**AI-Powered Candidate Shortlisting**

Automation for ERPNext

Workflow Overview

This workflow automates the handling of job applicants received through ERPNext. It leverages various nodes for processing applicant data, including:

1. **Lead Input and Validation:**
   * **Webhook Trigger:** A webhook from ERPNext captures new job applicant records. (Webhook node)
   * **Applicant Data Extraction:** The applicant’s lead data is set using the "ApplicantData" node, which extracts the incoming JSON body from ERPNext.
2. **Attachment Processing:**
   * **File Type Determination:** A switch node (File Type) examines the resume\_attachment field to determine the file type (PDF, DOC, JPG).
   * **File Download and Conversion:**
     + If the attachment is a PDF, it is downloaded using a Google Drive node (Download PDF Resume).
     + The PDF is converted to text using the PDF to Text node.
     + (Optional: Additional nodes can be added for other file types such as DOC or JPG to text conversion.)
3. **Job Opening and Applicant Status Check:**
   * **Applied Against Job Check:** An IF node (Applied Against Job) verifies if the applicant applied against a specific job opening.
   * **Hold vs. Reject Logic:**
     + If the applicant did not apply for a job opening, their application is held using an ERPNext node (ERPNext - Hold Applicant).
     + If the resume is not attached or invalid, another ERPNext node (ERPNext - Reject if Resume not Attached) updates the applicant’s status to "Rejected".
4. **AI-Driven Candidate Assessment:**
   * **Recruitment AI Agent:** This key node receives the job description and resume text and evaluates the candidate’s fit. The agent:
     + Analyzes key aspects such as required skills, experience, and qualifications.
     + Outputs a detailed evaluation including:
       - **Fit Level** (e.g., Strong Fit, Moderate Fit, Weak Fit)
       - **Score** (0–100)
       - **Rating** (0–5 stars)
       - **Justification** explaining the evaluation.
     + The output is formatted in a specific textual structure.
   * **Convert to Fields:** A Code node extracts the key fields (fit level, score, rating, justification) from the AI agent’s output.
5. **Conditional Processing:**
   * **Score Validation:** An IF node checks the candidate’s score. If the score is less than 80, the candidate is rejected. Otherwise, the candidate is accepted.
   * **Candidate Notification and Update:**
     + **Reject Applicant:** If the candidate is rejected, an ERPNext HTTP Request node updates the applicant’s status in ERPNext to "Rejected".
     + **Accept Applicant:** If the candidate is accepted, a Slack node (or optionally a Microsoft Outlook node) sends a notification to the relevant contact.
     + **Update Applicant Data:** An ERPNext node updates the applicant’s data with the AI evaluation (fit level, score, rating, justification).
6. **Supplementary Nodes:**
   * **Resume Link Handling:** A node sets the resume attachment link for further processing.
   * **Sticky Notes:** Throughout the workflow, sticky notes provide in-line documentation and instructions for configuration and customization.
   * **Webhook and Logging:** A final webhook node allows the workflow to respond to ERPNext, and a Microsoft Outlook node can optionally be used to notify applicants or internal staff.

Key Customization Points

* **System Prompts:** The system prompt provided to the Recruitment AI Agent is customizable. Adjust it to reflect the specific job requirements and evaluation criteria for your organization.
* **File Conversion:** The workflow currently handles PDF attachments. You can extend this by integrating nodes for DOC, JPG, or other file types, depending on your needs.
* **Conditional Logic:** Modify the threshold for candidate acceptance (e.g., score of 80) to better fit your recruitment criteria.
* **Notifications:** Choose between email (Microsoft Outlook) and instant messaging (WhatsApp Business Cloud) to notify relevant stakeholders, or use both.
* **ERPNext API Integration:** Ensure that your ERPNext API credentials are correctly configured and that the appropriate document fields are updated based on the AI agent’s output.
* **Google Sheets Logging:** The workflow logs updates to a Google Sheet for audit and tracking. Customize the fields and document ID as necessary.
* **In-Line Documentation:** Sticky notes provide detailed setup and usage instructions within the workflow. Update these notes to reflect any changes or enhancements you implement.

Example Flow Summary

1. **Trigger:** The ERPNext webhook sends a new job applicant’s data to n8n.
2. **Data Extraction:** The applicant data is set, and if a resume is attached, its file type is determined.
3. **File Conversion:** If the resume is a PDF, it is downloaded and converted to text.
4. **Job Opening Check:** The system verifies if the applicant applied for a specific job.
5. **AI Evaluation:** The Recruitment AI Agent evaluates the candidate’s resume against the job description, outputting fit level, score, rating, and justification.
6. **Decision Making:** Based on the score, the applicant is either accepted or rejected. The ERPNext record is updated accordingly.
7. **Notification:** A notification is sent to the relevant contact via Slack or email.
8. **Logging:** The candidate’s data and AI evaluation results are logged in a Google Sheet for record-keeping.