

Discovery

- When adding the criteria - user need to be able to go back to revise their input. Can they click on the “basic info” green tick to re enter?

The screenshot shows a progress bar for creating a recruitment playbook. Step 1, 'Basic Info', is completed with a green checkmark and a blue circle containing the number 1. Step 2, 'Role Details', is currently active, indicated by a blue circle containing the number 2. Step 3, 'Generate', is shown as a blue circle containing the number 3. Below the progress bar, the text 'Create a new recruitment playbook with AI-powered guidance' is displayed.

The reason for this is because people will want to amend or reconsider their initial inputs. This is a big element of user experience.

- When selecting industry and you choose “other”; can a manually enter industry option be included?

The screenshot shows a dropdown menu for selecting an industry. The option 'Other' is highlighted with a teal border. The label 'Industry' is positioned above the dropdown, and a small downward arrow icon is to the right of the menu.

- When entering key skills - do you mean tools, technologies, programming languages etc?

Market Research:

Overview:

- Can the \$ symbol be changed to Euro? This is minor.
- What does “confidence 0.55” mean?

\$ Salary Range

EUR 65,000

Median salary



EUR 55,000

Confidence: 0.55

- Can this be bullet points?

 Candidate Availability moderate

This AI-generated content is for informational purposes only. All hiring decisions must be made by humans. Based on cross-referencing multiple sources, the Dublin backend engineer market appears balanced. TalentUp (Source 13) explicitly describes the market as 'Balanced' with 'supply and demand aligned' and 'opportunities and competition in equilibrium.' With approximately 559 job postings (Source 2, Indeed) and between 118-157 openings across LinkedIn and Glassdoor (Sources 7, 9, 10, 11, 14), there is substantial demand. However, the prevalence of senior-level listings (Source 6) and the dominance of full-stack hybrid roles (Sources 7, 8, 9, 10) suggest that pure mid-level backend candidates may be somewhat limited, though not scarce. Many major tech employers and fintech firms are actively competing for talent, which indicates moderate availability with some competitive pressure for strong mid-level candidates.

Skills overview:

How do you know what are required skills and what emerging skills are? This is a really cool feature. I just want it to be accurate. For the below example I was vague on purpose - "I said backend engineer with .net" and the below "required" skills were generated. Again, this is a really cool feature. We just need it to be accurate. If it is due to a vague request, maybe leave this blank. Thoughts?

Research Complete

Required Skills

Java
Python
JavaScript
TypeScript
Node.js
C#
Microservices
API design and development

SQL and database management
Data structures and algorithms
Object-oriented programming
Version control systems (Git)

Emerging Skills

GenAI and AI platform development NEW
Kafka and event streaming NEW
Multi-cloud architecture NEW
Privacy engineering NEW

Spring Boot NEW
React (for full-stack backend roles) NEW
DevTools specialization NEW
High-performance distributed systems NEW

Declining

Angular (declining relative demand vs React)
Monolithic architecture patterns
Single-cloud specialization

Market trends:

- Great layout and information and sources. Nice! In one playbook there was a disclaimer point that was blank. Do you know why?

9 The market is characterized as balanced by TalentUp (talent scarcity at mid-level)

10 Disclaimer:

- For the competitor listings - does this depend on the company that is signed in to use Axil?

Competitor Listings

❖ AI-generated content.

Search job boards for competitor listings in your market.

Hiring Strategy:

Market Classification:

- Can the txt detail here be bullet points instead of paragraph in the box?

Market Classification

Salary Positioning

Process Speed

Differentiators

Skills Priority

Key Risks

Recommendations

❖ AI-generated content.

Balanced Market

Availability: **moderate** Active postings: **559** Saturation: **medium**

The Dublin backend engineer market shows clear balanced characteristics: 559 job postings indicate substantial demand, while candidate availability is described as 'moderate' with 'supply and demand aligned.' However, two factors create slight competitive pressure: (1) senior-level positions dominate listings, suggesting mid-level pure backend candidates are somewhat limited, and (2) major tech employers (Stripe, Apple, JPMorganChase, Revolut) are actively competing. The 42-day average time-to-hire and medium saturation level further confirm a balanced market where neither employers nor candidates hold overwhelming leverage.

Process Speed:

- Where does the 4 step interview process suggestion come from? All playbooks I have generated say 4 steps. Curious to know what that is based on.

Salary Positioning

Process Speed

Differentiators

Skills Priority

Key Risks

Recommendations

Standard

4

Max stages

Job Description:

The JD function is very good. The edit option for each section is really simple to use.

Can sections be deleted if not needed/wanted?

Can the "full listing" be downloaded?

Question/Idea

When a new company signs up. Should they be able to add their company website link and Axil can pull from that to personalise the JD, know more about tech stack etc? Just a thought.