

# HeadsIn 2025 Public Report

## What is HeadsIn?

HeadsIn is an AI-driven job search and recruitment platform built to transform hiring in India. It bridges the gap between talent and opportunity through smarter matching, faster decision-making, and radical transparency.

## What problems does it solve?

HeadsIn addresses key hiring problems in India:

- Mismatch between job seekers and roles
- Long hiring processes
- High rejection rates with no feedback
- Lack of traceability for both recruiters and applicants

## What does the 250-second Pre-Assessment Test cover?

The 250-second HeadsIn Pre-Assessment Test is a rapid, AI-powered evaluation designed to filter candidates smartly and fairly. It adapts dynamically based on the job role and the experience level of the candidate.

It covers four core dimensions:

Logical Reasoning: Evaluates how candidates think, solve problems, and make decisions.

Problem-Solving (Role-Specific): Evaluates how candidates would approach real-world challenges relevant to the role they're applying for.

Communication Clarity: Tests grammar, tone, and message clarity in written content.

Domain Relevance: Includes role-specific questions to assess baseline technical or functional knowledge.

Professional Attitude: Assesses how candidates handle workplace scenarios and decision-making situations.

Each test is intelligently weighted depending on the type of role (e.g., tech, business, operations) and experience level (entry, mid, or senior). The output is a smart candidate scorecard that helps recruiters focus on qualified profiles, fast.

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### **Key Features for Job Seekers**

- AI-Generated Role-Specific Resumes
- 250-Second Pre-Assessment Tests
- Two-Way Traceability on Application Status

### **Key Features for Recruiters**

- AI-Based Candidate Scorecards (12x faster filtering)
- In-App Chat (with privacy protection)
- Direct connectivity with pre-screened talents.

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### **AI-Powered Enhancements (Coming Soon)**

- Prompt-Based Hiring Assistant
- AI Call Scheduler
- Auto-Generated Social Media Hiring Posts
- Advanced Culture Fit Matching

### **Vision & Mission**

Vision: To become the 'Google for Job Search' in India.

Mission: To build a transparent, smart, and fast hiring ecosystem connecting the right people to the right roles.

### **How is HeadsIn different?**

- Role-Specific AI Assessments
- Real-Time Status Tracking
- Instant Resume Builder

### **Who founded HeadsIn and why?**

HeadsIn was founded by Renish Narola and Mann Rijya after facing frustration with traditional hiring. They validated their idea by speaking with 270+ HR professionals and job seekers.

### **How does the platform work?**

HeadsIn uses a freemium model. Job seekers can apply for free. Recruiters can access advanced tools via

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tiered subscription plans or pay-per-qualified-application.

### **Who is it built for?**

For mid-experienced job seekers and SMB recruiters in India-where 80% of hiring activity happens.

### **Community & Traction (as of April 2025)**

- MVP Launched: April 2025
- 125+ Active Companies Hiring
- 3,000+ Verified Candidates
- 1,500+ WhatsApp Community Members

### **Why HeadsIn Matters**

HeadsIn is more than a job portal:

- It saves hours with AI tools
- Builds trust through transparency
- Drives employment and hiring equity in India

"Apple sells innovation, not phones. HeadsIn delivers opportunity, not just jobs."