

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
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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:

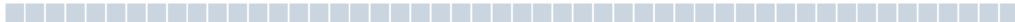
- **Deliver faster** without sacrificing quality

- **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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