iHire

Multi-Agent Hiring Intelligence System

A Production-Ready, Enterprise-Grade Solution for
Automated Resume Screening & Candidate Evaluation

Developed By

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Live Links

🌐 Dashboard: frontend-beta-six-90.vercel.app
📁 Resume Folder: Google Drive
▦ Results Sheet: Google Sheet

Contents

Quick Start Guide - How to Use

> **Simple 3-Step Process**
>
> Using iHire is very simple. Just follow these three steps:

Step 1: Upload Resumes to Google Drive

1. Open the **Resume Folder**: Click Here

2. Create a **new folder** for each job role (e.g., "Frontend Developer", "Product Manager")

3. Inside each folder, upload:

   - One **Job Description PDF** (filename should contain "JD" or "Job")
   - All **candidate resume PDFs**

   That's it! The system automatically detects new files every 30 seconds.

Step 2: View Results in Dashboard

1. Open the **Dashboard**: Click Here

2. Select your job role from the **sidebar** on the left

3. View all candidates with their:

   - **Relevance Score** (0-100) - Overall fit for the role
   - **Recommendation** - Strong Yes / Yes / Maybe / Not Now
   - **Assignment Brief** - Role-specific task for the candidate

Step 3: Check Detailed Data in Google Sheet

1. Open the **Results Sheet**: Click Here

2. Each job role has its own **tab** at the bottom

3. View detailed scores, feedback, and assignment for each candidate

> **Important Note**
>
> The system processes resumes automatically in the background. After uploading, wait 2-3 minutes for results to appear in the dashboard and sheet.

Executive Summary

In today's competitive job market, hiring managers spend an average of 23 hours screening resumes for a single position. With hundreds of applications per role, this process is not only time-consuming but also prone to human bias and inconsistency. **iHire** addresses these challenges head-on.

iHire is an **industry-scale, multi-agent AI system** designed to automate and enhance the hiring process. Unlike basic keyword-matching tools, iHire employs a sophisticated pipeline of specialized AI agents that analyze resumes with the same rigor a founding team would apply when building their core team.

Key Value Propositions

- **80% Reduction in Screening Time** - Automated processing within minutes of resume upload

- **Consistent Evaluation Criteria** - Same rigorous standards applied to every candidate

- **Multi-Campaign Support** - Handle multiple job roles simultaneously

- **Role-Specific Assignments** - Auto-generated technical assessments per JD

- **Real-time Dashboard** - Live tracking with actionable insights

Problem Statement

Traditional hiring faces several critical challenges:

1. **Volume Overload**: A single job posting can attract 200-500 applications

2. **Inconsistent Screening**: Different reviewers apply different criteria

3. **Time Constraints**: HR teams often rush through resumes, missing quality candidates

4. **Bias Introduction**: Unconscious biases affect decision-making

5. **Generic Assessments**: One-size-fits-all assignments don't test role-specific skills

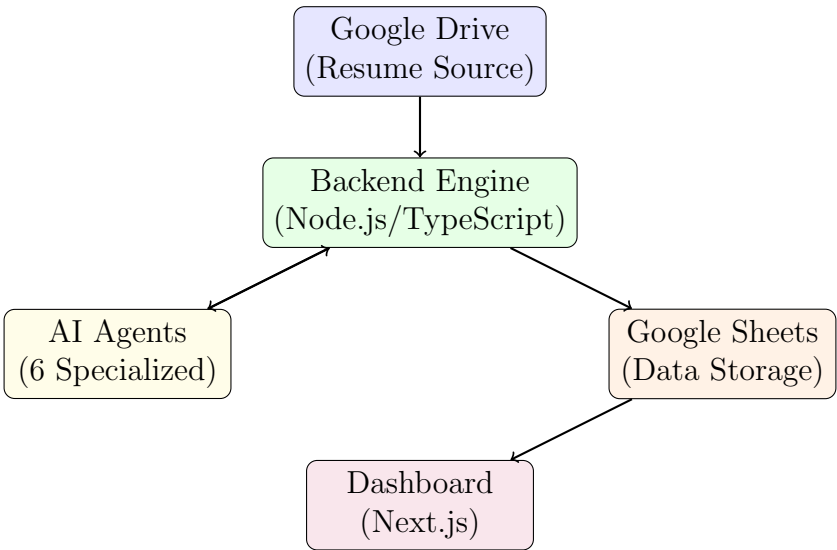> **The iHire Solution**
>
> A systematic, AI-powered approach that combines multiple specialized agents to evaluate candidates from different perspectives - technical fit, founder confidence, and role-specific compatibility - producing consistent, explainable, and actionable recommendations.

System Architecture

iHire follows a **microservices-inspired architecture** with clear separation of concerns:

High-Level Architecture

```
            ┌─────────────────┐
            │  Google Drive   │
            │ (Resume Source) │
            └─────────────────┘
                     │
                     ▼
            ┌──────────────────┐
            │  Backend Engine  │
            │ (Node.js/TypeScript) │
            └──────────────────┘
              ↙              ↘
    ┌──────────────┐   ┌──────────────────┐
    │  AI Agents   │   │  Google Sheets   │
    │ (6 Specialized) │ │  (Data Storage)  │
    └──────────────┘   └──────────────────┘
                              │
                              ▼
                    ┌──────────────────┐
                    │    Dashboard     │
                    │    (Next.js)     │
                    └──────────────────┘
```

Component Breakdown

Component	Responsibility
Drive Monitor	Watches for new resumes, detects campaign folders
Workflow Orchestrator	Coordinates agent pipeline, manages state
AI Agent Pipeline	Six specialized agents for comprehensive analysis
Sheets Writer	Persists results, manages campaign-specific tabs
Email Notifier	Sends assignments to qualified candidates
Frontend Dashboard	Real-time visualization and campaign management

Multi-Agent Pipeline

The core innovation of iHire lies in its **multi-agent architecture**. Rather than using a single AI model, we employ six specialized agents, each focused on a specific aspect of candidate evaluation.

Agent 1: JD Reality Agent

Purpose: Analyze the Job Description to extract structured requirements.
  Outputs:

- Core work responsibilities

- Non-negotiable skills

- Role context (Startup Execution, High Ownership, etc.)

- Ownership & pressure levels

- Criticality factor ($C \in [0.6, 1.0]$)

Agent 2: Resume Structuring Agent

Purpose: Parse unstructured resume PDFs into structured candidate profiles.
   Outputs:

- Work experience with achievements

- Skills with confidence levels

- Projects with impact metrics

- Education background

Agent 3: Technical Checking Agent

Purpose: Evaluate technical fit using the **Execution Fit Score** formula:

$$E = 100 \times (w_S \cdot S + w_D \cdot D + w_W \cdot W - w_R \cdot R) \tag{1}$$

Where:

- S = Skill relevance (0-1)

- D = Depth of evidence (0-1)

- W = Work similarity (0-1)

- R = Risk penalty (0-1)

Agent 4: Founder Confidence Agent

Purpose: Evaluate soft factors a founder would consider.
   Formula (role-context weighted):

$$F = 100 \times (w_O \cdot O + w_L \cdot L + w_P \cdot P + w_G \cdot G) \tag{2}$$

Where weights (w_O, w_L, w_P, w_G) vary by role context:

- **Early Startup**: High ownership (0.35), high pressure handling (0.30)

- **Stable Long-Term**: High longevity (0.40), high growth (0.25)

Agent 5: Relevance Synthesizer

Purpose: Combine scores into a final relevance score.

$$R = C \times (\alpha \cdot E + \beta \cdot F) \tag{3}$$

Where C is the criticality factor and α, β are role-specific weights.

Agent 6: Assignment Generation Agent

Purpose: Create role-specific, practical assignments.
   Key Feature: One assignment per JD (not per candidate) - ensuring consistency in evaluation.

Multi-Campaign Support

iHire supports **multiple simultaneous hiring campaigns**, enabling organizations to manage several job roles in parallel.

Folder Structure

```
iHire_Campaigns/ (Root Folder)
|-- Senior_Frontend_Dev/
|   |-- JD.pdf
|   |-- candidate_1.pdf
|   +-- candidate_2.pdf
|-- Product_Manager/
|   |-- PM_JD.pdf
|   +-- applicant_resume.pdf
+-- Data_Scientist/
    |-- DS_Job_Description.pdf
    +-- resume.pdf
```

Automatic Detection

- System monitors root folder for new subfolders

- Each subfolder = One hiring campaign

- JD identified by filename containing "JD" or "Job"

- All other PDFs = Candidate resumes

Isolated Processing

- Separate Google Sheet tab per campaign

- Campaign-specific relevance thresholds

- Independent assignment generation per JD

Technical Stack

Frontend Dashboard

The dashboard provides a **real-time, intuitive interface** for hiring teams.

Key Features

1. **Campaign Switcher**: Sidebar shows all active jobs; click to filter

2. **Candidate Table**: Sortable by relevance, execution fit, or date

3. **Recommendation Badges**: Visual indicators (Strong Yes, Yes, Maybe, Not Now)

Layer	Technology	Purpose
Backend		
Runtime	Node.js 20+	Server-side JavaScript
Language	TypeScript	Type-safe development
AI Integration	LiteLLM	Multi-provider AI abstraction
AI Models	Gemini 2.0 Flash	Fast, accurate inference
PDF Processing	pdf-parse	Resume text extraction
Frontend		
Framework	Next.js 14	React with App Router
Styling	Tailwind CSS	Utility-first CSS
Animations	Framer Motion	Smooth UI transitions
Infrastructure		
Backend Hosting	Railway	Auto-scaling containers
Frontend Hosting	Vercel	Edge deployment
Storage	Google Sheets	Structured data persistence
File Source	Google Drive	Resume ingestion
Email	Gmail SMTP	Candidate notifications

4. **One-Click Assignment**: Send technical assignments directly from dashboard

5. **Resume Viewer**: Quick access to original resume

6. **Dark Theme**: Modern, professional interface

Scoring Visualization

Each candidate displays:

- **Relevance Score** (0-100): Overall fit

- **Execution Fit** (0-100): Technical capability

- **Founder Confidence** (0-100): Soft factors

Email Integration

Qualified candidates automatically receive personalized assignment emails:

Subject: Technical Assignment - [Role Name]

Dear [Candidate Name],

Congratulations on progressing to the next stage! We were impressed with your profile and would like you to complete a technical assessment.

Assignment: [Role-Specific Task]
Time Limit: 4-6 hours
Submission: [Instructions]

Production Readiness

iHire is designed for **enterprise deployment**:

Scalability

- Stateless backend enables horizontal scaling

- Async processing prevents bottlenecks

- Campaign isolation allows parallel workloads

Reliability

- Duplicate detection prevents re-processing

- Error handling with graceful degradation

- Persistent caching for JD analysis

Security

- Service Account authentication for GCP

- Environment-based configuration

- No sensitive data in version control

Extensibility

- Modular agent architecture

- Easy integration with ATS systems

- Support for multiple AI providers

Use Cases

Startups

Fast-moving teams can process hundreds of applications for multiple roles simultaneously, focusing founder time on final interviews only.

HR Agencies

Agencies managing hiring for multiple clients can create separate campaigns per client, ensuring isolated and consistent evaluation.

Enterprise HR

Large organizations can standardize their screening process across departments while maintaining role-specific customization.

Future Roadmap

1. **ATS Integration**: Direct sync with Greenhouse, Lever, Workday

2. **Video Interview Analysis**: AI-powered interview assessment

3. **Bias Detection Module**: Identify and flag potential biases

4. **Candidate Portal**: Self-service portal for applicants

5. **Analytics Dashboard**: Hiring funnel metrics and insights

Conclusion

iHire represents a paradigm shift in how organizations approach hiring. By combining the speed and consistency of AI with the nuanced evaluation criteria of experienced founders, it delivers a solution that is both efficient and effective.

The multi-agent architecture ensures that no single point of failure or bias can dominate the decision-making process. Each agent brings a unique perspective, and the synthesized result reflects a holistic view of candidate fit.

Whether you're a startup looking to build your founding team or an enterprise scaling your hiring operations, iHire provides the infrastructure to make informed, consistent, and timely hiring decisions.

> **For any feedback feel free to contact us**
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