

# How JobRecruita Works

## Overview

JobRecruita streamlines the entire recruitment lifecycle for enterprises and candidates using explainable AI, automated workflows, and a seamless user experience across web, mobile, and backend.

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### 1. Job Posting & Intake

- Recruiters post jobs via the web dashboard or API.
- Job data is normalized, validated, and stored securely.
- Integrations with HRIS/ATS allow for automated job imports.

### 2. Candidate Sourcing & Onboarding

- Candidates register via web or mobile, complete onboarding, and upload CV/video pitch.
- AI-driven onboarding personalizes the experience and collects high-signal data.
- LinkedIn and other integrations enable easy profile import.

### 3. AI Matching & Shortlisting

- The AI engine analyzes job requirements and candidate profiles.
- Explainable AI scores and ranks candidates for each job (and vice versa).
- Recruiters see transparent, bias-mitigated match explanations.

### 4. Automated Workflows

- Compliance checks (ZKP, privacy, audit logging) run automatically.
- Communication, scheduling, and feedback are automated via workflows.
- Candidates receive real-time status updates and feedback.

### 5. Interview & Selection

- Recruiters shortlist, schedule, and manage interviews via the dashboard.
- Candidates can self-schedule and track progress on mobile/web.
- All actions are logged for compliance and analytics.

### 6. Offer & Onboarding

- Offers are generated and sent via the platform.
- Onboarding tasks and documentation are managed digitally.
- Data is synced with HRIS and payroll systems.

## **7. Analytics & Insights**

- Real-time dashboards for recruiters and admins (diversity, funnel, compliance, NPS).
  - AI-driven recommendations for process improvement.
  - Exportable reports for compliance and leadership.
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## **Security & Compliance**

- All data is encrypted in transit and at rest.
- Privacy by design: GDPR, EEOC, and SOC2 readiness.
- Audit logs, access controls, and regular security reviews.

## **Monitoring & Support**

- Sentry, LogRocket, and Datadog for real-time monitoring.
  - Automated alerts for errors, downtime, and compliance incidents.
  - 24/7 support and incident response.
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For more, see the architecture diagram in the main README and the business plan in /docs.