

Resume Assessment Automation Framework

RAAF

Executive Overview for Talent Search Company Owners

Transform Your Candidate Assessment Process
Deliver Professional Results in a Fraction of the Time

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Recruitment Services

What is RAAF?

The **Resume Assessment Automation Framework (RAAF)** is a comprehensive software solution designed specifically for recruitment and talent search firms. It automates the labor-intensive process of evaluating candidate resumes against job requirements, producing professional assessment reports that help your clients make confident hiring decisions.

RAAF integrates directly with **PCRecruiter (PCR)**, enabling seamless candidate flow from job posting through Indeed to final assessment delivery—all while maintaining the high-quality, personalized service your clients expect.

The Problem RAAF Solves

Current Challenges in Talent Search

| Challenge | Impact |
|-------------------------|---|
| Manual resume review | Senior recruiters spend 6-8 hours per requisition |
| Inconsistent evaluation | Different recruiters score candidates differently |
| Delayed deliverables | Assessment reports take days to compile |
| Scaling limitations | More requisitions require more staff |
| Documentation gaps | Evaluation rationale often not captured |

RAAF transforms your assessment process from a manual, inconsistent effort into a **systematic, documented, and scalable operation** that delivers professional results in a fraction of the time.

Key Benefits

1. Dramatic Time Savings

| Task | Manual Process | With RAAF |
|-----------------------|---------------------|-------------------|
| Resume organization | 30 min/candidate | Automated |
| Candidate scoring | 15-20 min/candidate | 2-3 min/candidate |
| Report compilation | 2-3 hours | 5 minutes |
| Total (30 candidates) | 12-15 hours | 2-3 hours |

Result: Complete more requisitions with the same team, or deliver faster turnaround to clients.

2. Consistent, Defensible Assessments

- **Standardized scoring frameworks** ensure every candidate is evaluated against the same criteria
- **Evidence-based scoring** documents specific resume content supporting each score
- **Audit trail** shows exactly how recommendations were determined
- **Reduces bias** through structured evaluation methodology

3. Professional Client Deliverables

RAAF generates polished, comprehensive assessment reports including executive summaries, complete candidate rankings, detailed profiles for top candidates, interview focus areas, job stability analysis, and tiered hiring recommendations.

4. Seamless ATS Integration

- Automatic candidate import from Indeed postings
- Resume download without manual intervention
- Assessment scores pushed back to candidate records
- Pipeline status updates based on recommendations

PCRecruiter Integration

RAAF's deep integration with PCRecruiter eliminates manual data entry and ensures your ATS remains the single source of truth throughout the recruitment process.

Streamlined Resume Intake

The traditional resume intake process requires recruiters to manually download resumes from email notifications, rename files, organize them into folders, and track which candidates have been processed. RAAF automates this entire workflow:

| Step | Manual Process | RAAF Automated |
|----------------------|------------------------------------|--------------------------------|
| 1. Candidate applies | Check Indeed email alerts | Auto-detected via PCR API |
| 2. Download resume | Open PCR, find candidate, download | Batch download all new resumes |
| 3. Rename files | Manually rename to standard format | Auto-normalized naming |
| 4. Organize | Create folders, move files | Auto-organized by requisition |
| 5. Track status | Update spreadsheet/notes | Manifest auto-generated |

Continuous Applicant Monitoring

RAAF includes a **Watch Applicants** feature that continuously monitors PCRecruiter for new Indeed applicants. When candidates apply, RAAF automatically:

- Detects new candidates within minutes of application
- Downloads and normalizes their resumes
- Adds them to the appropriate requisition folder
- Updates the candidate manifest for tracking
- Optionally triggers immediate assessment

This means your team can start each day with new candidates already organized and ready for assessment—no manual downloading or file management required.

Bi-Directional Data Sync

Unlike one-way integrations that only pull data, RAAF maintains a **bi-directional sync** with PCRecruiter, ensuring assessment results flow back into your ATS:

| Data Flow | What Syncs | When |
|------------|--------------------------------|------------------------|
| PCR → RAAF | Positions, candidates, resumes | On-demand or scheduled |

| | | |
|------------|---------------------------|---------------------------|
| RAAF → PCR | Assessment scores (0-100) | After assessment complete |
| RAAF → PCR | Recommendation tier | After assessment complete |
| RAAF → PCR | Assessment notes/summary | After assessment complete |
| RAAF → PCR | Pipeline status update | Based on recommendation |

Automatic Pipeline Management

After assessments are complete, RAAF can automatically update candidate pipeline statuses in PCRecruiter based on their recommendation tier:

| Recommendation | PCR Pipeline Status | Next Action |
|------------------|---------------------|--|
| STRONG RECOMMEND | Interview Scheduled | Client notified, interview coordinated |
| RECOMMEND | Interview Scheduled | Client notified, interview coordinated |
| CONDITIONAL | On Hold | Available if top candidates decline |
| DO NOT RECOMMEND | Not Selected | Rejection email triggered |

Pipeline status mappings are fully configurable—customize them to match your firm's existing PCR workflow and status terminology.

Assessment Notes in PCR

When scores are pushed to PCRecruiter, RAAF also creates detailed assessment notes on each candidate record. This means anyone viewing the candidate in PCR can see:

- Overall score and percentage
- Recommendation tier with rationale
- Key strengths identified
- Areas of concern to probe in interview
- Suggested interview focus areas

This ensures your entire team has visibility into assessment results without needing to access RAAF directly or search through report documents.

End-to-End Workflow

Here's how RAAF transforms the complete recruitment cycle from job posting to client delivery:

| Phase | Actions | Time |
|-------------|---|--------------|
| 1. Setup | Create position in PCR with job code INDML Import to RAAF, select framework template | 15 min |
| 2. Intake | Candidates apply via Indeed → auto-flow to PCR RAAF monitors and downloads resumes | Automated |
| 3. Organize | Resumes normalized and organized Batch created for assessment | 2 min |
| 4. Assess | Score each candidate against framework Document evidence and rationale | 2-3 min each |
| 5. Report | Generate consolidated assessment report Rank candidates, profile top performers | 5 min |
| 6. Sync | Push scores to PCR candidate records Update pipeline statuses automatically | 2 min |
| 7. Deliver | Send report to client Track interview outcomes in PCR | 5 min |

Total time for 30 candidates: Under 3 hours from resume intake to client-ready report, compared to 12-15 hours with manual processes.

Assessment Framework

RAAF uses a proven **100-point assessment framework** adaptable to any role:

| Category | Weight | What It Measures |
|------------------|--------|---|
| Core Experience | 25% | Years in role, industry alignment, education |
| Technical Skills | 20% | Tools, systems, domain expertise |
| Communication | 20% | Executive presence, presentation, collaboration |
| Strategic Acumen | 15% | Business impact, planning, problem-solving |
| Job Stability | 10% | Tenure patterns, flight risk assessment |
| Cultural Fit | 10% | Adaptability, initiative, values alignment |

Recommendation Tiers

| Tier | Score | Recommendation | Action |
|------|--------|------------------|--|
| 1 | 85%+ | STRONG RECOMMEND | Advance to interview immediately |
| 2 | 70-84% | RECOMMEND | Advance to interview |
| 3 | 55-69% | CONDITIONAL | Consider if top candidates unavailable |
| 4 | <55% | DO NOT RECOMMEND | Do not advance |

Job Stability Analysis

RAAF includes proprietary job stability scoring that analyzes tenure patterns to help clients avoid costly mis-hires:

| Average Tenure | Risk Level | Score |
|----------------|-------------|-------|
| 4+ years | Low Risk | 10/10 |
| 3-4 years | Low-Medium | 8/10 |
| 2-3 years | Medium | 6/10 |
| 1.5-2 years | Medium-High | 4/10 |

| | | |
|------------|-----------|--------|
| <1.5 years | High Risk | 0-2/10 |
|------------|-----------|--------|

Role-Specific Templates

RAAF includes pre-built assessment templates for common roles:

- **SaaS Customer Success Manager** - Retention metrics, CRM proficiency, executive relationships
- **SaaS Account Executive** - Quota attainment, sales methodology, deal complexity
- **Construction Project Manager** - Safety certifications, project scale, subcontractor management
- **Custom Templates** - Create frameworks for any role type with adjustable weights

Return on Investment

Cost-Benefit Analysis

| Metric | Value |
|------------------------------|---------------|
| Average requisition size | 30 candidates |
| Recruiter cost | \$50/hour |
| Current time per requisition | 12 hours |
| RAAF time per requisition | 3 hours |
| Time saved per requisition | 9 hours |
| Cost saved per requisition | \$450 |

Annual Impact (50 requisitions/year)

| Metric | Value |
|---------------------|------------------|
| Hours saved | 450 hours |
| Cost saved | \$22,500 |
| Additional capacity | 37+ requisitions |

Qualitative Benefits

- **Faster client delivery** → improved client satisfaction and retention
- **Consistent quality** → stronger market reputation
- **Documented process** → reduced liability and easier audits
- **Scalable operations** → business growth without proportional cost increases

Conclusion

RAAF transforms the candidate assessment process from a bottleneck into a competitive advantage. By automating the tedious aspects of resume review while maintaining the quality and personalization your clients expect, RAAF enables your firm to:

- **Deliver faster** without sacrificing quality

- **Scale operations** without proportional cost increases
- **Produce professional reports** that differentiate your service
- **Make data-driven recommendations** with documented rationale

The result is a more efficient operation, happier clients, and a stronger bottom line.

Next Steps

1. **Schedule a Demo** - See RAAF in action with your actual requisitions
2. **Pilot Program** - Test RAAF on 2-3 requisitions at no risk
3. **Full Implementation** - Deploy across your organization



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Developed for Archtek Consulting Inc.

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