach.

\*\*TUESDAY:\*\*

Sent 15 LinkedIn messages (my template: "Hi [Name] - saw you're hiring [X roles]. We place [Y] in 10 days vs market average 30. 15-min call this week?")

Sent 5 emails to those I found direct emails for.

While waiting for responses: Researching 20 more backup targets. Also joined 3 LinkedIn groups where my targets are active.

\*\*WEDNESDAY:\*\*

3 responses: 1 "not interested", 1 "maybe later", 1 "tell me more"

"Not interested" → I replied: "Understood. Mind if I check back in 60 days? If a role pops up urgent, we're fast." (Keeping door open)

"Tell me more" → Scheduled 15-min call for Friday 10 AM.

Reached out to 10 more people because I need options.

\*\*THURSDAY:\*\*

Friday call confirmed. Prepped: Researched their company, their recent job posts, who they hired in last 6 months (LinkedIn). Building questions about their hiring challenges.

Other conversations still warm but no meetings yet. Following up with value: Sent 2 people articles relevant to their hiring challenges.

Backup plan: If Friday call cancels, I have 5 more prospects I can call directly (found phone numbers).

**\*\*FRIDAY:\*\***

Morning: Friday call happened. Went well. They need 2 Java developers next month. Asked if I can send profiles Monday - I said yes (even though I need to source this weekend).

Afternoon: Sent thank you email + calendar invite for Monday follow-up.

Hit goal: 1 meeting secured, pipeline of 8 other warm conversations.

If I hadn't hit goal: Week 2 I'd switch from LinkedIn-heavy to phone-heavy. Also would ask my network for 1 warm intro each.

\*[273 words]\*

**\*\*BASICS:\*\***

8 years IT staffing, can start Dec 15, looking for ₹70K base + 10% of placements

### **Why this response would score 95/100:**

- Specific tools named (Hunter.io, LinkedIn filters)
- Actual numbers (20 targets, 15 messages, 3 responses)
- Real message template shown
- Contingency plans throughout
- Self-awareness (admits need to source over weekend)
- Organized, clear, actionable

### **This is the format. Does it capture what you want to learn about candidates?**

|

Perfect! This is clean, direct, and human. Let me create the matching OPT Recruiter version to complete the pair:

## **OPT RECRUITER / TALENT ACQUISITION EMAIL**

---

**"It's not what you do.. It is how you do it tha matters."**

Hi,

We're a cross-border IT staffing startup operating across USA, Canada, and India. We are building a company that is people centric and process oriented at the same time. We're early stage, bootstrapped, and growing fast with real clients and real revenue.

### **Who we're looking for:**

We need builders, not maintainers. People who thrive in ambiguity, own outcomes completely, and want to create something from the ground up. If you need established processes and support teams on Day 1, this isn't the right fit.

### **What you'll own:**

1. Build and maintain strong relationships with OPT, H1B, GC, and USC consultants across all technologies
2. Source candidates through multiple channels - LinkedIn, portals, referrals, creative outreach
3. Manage consultant experience from first contact through placement and beyond
4. Market available consultants to clients and coordinate placements
5. Support consultants with visa questions, career guidance, and training referrals
6. Track daily activities and metrics - calls, submissions, placements, consultant satisfaction
7. Help create our recruiting playbook and processes as we scale

**Compensation structure:** Base salary within market range for your experience, plus uncapped performance bonuses directly tied to placements and consultant retention you generate.

If you're interested, respond with:

### **1. Your Plan (Scenario Based 250-300 Words) :-**

It's Day 1 at InTime. You have a laptop, LinkedIn Recruiter access, and your personal network. No candidate database, no client requirements yet, no established processes. Walk us through your Week 1 plan to build a pipeline of 20 qualified consultants who trust you. Be specific - what do you do Day 1, Day 2, Day 3? How do you find them, reach them, convince them? And write natural, We'd like to understand you, the way you are.

### **2. Basics :-**

- Years of experience in IT recruitment (especially OPT/H1B if any)
- Earliest possible start date
- Compensation expectations (base + performance structure)

**Both emails are now ready. Want me to also create:**

1. The AI evaluation prompt customized for these exact scenarios?
2. The CEO interview script that digs deeper into their responses?
3. Sample "strong vs weak" response examples to calibrate your evaluation?

|

give me recruiter version too

## **RECRUITER (CLIENT-FACING) EMAIL**

---

**"Its not what you do.. It is how you do it tha matters."**

Hi,

We're a cross-border IT staffing startup operating across USA, Canada, and India. We are building a company that is people centric and process oriented at the same time. We're early stage, bootstrapped, and growing fast with real clients and real revenue.

### **Who we're looking for:**

We need builders, not maintainers. People who thrive in ambiguity, own outcomes completely, and want to create something from the ground up. If you need established processes and support teams on Day 1, this isn't the right fit.

### **What you'll own:**

1. Own client requirements end-to-end - from intake to successful placement
2. Source candidates across all technologies using multiple channels (LinkedIn, portals, referrals, networks)
3. Screen candidates technically and culturally for client fit
4. Coordinate the full interview process - scheduling, prep, feedback loops
5. Negotiate offers between clients and candidates to close deals
6. Build and maintain consultant pipeline for future requirements
7. Create recruiting processes and best practices as we scale

**Compensation structure:** Base salary within market range for your experience, plus uncapped performance bonuses directly tied to the placements and revenue you generate.

If you're interested, respond with:

### **1. Your Plan (Scenario Based 250-300 Words) :-**

It's Monday 9 AM. A client just sent you a requirement: "Need 5 Java developers with 5+ years experience, H1B/GC, \$100-120K, need to interview by Friday." You have a laptop, LinkedIn Recruiter, job portals, and your network. No candidate database. Walk us through your plan from Monday morning to Friday EOD. Be specific - where do you source? How do you screen? What's your outreach message? How do you get 5 quality submittals by Friday? And write natural, We'd like to understand you, the way you are.

## 2. Basics :-

- Years of experience in IT staffing/recruitment
- Earliest possible start date
- Compensation expectations (base + performance structure)

## NOW YOU HAVE ALL 3 VERSIONS:

---

### 1. ACCOUNT MANAGER (Client Acquisition Focus)

---

**Scenario:** Week 1 - Get first client meeting scheduled

**Tests:** Business development, cold outreach, relationship building, persistence

### 2. RECRUITER (Fulfillment Focus)

---

**Scenario:** 5 Java developers needed by Friday

**Tests:** Sourcing speed, screening quality, process efficiency, delivery under pressure

### 3. OPT RECRUITER (Pipeline Building Focus)

---

**Scenario:** Week 1 - Build 20 qualified consultant relationships

**Tests:** Relationship building, trust creation, long-term thinking, consultant care

## QUICK DECISION GUIDE:

---

If your immediate need is:

- **Revenue growth** → Hire Account Manager first (brings in clients)
- **Fulfillment capacity** → Hire Recruiter first (delivers on existing clients)
- **Bench activation** → Hire OPT Recruiter first (builds consultant pipeline)

Based on your situation:

- You have Collabera/Disys accounts (clients exist) ✓
- You have 25 bench consultants (pipeline exists) ✓
- You need **fulfillment + bench activation** = Hire Recruiter + OPT Recruiter first

**Account Manager can come Month 2-3** when you need to scale beyond current accounts.

Ready to send these out? Want me to create the evaluation framework next?

|

nah the one i gave.. give m=it agaim\b

## ACCOUNT MANAGER / SR. RECRUITER EMAIL

---

"Its not what you do.. It is how you do it tha matters."

Hi,

We're a cross-border IT staffing startup operating across USA, Canada, and India. We are building a company that is people centric and process oriented at the same time. We're early stage, bootstrapped, and growing fast with real clients and real revenue.

### **Who we're looking for:**

We need builders, not maintainers. People who thrive in ambiguity, own outcomes completely, and want to create something from the ground up. If you need established processes and support teams on Day 1, this isn't the right fit.

### **What you'll own:**

1. Manage client relationships end-to-end - from first conversation to ongoing account growth
2. Source and recruit candidates across all technologies
3. Submit profiles, coordinate interviews, negotiate offers, and close placements
4. Build and maintain a pipeline of qualified consultants across USA and Canada markets
5. Create processes and playbooks as we scale - you're writing the manual
6. Track metrics daily and own your numbers - submissions, interviews, placements, revenue
7. Eventually build and lead your own recruiting team as we grow

**Compensation structure:** Base salary within market range for your experience, plus uncapped performance bonuses directly tied to the percentage of the revenue you generate.

If you're interested, respond with:

#### **1. Your Plan (Scenario Based 250-300 Words) :-**

It's Day 1 at InTime. You have a laptop, LinkedIn, and our company name. No database, no warm leads, no established processes. Walk us through your Week 1 plan to get your first result. Be specific - what do you do Day 1, Day 2, Day 3? And write natural, We'd like to understand you, the way you are.

#### **2. Basics :-**

- Years of experience in IT staffing/recruitment
- Earliest possible start date
- Compensation expectations (base + performance structure)

**There you go - the exact version from your image!**

|

Also send an email for other categories..

one over experienced and one less experience..

I still want to send an email to them,, saying at this point we are looking for people in the range of 7 to 12.. if over experienced saying at this point that not the idea is but we are open if someone is coming with right experience and the plan..

also for less experienced .. asking us to reply for future considerations

## **EMAIL FOR OVER-EXPERIENCED CANDIDATES (15+ years)**

---

**Subject Line:** Sr. Recruiter/Account Manager - InTime eSolutions

**"It's not what you do.. It is how you do it that matters."**

Hi,

We're a cross-border IT staffing startup operating across USA, Canada, and India. We are building a company that is people centric and process oriented at the same time. We're early stage, bootstrapped, and growing fast with real clients and real revenue.

### **About this role:**

At this stage, we're primarily looking for candidates with 7-12 years of experience who can build from the ground up while eventually leading teams.

**However**, we understand that experience level alone doesn't define fit. If you have 15+ years of experience and are genuinely excited about:

- Rolling up your sleeves and doing hands-on work (not just managing/advising)
- Building systems from scratch rather than running established operations
- Taking a compensation structure heavily weighted toward performance vs fixed salary
- Being part of an early-stage team where everyone wears multiple hats

**Then we're open to a conversation.**

### **What we'd need to see from you:**

If you're interested despite being over our typical experience range, respond with:

#### **1. Why This, Why Now? (150-200 words)**

- Why would someone with your experience level join an early-stage startup?
- What can't you do in your current role that you want to do here?
- How do you see yourself adding value beyond your years of experience?

#### **2. Your Approach (100-150 words)**

- It's Day 1 at InTime. How does your approach differ from a 7-12 year person?
- What unique value do you bring that justifies your experience premium?

### 3. Basics:

- Years of experience
- Current compensation vs what you'd consider for this opportunity
- Start date

**Important:** We're building for the long term, but right now we need executors who can own end-to-end delivery. If that doesn't excite you, this may not be the right timing.

We'll review responses and reply within 5 business days.

Best regards,  
**InTime eSolutions Talent Team**

 [careers@intime-esolutions.com](mailto:careers@intime-esolutions.com)  
 [www.intime-esolutions.com](http://www.intime-esolutions.com)

## EMAIL FOR LESS EXPERIENCED CANDIDATES (0-6 years)

---

**Subject Line:** Sr. Recruiter/Account Manager - InTime eSolutions

**"Its not what you do.. It is how you do it tha matters."**

Hi,

We're a cross-border IT staffing startup operating across USA, Canada, and India. We are building a company that is people centric and process oriented at the same time. We're early stage, bootstrapped, and growing fast with real clients and real revenue.

### About this role:

For this particular Sr. Recruiter/Account Manager position, we're looking for candidates with 7-12 years of experience who can independently manage client relationships and build recruiting operations from day one.

**However**, we're always interested in meeting talented people who are early in their careers and want to grow with us.

### If you have 0-6 years of experience:

We'd love to hear from you for **future opportunities** as we scale our team over the next 3-6 months. We'll be hiring for mid-level and junior recruiting roles where we can invest in developing the right talent.

If you'd like to be considered for future roles, please respond with:

**1. Brief Introduction (100-150 words)**

- What excites you about recruitment/staffing?
- What have you built or achieved so far in your career?
- Why startups over established companies?

**2. Your Learning Areas:**

- What skills are you actively working to develop?
- What kind of role would be your ideal next step?

**3. Basics:**

- Years of experience in recruitment (if any)
- Current situation (working/looking/open)
- When you'd be available to start

**We'll keep your information on file and reach out when relevant roles open up.** We typically respond to everyone within 2 weeks, even if it's to say "we'll keep you posted."

Thank you for your interest in InTime!

Best regards,

**InTime eSolutions Talent Team**

 [careers@intime-esolutions.com](mailto:careers@intime-esolutions.com)

 [www.intime-esolutions.com](http://www.intime-esolutions.com)

**P.S.** If you're in the 5-6 year range and have exceptional experience (built something from scratch, managed accounts independently, proven track record), feel free to respond to our main role email anyway. We evaluate people, not just years.

**SUMMARY - YOU NOW HAVE 4 EMAIL VERSIONS:**

---

**1. PRIMARY TARGET (7-12 years) **

---

Full scenario-based email with Week 1 plan

**2. OVER-EXPERIENCED (15+ years) **

---

Softer rejection but door open if they're truly willing to hustle

**3. UNDER-EXPERIENCED (0-6 years) **

---

Polite redirect to future opportunities, keeps them warm

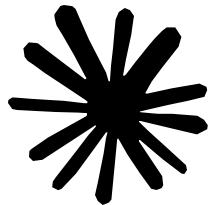
#### 4. OPT RECRUITER VERSION (7-15 years)

---

Specialized role for consultant pipeline building

##### Questions:

1. Should the "over-experienced" email be more direct/blunt about compensation expectations?
2. For "under-experienced" - want to add any specific junior roles you're planning to hire?
3. Ready to send these out, or want to adjust tone/language anywhere?



[Claude can make mistakes. Please double-check responses.](#)