

## Assignment – Building a product that solve problem for hiring of entry level candidates in the Sales & Operations team.

**Vision:** Why do we need product for hiring candidates in sales & operation team

1. **Insufficient Visibility:** The struggle to pinpoint promising entry-level candidates arises from a lack of clarity regarding their relevant skills and experience for Sales & Operations roles, impeding effective recruitment strategies.
2. **Elevated Turnover:** The difficulty in retaining entry-level hires poses a significant obstacle, resulting in heightened recruitment expenses and disruptions to sustaining a proficient and stable workforce in Sales & Operations teams.
3. **Screening Inefficiencies:** Cumbersome manual screening processes consume valuable time, impeding the swift identification of high-potential candidates within a large applicant pool for Sales & Operations positions.

**Insight:** Recognizing the prolonged and inefficient nature of the hiring process for entry-level candidates in the Sales & Operations team, there is a pressing need for increased efficiency and accuracy in evaluating candidates' skills and suitability for these roles.

**Goal:** Our objective is to revolutionize the hiring landscape by introducing a solution that not only expedites the process but also enhances the precision of assessing entry-level candidates in Sales & Operations, benefiting both recruiters and applicants alike.

**Problem:** The existing hiring practices heavily rely on outdated methods, leading to an overwhelming influx of applications. This influx poses a significant challenge for recruiters, hampering their ability to swiftly and effectively identify the most suitable candidates.

**Proposed Solution:** We envision a comprehensive hiring platform integrating cutting-edge assessment tools, automation, Skill assessment test and analytics. This platform aims to streamline the hiring journey for entry-level positions in the Sales & Operations team, ensuring a quicker, more accurate, and efficient selection process.

### The Product Solution & It's Scope:

#### Business Hypotheses:

1. **Enhanced Operational Efficiency:**
  - Assumption: Streamlining the hiring process will result in quicker and more resource-efficient talent acquisition.
  - Expected Outcome: Reduced operational costs and improved overall efficiency in the recruitment pipeline.
2. **Elevated Candidate Quality:**
  - Assumption: Incorporating advanced assessment tools will lead to the identification of candidates with superior skills and capabilities.
  - Expected Outcome: Higher-performing hires, contributing to team success and organizational growth.
3. **Market Differentiation:**
  - Assumption: Implementing innovative and efficient hiring practices will set our product apart in the competitive talent acquisition landscape.
  - Expected Outcome: Establishing a unique selling proposition and attracting clients seeking cutting-edge recruitment solutions.

#### Product Hypotheses:

1. **Optimized Candidate Shortlisting:**
  - Assumption: Automated resume screening accurately filters candidates based on key criteria.
  - Expected Outcome: Streamlined shortlisting process, saving time for recruiters and ensuring a more focused candidate pool.
2. **Data-Driven Decision-Making with Skill Assessments:**
  - Assumption: Skill assessment tests provide actionable data for recruiters to make informed decisions.
  - Expected Outcome: Improved precision in identifying candidates with the right skill set, leading to more successful hires.
3. **Cultural Alignment through Video Interviews:**
  - Assumption: Video interviews offer a holistic view of candidates, including cultural fit and communication skills.
  - Expected Outcome: Enhanced understanding of candidates' cultural alignment, contributing to a harmonious and productive work environment.
4. **Strategic Optimization with Analytics Dashboard:**
  - Assumption: The analytics dashboard empowers recruiters with valuable insights for strategic decision-making.
  - Expected Outcome: Improved overall recruitment strategy, identification of areas for enhancement, and a more data-driven approach to talent acquisition.

Why Need this Product:

| Portal               | Traditional Method Impact   | Proposed Product Impact  |
|----------------------|---|--|
| Job Boards           | High volume, time-consuming application process. Limited screening.       | Automated resume screening reduces time, providing a focused pool of relevant candidates.                      |
| Company Website      | Manual screening and lengthy process. Limited data-driven decision tools. | Efficient shortlisting, skill assessments, and video interviews enhance decision-making and candidate quality. |
| Social Media         | Varied quality of applicants. Limited assessment tools.                   | Skill assessment tests provide a standardized evaluation, ensuring higher-quality candidates.                  |
| Recruitment Agencies | Dependence on manual processes. Limited efficiency.                       | Streamlined process with automated screening, reducing reliance on manual efforts.                             |
| Internal Referrals   | Time-consuming review process. Subjective decision-making.                | Objective data from skill assessments and video interviews improve decision precision.                         |

| Success Metric              | Traditional Method                                      | Innovative Hiring Platform  |
|-----------------------------|---|---|
| Time-to-Hire                | Lengthy process due to manual resume screening          | Significant reduction with automated resume screening and analytics |
| Candidate Quality           | Limited insight; subjective evaluation                  | Objective assessment through skill tests and video interviews       |
| Recruitment Cost            | High cost associated with prolonged hiring process      | Potential cost savings with streamlined and automated procedures    |
| Diversity and Inclusion     | Limited focus; potential biases                         | Improved diversity through data-driven and unbiased screening       |
| Candidate Experience        | Cumbersome application and interview processes          | Enhanced experience with streamlined and tech-driven assessments    |
| Recruiter Workload          | Overwhelmed with manual screening tasks                 | Reduced workload, allowing recruiters to focus on strategic aspects |
| Data-Driven Decision Making | Limited data for analysis and optimization              | Comprehensive analytics dashboard for informed decision-making      |
| Retention Rates             | Traditional methods may not ensure the best fit         | Improved retention as candidates are assessed more accurately       |
| Cost per Hire               | Higher costs due to prolonged processes                 | Potential cost savings through automation and efficiency            |
| Feedback Loop               | Limited feedback for candidates and process improvement | Continuous feedback loop with analytics for iterative improvements  |

The proposed product, an Automated Resume Screening Module, is necessary to address several pain points in the hiring process for entry-level candidates in the Sales & Operations team:

- Time Efficiency:** Traditional resume screening processes can be time-consuming, especially when dealing with a large volume of applicants. By automating this initial screening stage, recruiters can save time and focus their efforts on evaluating the most promising candidates.
- Objective Assessment:** Human bias can inadvertently influence the resume screening process, leading to potential discrimination or overlooking qualified candidates. An automated system can provide an objective evaluation based on predefined criteria, ensuring fair treatment for all applicants.
- Improved Candidate Experience:** Waiting for manual resume reviews can lead to frustration for candidates, especially when there's no clear timeline for feedback. With an automated screening module, candidates receive prompt responses, enhancing their overall experience with the hiring process.

4. **Cost Savings:** Manual resume screening requires significant manpower, which can translate to higher recruitment costs. By automating this task, organizations can reduce their reliance on human resources and allocate resources more efficiently.
5. **Enhanced Recruitment Strategy:** The analytics dashboard included in the product allows recruiters to track key metrics such as time-to-hire and assessment success rates. This data-driven approach enables organizations to refine their recruitment strategies and optimize their hiring processes over time.

Overall, the Automated Resume Screening Module addresses the need for a more efficient, fair, and cost-effective hiring process in the Sales & Operations team, ultimately leading to better recruitment outcomes and improved organizational performance.

## **Modules:**

### **Automated Resume Screening:**

**Purpose:** Efficiently filter through a large number of resumes.

**Functionality:**

- Utilizes advanced AI algorithms to analyze resumes, identifying relevant skills, experience, and qualifications.
- Provides recruiters with a shortlist of candidates based on predefined criteria, streamlining the initial screening process and saving time.

### **Skill Assessment Tests:**

**Purpose:** Evaluate candidates' sales and operational skills objectively.

**Functionality:**

- Offers pre-designed tests tailored to assess specific skills required for Sales & Operations roles.
- Provides candidates with a platform to demonstrate their abilities, enabling recruiters to make informed decisions based on standardized assessment results.

### **Video Interviewing:**

**Purpose:** Assess communication skills and cultural fit.

**Functionality:**

- Allows candidates to record video responses to pre-set questions, offering recruiters a glimpse into their communication style, demeanor, and cultural alignment.
- Enables recruiters to evaluate candidates' soft skills and enthusiasm before committing to in-person interviews, streamlining the selection process.

### **Performance Analytics Dashboard:**

**Purpose:** Provide insights and track the effectiveness of the hiring process.

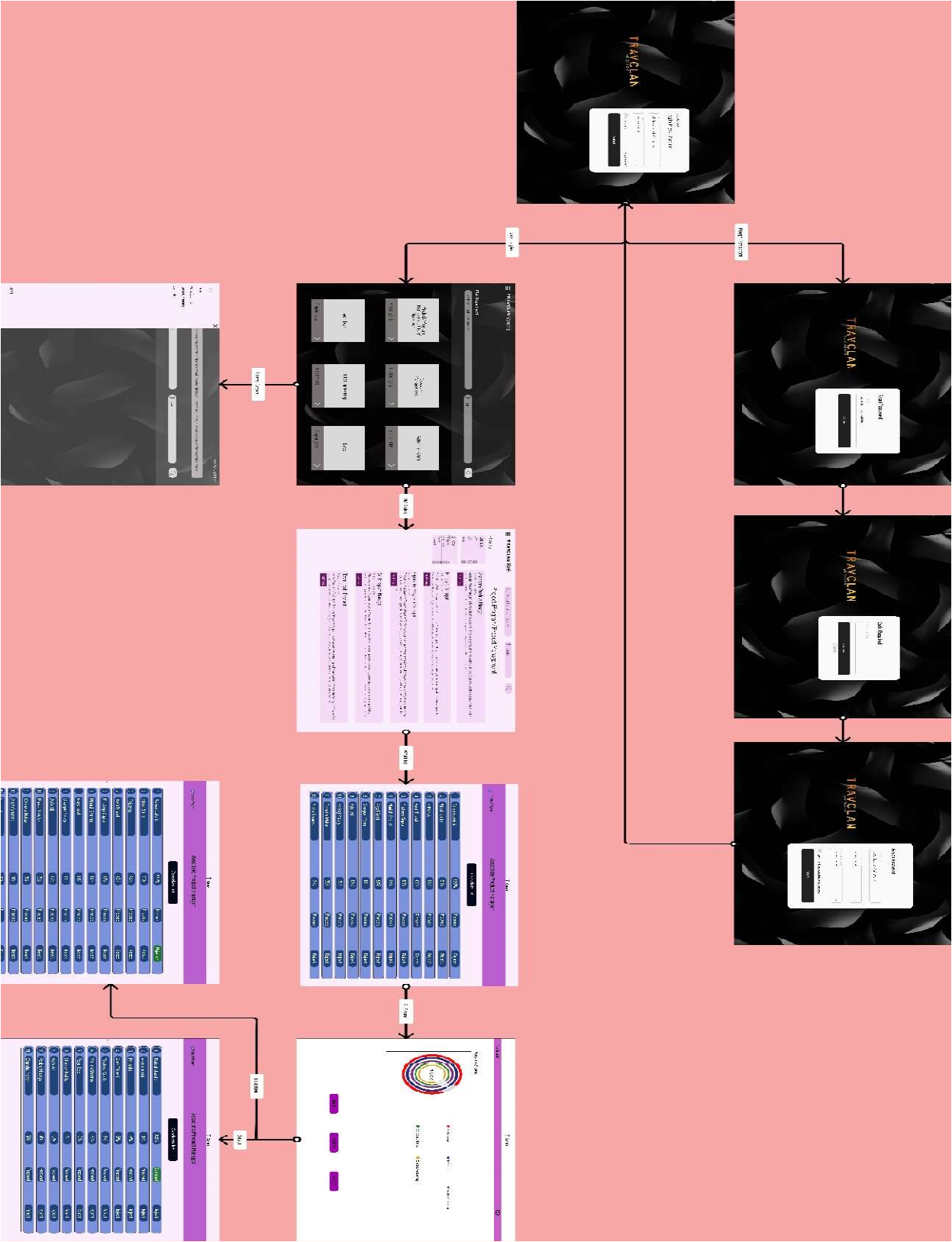
**Functionality:**

- Offers a centralized dashboard with real-time analytics on candidate progression, assessment results, and overall hiring pipeline.
- Equips recruiters with actionable data to make informed, data-driven decisions, optimize recruitment strategies, and improve the efficiency and effectiveness of the hiring process over time.

Wireframe:

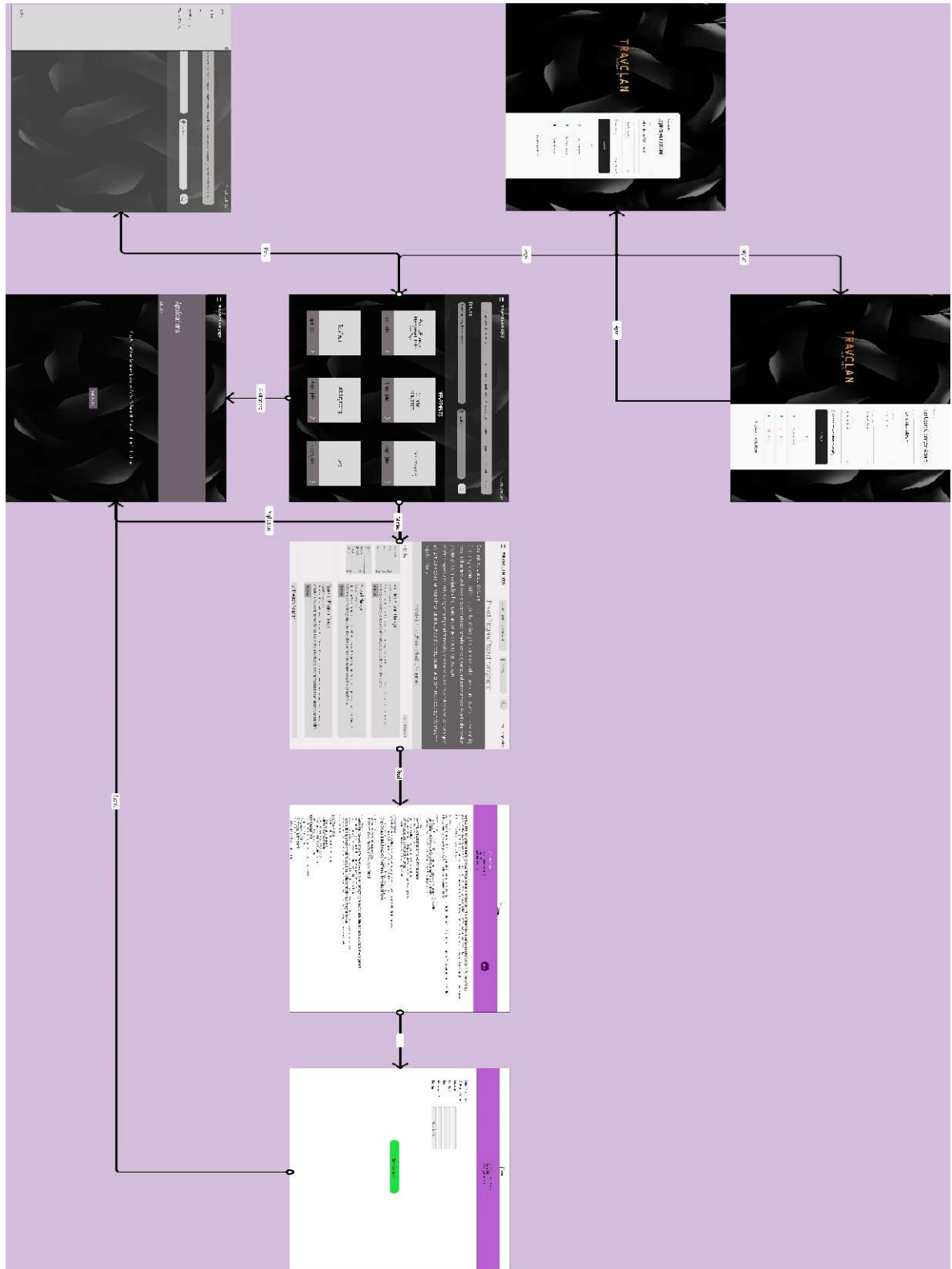
Module : Automated Resume Screening: USER DASHBOARAD

<https://www.figma.com/file/aODmWvWusBK8YpOEEpZ2T8/User-Dashboard?type=design&node-id=0%3A1&mode=design&t=t0VFJinv3b6iFFeX-1>



## Module : Automated Resume Screening: CANDIDATE DASHBOARD

<https://www.figma.com/file/ft5Q3vll7nu1OPWTr6yYPB/Candidate-Dashboard?type=design&node-id=0%3A1&mode=design&t=5uRbob6XNIC8Da4z-1>



Utilizing an Applicant Tracking System (ATS) in conjunction with automated resume screening can significantly enhance the efficiency and effectiveness of the hiring process. Here's how this workflow can be structured:

**1. Candidate Submission:**

- Candidates use the platform to submit their respective CVs.
- The CVs are stored securely in cloud storage.

**2. Automated Screening (Background Process):**

- Upon CV submission, automated screening processes occur in the background.
- AI algorithms analyze the resumes, identifying key highlights, skills, experience, and qualifications.

**3. Storage and Collection:**

- The screened resumes are stored in a centralized cloud storage system.
- Resumes are collected over a specific period, accumulating a pool of candidates' data.

**4. ATS Integration:**

- The ATS is integrated with the cloud storage system containing the collected resumes.
- It retrieves the resumes and parses them into structured formats for easier analysis. **(USER Dashboard)**

**5. Shortlisting Candidates:**

- Based on the summarized information and skills verification, the ATS generates a shortlist of candidates. **(USER Dashboard)**
- Recruiters can review the shortlisted candidates and further refine the selection based on specific criteria or requirements.

**6. Communication and Collaboration:**

- The ATS facilitates communication with candidates, providing automated emails or notifications regarding their application status.
- It enables collaboration among hiring team members by allowing them to review and provide feedback on the shortlisted candidates within the system.

**7. Analytics and Reporting:**

- The ATS generates reports and analytics on recruitment metrics, such as time-to-hire, source of hire, and candidate quality.
- Recruiters can use these insights to optimize their recruitment strategies and improve the overall hiring process.

By combining automated resume screening with an ATS, organizations can streamline candidate evaluation, reduce manual effort, ensure consistency in the selection process, and make data-driven decisions to identify the best-fit candidates efficiently.