

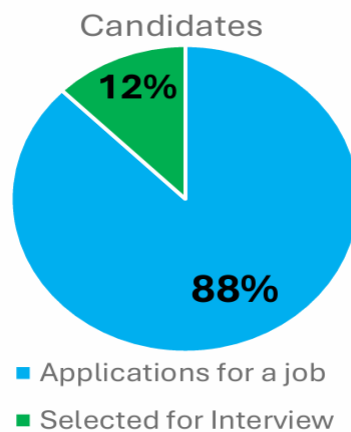
# Hire-AI: AI-Powered Interview System

## Mission Statement

Hire-AI makes hiring easier with artificial intelligence (AI). It automates interviews and evaluates candidates fairly. Our goal is to save time, reduce bias, reduce human resources, and help businesses and universities choose the best candidates.

## Market Gap and Opportunity Identification

The recruitment process faces many challenges in managing and organizing a large number of candidates. Traditional interview methods are heavily dependent on human recruiters which increases labor cost and requires significant time. The existing systems which simulate interviewing process face challenges like influent dialogue management and cannot solve ambiguities in natural language understanding. According to a survey conducted by “zipppia research” [1], only 1 candidate of every 7 candidates is selected for an initial interview. Moreover, after the initial interview, it takes around 23 days on average to complete the hiring process according to the research conducted by “Harvard business review” [2]. All these factors are causing hinderance in finding the best talent with limited resources.



*Figure 1. Interview applicants vs selection for interview*

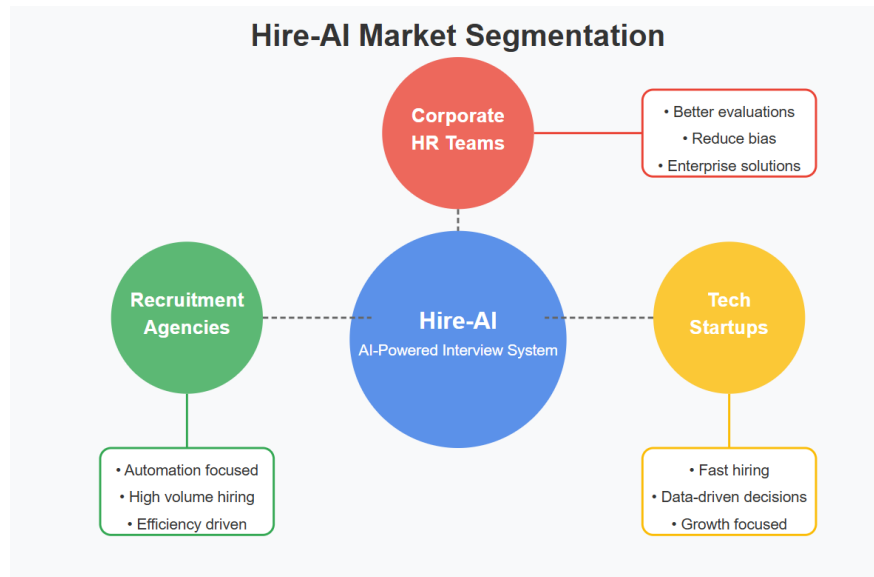
## Objectives

- Create an AI system that automates interviews.
- Reduce the recruiter's workload.
- Improve hiring accuracy using AI.
- Offer a scalable platform for companies and universities.
- Build partnerships with businesses and HR firms.
- Earn revenue through subscriptions and enterprise plans.

## Market Segmentation

We target different customers:

1. **Recruitment Agencies** – Want to automate hiring.
2. **Corporate HR Teams** – Need better candidate evaluations.
3. **Tech Startups** – Want fast and data-driven hiring.



*Figure 2. Market Segmentation*

## Target Market

Our ideal customers are:

- Large companies hiring frequently.
- HR tech firms improving recruitment.
- Growing businesses needing fast hiring.
- Organizations that want fair, data-based hiring.

## Unique Value Proposition

Hire-AI makes hiring faster, fairer, and smarter.

- **Automated Interviews** – AI asks and evaluates questions.
- **Smart Ranking** – NLP and AI analyze responses.
- **Facial & Speech Analysis** – Measures confidence and clarity.
- **Scalable System** – Works for small and large companies.
- **Data-Driven Reports** – Helps recruiters make better choices.

## Services Offered

We help businesses in hiring with AI-driven solutions:

1. **Automated AI Interviews** – Our AI asks relevant questions and evaluates responses, saving recruiters time.
2. **Smart Candidate Ranking** – We provide an unbiased scoring system based on skills, confidence, and engagement.
3. **Behavior & Speech Analysis** – Our AI detects candidate emotions, clarity, and confidence to enhance evaluation.
4. **Custom Hiring Solutions** – We adapt our AI tools for different industries and job roles.
5. **Seamless HR Integration** – Our system easily connects with existing HR software, making adoption smooth.

## Feasibility Analysis

Feasibility analysis covers how practical is it to achieve the expected results.

### Product Feasibility

- **Is it possible to build?** Yes, we can develop it using AI, NLP, machine learning, and web development technologies.
- **Do we have the skills?** Yes, we have covered all the required skill set.
- **Can it scale?** Yes, cloud-based technology allows easy expansion.

### Market Feasibility

- **Is there demand?** Yes, as we discussed in the market gap and opportunity identification.
- **Who are our competitors?** Companies are using AI for resume parsing, but no interviewing system is functional so far.

### Organizational Feasibility

- **What resources do we need?** AI technology, cloud storage, marketing, and sales teams.
- **What is our plan?**
  - **Step 1:** Develop and test the product.
  - **Step 2:** Launch and form partnerships.
  - **Step 3:** Expand and improve features.

## **Financial Feasibility**

- **How will we make money?** Through subscriptions and enterprise plans.
- **What are our costs?** AI development, cloud storage, and marketing.
- **Can it be profitable?** Yes, we expect a 60% profit margin in three years.
- **How will we fund it?** From investors, and partnerships.

## **Summary**

Hire-AI will change the way companies and universities hire. It saves time, reduces costs, and ensures fair hiring. With a strong demand and a solid business plan, Hire-AI is ready to succeed.

## **References**

[1] [Online]. Available: <https://www.zipppia.com/advice/job-interview-statistics>. [Accessed 09 10 2024].

[2] [Online]. Available: <https://standout-cv.com/usa/job-interview-statistics-us>. [Accessed 09 10 2024].