Revolutionizing Recruitment in India

AI-Powered Conversational Hiring Platform

Connecting **millions of job seekers** with their ideal employers through intelligent conversations

Making hiring human, efficient, and accessible for India's diverse workforce

- Kushagra Jajodia
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The Problem

For Job Seekers
- Resumes reduce candidates to keywords, missing real skills and potential
- Language barriers and formatting requirements exclude capable talent
- Endless applications with no feedback lead to wasted effort and ghosting
- No access to personalised career guidance or mentor in the market

For Employers
- High volume of irrelevant applications overwhelms recruiters
- Cannot assess communication, motivation and cultural fit early
- Passive job boards slow hiring and miss quality candidates
- Manual screening drivers up costs and delays business outcomes

The Solution

2 conversational AI agents (name tbd), 1 for the candidate and the other for the employer that replaces resumes with natural conversations in multiple languages
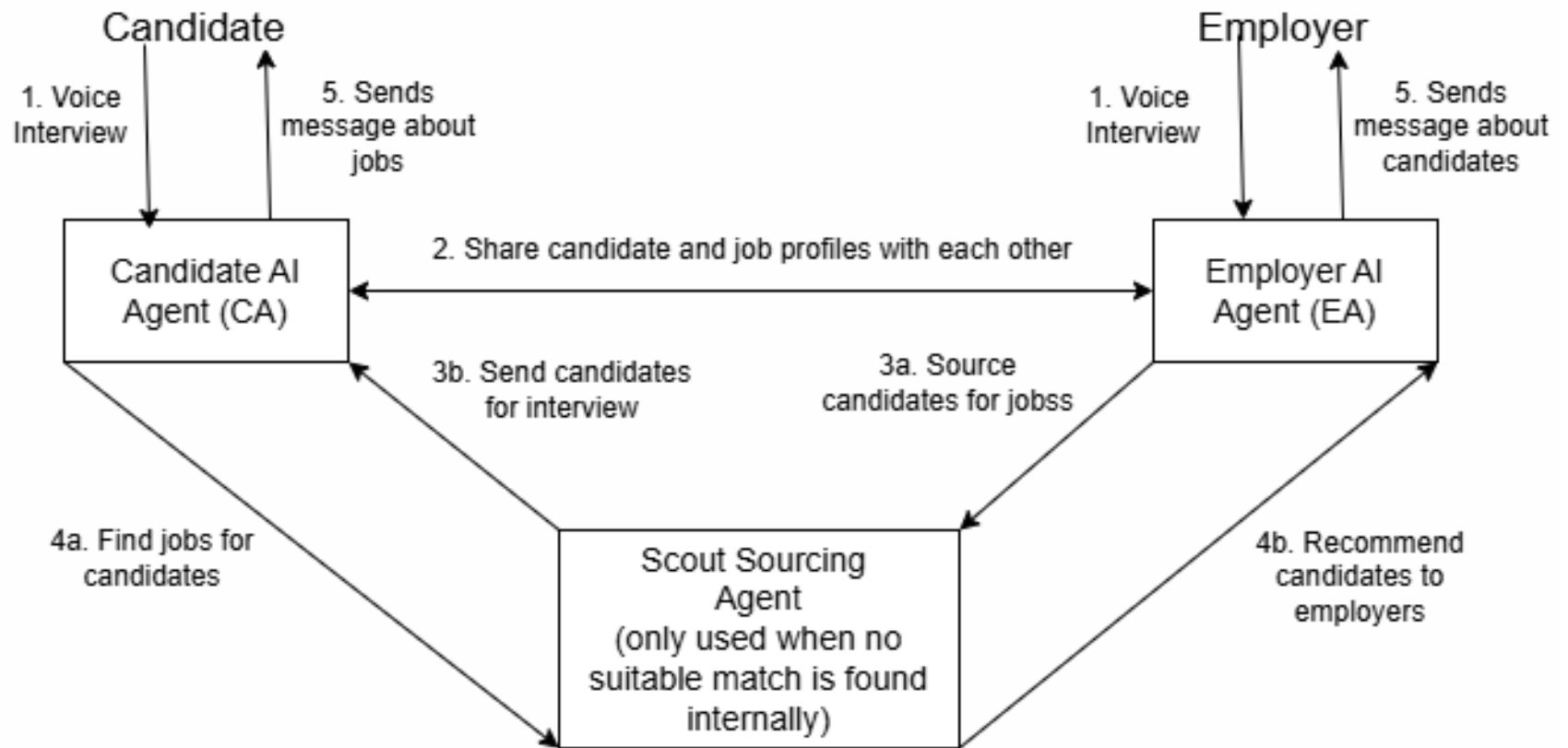
For Job Seekers
- Chat in Hindi, English, Tamil, Telugu, Bengali, and more
- AI understands skills, experience, and aspirations, cultural fit through conversation
- Get matched with relevant jobs automatically
- Practice interviews with AI feedback in your language
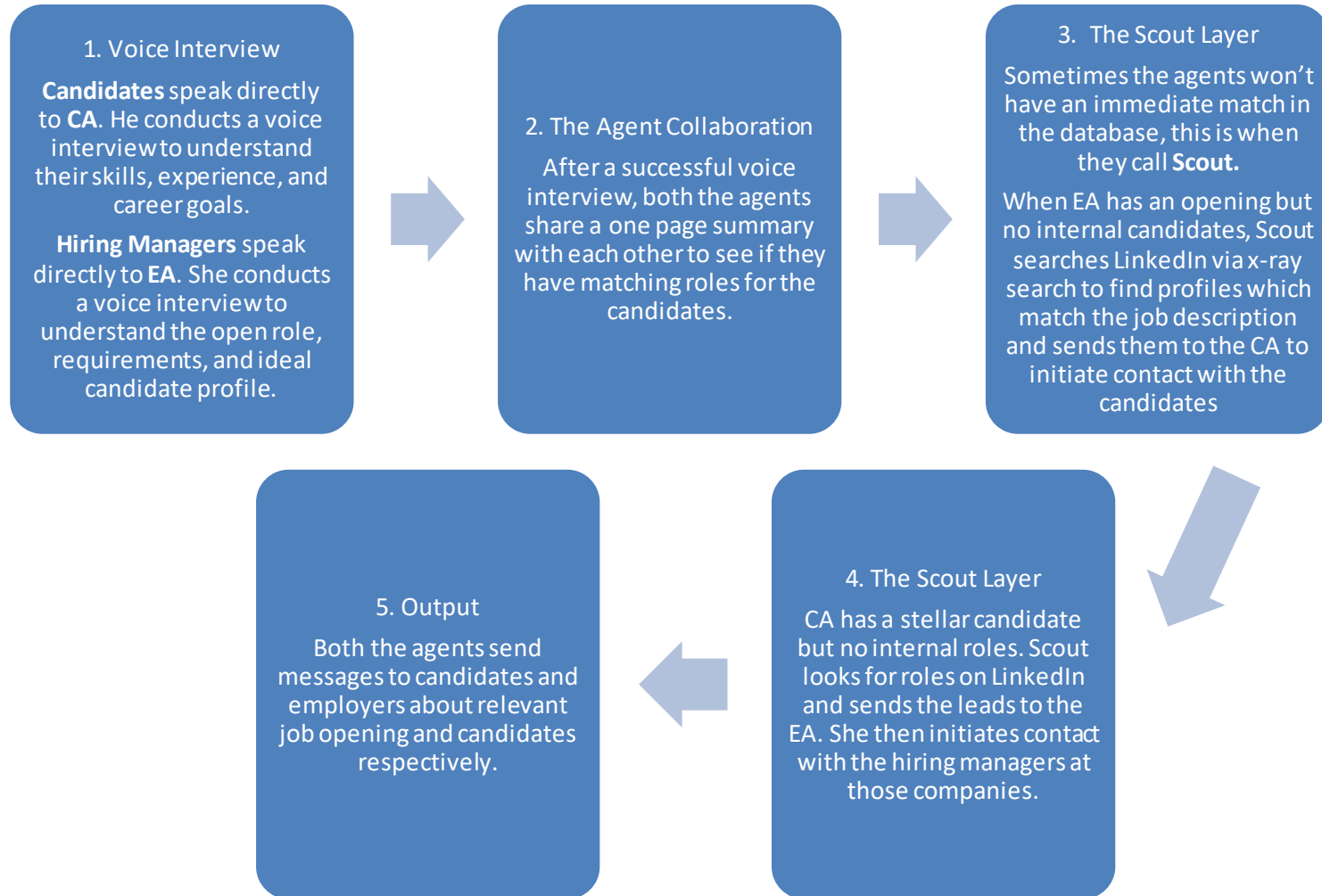- Works on basic smartphones with WhatsApp integration

For Employers
- AI conducts initial screening conversations at scale
- Get pre-qualified candidates ranked by fit
- Reduce time-to-hire by 70%
- Access to more relevant candidates quicker and cheaper than job board listings or human headhunters

How it works

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1. Voice Interview

Candidates speak directly to **CA**. He conducts a voice interview to understand their skills, experience, and career goals.

Hiring Managers speak directly to **EA**. She conducts a voice interview to understand the open role, requirements, and ideal candidate profile.

2. The Agent Collaboration

After a successful voice interview, both the agents share a one page summary with each other to see if they have matching roles for the candidates.

3. The Scout Layer

Sometimes the agents won't have an immediate match in the database, this is when they call **Scout.**

When EA has an opening but no internal candidates, Scout searches LinkedIn via x-ray search to find profiles which match the job description and sends them to the CA to initiate contact with the candidates

4. The Scout Layer

CA has a stellar candidate but no internal roles. Scout looks for roles on LinkedIn and sends the leads to the EA. She then initiates contact with the hiring managers at those companies.

5. Output

Both the agents send messages to candidates and employers about relevant job opening and candidates respectively.

Why we'll win

Built for India

- Multilingual AI- Support for 10+ Indian languages from day one
- Mobile First- Compatible with smartphones with WhatsApp integration
- Low Bandwidth- Optimised for 2G/3G networks
- Cultural Context- Understands Indian education system, job roles, and preferences

Superior Technology

- Advanced Natural Language training on Indian English and vernacular languages
- Voice-enabled for low literacy populations
- Smart matching algorithm considers location, salary, skills, and growth potential
- Bias-free screening focused on capabilities, not credentials

Revenue Model

- Subscription Model- ₹5,000 - ₹50,000/month based on company size and hiring volume
- Pay per Hire- 10% of annual CTC or a fixed amount per successful hire (flexible for SMEs)
- Premium Features- Advanced analytics, employer branding, skill assessments
- Freemium for Job Seekers: Free matching + premium services (resume building, interview preparation etc.)