Dishari - The AI Assisted Experiential Hiring Platform

Introduction

Bridging the gap between fresh graduates and industry needs is a critical challenge. Traditional hiring often relies heavily on academic credentials and limited internship experience, overlooking potentially skilled candidates who lack formal opportunities. Dishari proposes a revolutionary approach by focusing on demonstrable skills through real-world challenges, powered by AI.

Core Concept

Dishari is a web platform designed to transform entry-level hiring. Instead of posting traditional job descriptions, companies define and post skill-based "Challenges" or bite-sized "Projects" that are directly relevant to their specific roles and industry sectors. Fresh graduates apply not by submitting a CV, but by completing these practical challenges and submitting their solutions.

The platform leverages a powerful Large Language Model (LLM) to perform the initial, crucial steps of evaluating submissions and recommending top candidates. This creates a meritocratic pathway for graduates to showcase their abilities and significantly streamlines the screening process for companies.

How it Works (User Flow)

Company Side

1. **Post a Challenge/Project:** Companies define a specific task or problem relevant to an entry-level position. Examples include:
   - Analyzing a sample dataset
   - Designing a UI mockup
   - Writing marketing copy
   - Developing a small automation script
   - Outlining a solution to a customer service scenario
     They specify the required skills, necessary tools, submission format, and key evaluation criteria. These criteria are vital for guiding the AI evaluation.

Graduate Side

1. **Browse & Select:** Graduates explore available challenges/projects, filtering by industry, required skills, difficulty level, etc.
2. **Work & Submit:** Graduates work on their chosen challenge. This can be done individually or, for certain challenges, in pre-defined small teams to assess

collaboration skills.

3. **Submit Solution:** Graduates upload or input their completed solution in the specified format (e.g., code files, reports, design mockups, text answers, screenshots, video explanations).

AI (LLM) Evaluation & Recommendation

This is the core innovation of Dishari:

1. **Automated Initial Screening:** The LLM analyzes the submitted solution against the company's defined evaluation criteria and general best practices for the specific type of challenge.
2. **Generate Evaluation Score:** The LLM produces a quantifiable score (e.g., out of 100) based on factors like completeness, accuracy, creativity, adherence to instructions, technical proficiency, and clarity of the submission.
3. **Generate Evaluation Summary:** The LLM creates a concise, qualitative summary for each submission, highlighting key strengths, weaknesses, and notable aspects. This provides companies with quick, actionable insights.
4. **Recommend Top Candidates:** Based on the scores and summaries, the LLM identifies and recommends a shortlist of the most promising candidates (e.g., the top 3-5) to the company for further review.

Company Review & Connect

1. **Review Shortlist:** Companies access the AI-generated shortlist, review the evaluation summaries, and examine the actual submissions of the recommended candidates.
2. **Connect:** Based on their review, companies can directly connect with the shortlisted graduates for interviews and potential hiring.

Why Dishari is Valid & Attractive

- **Directly Bridges the "Experience Gap":** Graduates gain practical, project-based experience and build a tangible portfolio while actively applying for jobs.
- **Merit-Based Hiring:** The focus shifts from credentials to actual skills and problem-solving abilities, promoting a fairer, more equitable hiring process.
- **Significant Value for Companies:**
  - Saves substantial time and resources in screening large volumes of traditional CVs.
  - Provides direct insight into a candidate's practical capabilities and work style.
  - Enables the discovery of talented individuals who might be overlooked in a traditional screening process.

- **Significant Value for Graduates:**
  - Offers a fair opportunity to showcase skills and potential, even without extensive prior formal experience.
  - Provides a structured (albeit automated) way to understand industry expectations for specific roles.
  - Helps overcome the frustrating "need experience to get experience" paradox.
- **Strong LLM Integration:** The LLM performs a core, valuable function – intelligent evaluation and filtering – making it central to the platform's value proposition.
- **Ecosystem Potential:** Dishari can evolve into a comprehensive platform offering learning resources, mentorship opportunities linked to challenges, and more.

Potential Additions & Changes

For a Hackathon Prototype (8-Hour Scope)

- **Focus on ONE Challenge Type:** Limit the scope to a single type of challenge (e.g., text-based problem-solving scenarios or simple code submission in one language) to simplify LLM prompting and evaluation logic.
- **Mock Data/Users:** Implement sample challenges and mock candidate submissions instead of full user registration and database systems.
- **Emphasize LLM Evaluation:** The core of the prototype should be demonstrating how a submission is processed, scored, and summarized by the AI.
- **Key: Prompt Engineering:** Focus on crafting effective prompts for the LLM to accurately understand challenge requirements, evaluate submissions against criteria, and generate structured scores and summaries.

Future Additions

- **Varying Challenge Complexity:** Introduce challenges ranging from quick tasks to more complex, multi-day mini-projects.
- **Team-Based Challenges:** Incorporate challenges designed for small teams to assess collaboration and communication skills.
- **Feedback Loop for Graduates:** Provide graduates with anonymized, generalized AI feedback on their submissions to help them identify areas for improvement, even if they aren't shortlisted.
- **Skill Badging:** Award digital badges or certifications for successful completion of challenges, building a verifiable skill profile on the platform.
- **Integration with Learning Platforms:** Suggest relevant learning resources or courses if the AI evaluation identifies specific skill gaps.
- **Anti-Plagiarism AI:** Implement tools to detect and flag plagiarized submissions.
- **Company-Specific LLM Tuning:** Allow companies to provide examples of good and bad submissions over time to fine-tune the LLM's evaluation criteria for their

specific needs.

Pitch Summary

"We present **Dishari**, an AI-powered platform revolutionizing how fresh graduates connect with industries in Bangladesh. Instead of traditional CVs, companies post real-world, skill-based challenges. Graduates showcase their abilities by solving them. Our intelligent LLM then provides an initial evaluation, scoring submissions and generating concise summaries, recommending top talent directly to companies. Dishari bridges the experience gap, promotes merit-based hiring, and provides companies with truly job-ready candidates by focusing on demonstrable skills."

Conclusion

Dishari offers a compelling solution to the challenges in entry-level hiring, creating a more efficient, equitable, and skill-focused ecosystem for both companies and graduates. Its AI-driven evaluation is the key differentiator, promising a significant improvement over traditional methods.