

QuietHire — MVP Product Requirements Document (PRD)

1. Product Overview

QuietHire is a hiring workflow platform designed to reduce hiring friction for early-stage founders and recruiters.

Instead of manually posting jobs across multiple platforms and filtering hundreds of irrelevant applications, QuietHire acts as a single source of truth where:

- Jobs are created once
- Distributed quietly across channels
- Candidates are filtered before reaching the recruiter

The platform prioritizes speed, clarity, and transparency for both recruiters and candidates.

2. Problem Statement

For Founders / Recruiters

- Posting jobs across multiple platforms is repetitive and time-consuming
- High volume of irrelevant applications creates noise
- No clear visibility into candidate quality early
- Manual filtering delays hiring decisions

For Candidates

- No visibility into how old a job is
- No idea how many people have applied
- Uncertainty about whether a role is still active
- Ghosting after applications

QuietHire addresses both sides by removing noise and increasing transparency.

3. Target Users (MVP)

Primary

- Early-stage startup founders
- Hiring managers at small teams
- Independent recruiters

Secondary

- Tech job seekers (engineering, design, product)
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4. Core Value Proposition

For recruiters:

- One job post → multiple channels
- Only relevant candidates reach you
- Faster time to first interview

For candidates:

- Clear job freshness
 - Transparent application status
 - Immediate relevance feedback
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5. MVP Scope

5.1 Recruiter / Founder Features

Job Creation

- Conversational job creation (chat-based)
- Manual job creation (form-based fallback)
- Generated job description editable before publishing

Job Management

- Set interview availability window
- View shortlisted candidates only (top X)

- Optional visibility into full applicant list (locked feature)

Job Distribution (Initial)

- Hosted job page on QuietHire
 - Shareable job link
 - Manual + limited automated social posting (admin-assisted)
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5.2 Candidate Features

Job Discovery

- Public job listings
- Job detail page with transparency indicators

Job Transparency (Key Differentiator)

Each job must display:

- Date first published
- Whether QuietHire was the first publishing source
- Total number of applicants
- Number under review
- Number currently interviewing
- Job status: Open / Paused / Filled

Application Flow

- Resume upload or profile submission
- Instant relevance check
 - If not relevant: polite rejection + consent request to save profile
 - If relevant: application submitted

Talent Pool (Consent-Based)

- Candidate can opt in to future job notifications
 - Account creation is optional in MVP
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6. Recruiter Identity & Trust (Optional Controls)

Recruiters can choose to:

- Display LinkedIn profile
- Display Twitter/X profile
- Enable or disable direct outreach

These settings are optional and recruiter-controlled.

7. Internal/Admin Tools (MVP-lite)

- Admin job creation on behalf of recruiters
 - Admin-assisted job imports from company career pages
 - Manual tagging of job source
 - Basic analytics dashboard (jobs count, applications count)
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8. Non-Goals (Explicitly Out of Scope for MVP)

- Full ATS scoring system
- HR management or payroll
- Automated recruiter marketplace
- Advanced candidate ranking algorithms
- Enterprise features

These are documented for future roadmap phases only.

9. Success Metrics (MVP)

Primary:

- Time from job posted to first interview scheduled

Secondary:

- % of applications rejected automatically
 - Recruiter satisfaction feedback
 - Candidate opt-in rate to talent pool
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10. Risks & Constraints

- Over-automation of outreach may risk account bans
- Candidate relevance checks must avoid false negatives
- Transparency data must be accurate to maintain trust

Mitigation:

- Human-in-the-loop moderation during MVP
 - Conservative automation limits
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11. Future Roadmap (Post-MVP)

Phase 1.1

- Unlock full applicant list via paid plan
- Improved candidate filtering stages

Phase 2

- Recruiter partner network
- Deeper job distribution automation

Phase 3

- HR tools (contracts, payroll, team management)
 - Long-term company dashboards
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12. Launch Strategy (Context)

- 7-day public build livestream
- Waitlist-driven early access
- Initial focus on tech roles

The MVP prioritizes real usage over feature completeness.