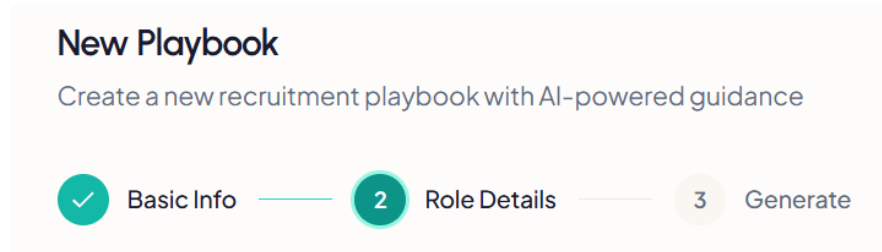


## Discovery

- 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?




**New Playbook**  
Create a new recruitment playbook with AI-powered guidance

Progress bar with three steps: 1. Basic Info (checked), 2. Role Details (active), 3. Generate (disabled).

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?



Industry dropdown menu with "Other" selected and a manual entry field.

- 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?



- 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

Search job boards for competitor listings in your market.

Search Competitor Listings

AI-generated content.

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.