**Business Case Study for Capital Fin's AI-Driven Recruitment Portal**

**Introduction/Background**

Capital Fin, a growing financial services company, is expanding its operations to meet increasing market demands. This growth requires a significant workforce expansion, resulting in an overwhelming number of applications for open positions. The current manual recruitment process is inefficient, time-consuming, and puts undue strain on the HR team.

**Business Objective**

The objective is to develop a robust, AI-driven recruitment platform. This platform will include a career page where HR teams can post job openings, and candidates can apply online. An integrated Applicant Tracking System (ATS) powered by AI will automatically analyze and rank resumes against job descriptions to identify the best matches. This solution aims to streamline recruitment, improve candidate selection accuracy, and reduce HR workload.

**Current Situation and Problem/Opportunity Statement**

The HR team at Capital Fin currently handles resumes manually, reading and evaluating each one individually. This leads to delays, potential oversights in talent identification, and higher operational costs. Introducing an AI-powered ATS offers the opportunity to automate resume screening, enhance hiring efficiency, and improve the candidate experience.

**Critical Assumptions and Constraints**

***Assumptions:***

1. Job seekers will prefer applying online via a dedicated career page.
2. The AI system can be trained effectively to analyze resumes and job descriptions accurately.

***Constraints:***

1. The project must be completed within a budget of $1,000,000.
2. The system must comply with data privacy regulations and maintain candidate confidentiality.

**Major Deliverable Schedule**

1. Project Planning and Preparation (Month 1)
2. Wireframing and concepts (Month 2 – 3)
3. System Design and AI Model Training (Month 3 - 4)
4. Platform Development and ATS Integration (Month 4-7)
5. Testing and Deployment (Month 8)
6. System Review (Month 9)

**Critical Success Factors**

1. User interface for hiring managers to access and review both accepted and rejected applications
2. Accurate AI to determine appropriate applicant ranks.
3. Collection of quality data for AI training.
4. Security features to ensure system meets legal requirements.

**Preliminary Project Requirements**

1. Preliminary AI able to accept information with the capability of analyzing text and observe the requirements presented to the AI for compatible resumes.
2. Integration with resume submissions to automatically analyze and establish the best potential candidates for a position.
3. Determine systems core features.
4. Determine projects scope and timeline.
5. Robust Market research to establish core audience and appealing/competitive pricing for the product.

**Budget Estimate and Financial Analysis**

The estimated budget consists of salary, labour costs, potential software and licensing required.

**Schedule Estimate**

The proposed schedule for the entire project is expected to be approximately 9 – 10 months, from project initialization to deployment review and potential bug fixes.

**Potential Risks**

1. Cybersecurity threats compromising private information
2. AI data-sharing could lead to potential risks of information being stored through outside sources
3. Delays from workload and integration of the AI to the HR management portal
4. Potential risks with integration and data-loss
5. Potential budgeting issues as unexpected problems arise.