**Project Requirements Document**

**AI-Powered Interview Question Generator (Proof of Concept)**

**Objective:**

Develop a proof-of-concept system where **AI analyzes a supplied job description document** and dynamically **generates tailored screening and interview questions** for different personas: **HR, Recruiter, Hiring Manager**, and **Technical Interviewer** (for technical roles). Additionally, the AI should provide **suggested answers** to help interviewers evaluate candidate responses effectively.

**Key Requirements:**

**1. Job Description Input:**

• Allow users to **upload or input a job description document**.

• Supported formats: plain text, PDF, DOCX.

**2. AI-Powered Persona-Specific Question Generation:**

• AI analyzes the job description and generates **persona-specific screening/interview questions**.

• **HR Persona:**

• General screening questions (e.g., cultural fit, basic qualifications, salary expectations).

• **Recruiter Persona:**

• Role-specific preliminary questions (e.g., work experience, key competencies, logistical considerations).

• **Hiring Manager Persona:**

• In-depth questions on role alignment, past achievements, scenario-based questions.

• **Technical Interviewer Persona (if technical role):**

• Technical questions relevant to the role (e.g., coding questions, system design, troubleshooting scenarios).

**3. AI-Generated Suggested Answers:**

• For each generated question, AI provides **potential or suggested correct answers**.

• Suggested answers act as **guidelines or benchmarks** to help interviewers evaluate candidate responses.

• Interviewers can **compare candidate answers** with AI-provided suggestions to assess fit.

**4. Output and Usability:**

• System outputs a structured **questionnaire document or interactive form** separated by persona.

• Ability to **download/export** generated questions and suggested answers as PDF or DOCX.

**Technical Components:**

**1. AI/NLP Integration (e.g., OpenAI GPT):**

• Analyze and extract **key requirements, skills, and responsibilities** from the job description.

• Dynamically generate **relevant questions and suggested answers** tailored to different personas.

**2. Backend System:**

• Handles **document processing** (upload and parsing).

• Maintains data storage for generated questions and suggested answers.

• Integrates with AI API for generating content.

**3. User Interface (Minimal):**

• Simple web UI to:

• **Upload/input job descriptions**.

• View/download **generated questionnaires** for each persona.

• View **AI-generated suggested answers**.

**Project Duration:**

• **1 to 2 weeks**

• Prioritize demonstrating AI-driven question and answer generation capability from a given job description.

**Expected Outcome:**

• A **functional prototype** that demonstrates:

• AI analysis of job descriptions.

• Persona-specific question generation (HR, Recruiter, Hiring Manager, Technical).

• Suggested answers to assist interviewers in candidate evaluation.