

## Demonstration of proposed features

### Automated Interview Scheduling:

**Feature Description:** The system includes an automated interview scheduling tool that integrates with the calendars of hiring team members. When a candidate reaches a certain stage in the hiring process, the system identifies available time slots for all relevant team members and automatically sends interview invitations to the candidate, complete with details like date, time, and location.

**Demonstration:** A hiring manager selects a candidate for an interview. The system prompts the manager to choose an interview type (e.g., phone, video, or in-person). Once selected, the system displays a calendar view showing the availability of all team members involved in the interview process. The hiring manager confirms the time, and the system automatically sends an interview invitation to the candidate and updates the calendars of all team members.

### 2. Collaborative Feedback and Evaluation:

**Feature Description:** This feature enables hiring team members to provide feedback on candidates within the system. It includes customizable evaluation forms and a collaborative space for team members to discuss and vote on candidates.

**Demonstration:** After an interview, each team member accesses the candidate's profile within the ATS. They fill out a feedback form with predefined questions and have the option to add additional comments. The system aggregates feedback, allowing team members to see each other's evaluations and engage in a discussion thread about the candidate. This collaborative approach streamlines decision-making.

### 3. AI-Powered Candidate Matching:

**Feature Description:** The ATS incorporates artificial intelligence to analyze job requirements and candidate profiles, providing a ranked list of the most suitable candidates based on skills, experience, and other relevant factors.

**Demonstration:** When a new job opening is created, the system uses machine learning algorithms to analyze the job description and requirements. It then matches these with the qualifications and skills listed in the candidate database, providing a list of top candidates ranked by relevance. Recruiters can quickly identify potential matches, saving time in the initial screening process.

#### 4. Mobile Application for On-the-Go Access:

**Feature Description:** A mobile application allows recruiters, hiring managers, and even candidates to access the ATS from their mobile devices. This includes receiving notifications, reviewing applications, and conducting on-the-go assessments.

**Demonstration:** A recruiter receives a notification on their mobile phone about a new application. They open the ATS mobile app, review the candidate's profile, and provide initial feedback. The hiring manager, who is traveling, receives an interview invitation, reviews the candidate's details, and confirms the interview—all from their mobile devices.

#### 5. Transparent Application Status Updates:

**Feature Description:** The system sends automated and transparent status updates to applicants at key stages of the hiring process, keeping them informed about the status of their application.

**Demonstration:** An applicant receives an email confirming the submission of their application. As the application progresses through various stages (under review, shortlisted, interview scheduled, etc.), the system automatically sends status update notifications to the applicant. This enhances the candidate experience by providing clear communication and reducing uncertainty.