

Identification of Users

01

Primary Users



Recruiters / HR Managers

- Resume screening and shortlisting
- Coordinate Interviews and communication



Job Applicants / Candidates

- Apply to jobs
- Complete screening
- Await updates & decisions

02

Secondary Users



Hiring Managers / Interviewer

- Review shortlisted candidates
- Conduct interviews, and provide feedback

03

Tertiary Users



HR Leadership / Business Leaders

- Track time-to-hire, cost-per-hire, quality-of-hire; not directly involved in candidate interactions.



User Research

→ Objective

To understand real-world challenges faced by recruiters, hiring managers, and job seekers in the hiring process.

→ Sampling Plan

2-3

1-2

2

Recruiters/HR
Managers

Hiring Managers/
Panelists

Candidates (Job
seekers)



→ Interview Insights

Discussions were open-ended (10–15 minutes) to identify pain points, workflows, and inefficiencies.



HR: Resume screening is manual; Coordination between multiple interviewers causes delays;



Hiring Managers: Feedback from panelists is scattered, delaying decisions.



Candidates: Lack of timely status updates; repetitive and unclear screening processes;

The pain points consistently highlight **communication gaps and manual bottlenecks** across the hiring lifecycle.

These insights directly shaped the **feature prioritization** for implementation, ensuring the tool complements rather than replaces existing HR systems.

→ Interview Proof

All interview recordings are consolidated in the shared drive below:

[Drive Link of all interviews](#)



User Stories

US-1: Resume-JD Matching

As a recruiter, I want to upload a job description and multiple resumes and automatically receive a ranked shortlist of the top 10 candidates within 2 minutes, so that I can quickly focus on the most relevant profiles without missing qualified applicants.



US-2: Explainable Match View

As a recruiter, I want to see a clear explanation for each candidate's match score (skills, experience, and missing criteria), so that I can confidently justify shortlisting decisions to the hiring manager.



US-3: Candidate Screening

As a recruiter, I want candidates to complete a short structured screening form (5-7 minutes) that is automatically scored using a predefined rubric, so that I can easily identify top candidates for the next round.



US-4: Feedback Summary

As a hiring manager, I want to see a one-page summary of panel feedback that highlights strengths, weaknesses, and a hire/no-hire suggestion within 30 seconds of all feedback being submitted, so that I can make faster and better-informed hiring decisions.



US-5: Candidate Status Tracker

As a candidate, I want to view my application status (Received → Screening → Interview → Decision) updated within 24 hours of each stage, so that I feel informed and respected throughout the process.



Note: Each user story will be validated in later milestones using measurable acceptance criteria such as execution time (e.g., top-10 resumes within 120 s), scoring accuracy, and timely status updates.



Chatbot User Stories

CH-1: Interview Guide Generator

As a recruiter, I want to ask the chatbot for an interview guide for a given JD (and optionally a candidate), so that I get a structured question set with scoring rubrics in one page.



CH-2: Feedback Summarizer

As a hiring manager, I want to paste panel notes into the chatbot and get a concise summary with strengths, risks, and hire/no-hire suggestion in <30 seconds, so that I can make quicker decisions.



CH-3: JD Drafting via Chat

As a hiring manager, I want to describe the role in plain language and have the chatbot generate a draft JD (title, responsibilities, must-have skills) in under 30 seconds, so that I can publish a clean JD faster.

CH-4: Recruiter Copilot - "Why this candidate?"

As a recruiter, I want to ask the chatbot why a specific candidate ranked highly and get a 10-second explanation (matched skills, experience highlights, gaps), so that I can quickly justify shortlist decisions.



CH-5: Candidate Status & Q&A

As a candidate, I want to ask the chatbot "What's my status?" and receive the current stage + next expected step and timeline instantly, so that I stay informed without emails.



Note: Each user story will be validated in later milestones using measurable acceptance criteria such as execution time (e.g., top-10 resumes within 120 s), scoring accuracy, and timely status updates.



Wireframe

login page

hr professionals job seekers

HIREHERO
welcome

email id
password
 remember me
→ sign in

google microsoft

don't have an account? [create account](#)

ai powered hr management

- automated resume screening
- intelligent performance insights
- smart employee matching

AI processing flow diagram: Multiple arrows pointing towards a central profile icon, which then points to a text box listing AI features.

register page

join hirehero

first name _____ last name _____

company name _____

work email _____

select your role

password _____

I agree to the [terms of service](#) and [privacy policy](#)

already have an account? [sign in](#)



hr dashboard page

dashboard | employees | recruitment | performance | analytics |

ai assistant

- ask hr genai

quick actions

- + add employee
- post job
- generate report

ai features

- resume screening
- interview assistant
- performance insights

welcome, xyz user

total employees new hires open positions ai efficiency

export

ai resume screening

user_01 frontend developer	95% match >
user_02 backend developer	88% match >
user_03 manager	76% match >

ai insights

- retention alert
3 high-performers at risk of leaving. consider retention strategies.
- training due
12 employees need compliance training by november 2025.

employees page

dashboard | employees | recruitment | performance | analytics |

ai assistant

- ask hr genai

quick actions

- + add employee
- post job
- generate report

ai features

- resume screening
- interview assistant
- performance insights

employees

search employees... filter + add employee

total employees remote workers on-site workers avg performance

employee directory

employee	department	role	status	start date	actions
user_01	engineering	frontend developer	active	jan 15, 2025	[button]
user_02	design	ux designer	active	feb 15, 2025	[button]
user_03	marketing	manager	on leave	mar 15, 2025	[button]
user_04	hr	hr specialist	active	apr 15, 2025	[button]

showing 1-3 of x employees



recruitment page

recruitment

total employees | remote workers | on-site workers | avg performance

active job postings

- Senior software engineer: 45 applications, 8 qualified, view
- ux designer: 32 applications, 12 qualified, view
- marketing manager: 28 applications, 6 qualified, view

recent candidates

- user_01: frontend developer, 95% match, review
- user_02: backend developer, 88% match, review
- user_03: manager, 76% match, review

ai insights

- top skill demand: react and node.js skills are in high demand this quarter
- hiring trend: remote positions receive 40% more applications

hiring pipeline

- applied
- screening
- interview

quick actions

- send bulk messages

performance page

performance

total employees | remote workers | on-site workers | avg performance

performance trends

6m 1y

recent reviews

- user_01: frontend deve, 4.5, dec 15
- user_02: frontend deve, 4.8, nov 10

ai insights

- top performer: user_01 exceeded all goals by 25% this quarter.
- team growth: engineering team improved 18% this quarter.
- needs support: 3 employees showing performance decline.

goal progress

- q1 revenue target
- customer satisfaction
- training completion



analytics page

dashboard | employees | recruitment | performance | analytics | refresh | ai analysis

ai assistant

- ask hr genai

quick actions

- + add employee
- post job
- generate report

ai features

- resume screening
- interview assistant
- performance insights

analytics

employee satisfaction

turnover rate

avg salary

training completion

workforce trends

headcount turnover satisfaction

department breakdown

- engineering
- marketing
- design

hr dashboard page -> ask hr genai

dashboard | employees | recruitment | performance | analytics | refresh | new chat

ai assistant

- ask hr genai

quick actions

- + add employee
- post job
- generate report

ai features

- resume screening
- interview assistant
- performance insights

ai chatbot

employee queries

recruitment help

analytics insights

compliance

hr genai assistant

hello! i am your hr genai assistant . how may i help you

hello

what are the current employee satisfaction scores?

ask me anything about hr...

quick suggestions

- how do i calculate overtime pay
- whats our current turnover rate
- create a job description for ux designer
- show me performance review templates



hr dashboard page -> add employee

dashboard | employees | recruitment | performance | analytics |

ai assistant

ask hr genai

quick actions

+ add employee

post job

generate report

ai features

resume screening

interview assistant

performance insights

add new employee

cancel save employee

personal information

first name _____ last name _____

email _____ phone _____

profile photo

job details

job title _____ select department _____

select manager _____ start date _____

hr dashboard page -> post job

dashboard | employees | recruitment | performance | analytics |

ai assistant

ask hr genai

quick actions

+ add employee

post job

generate report

ai features

resume screening

interview assistant

performance insights

post new job

save draft publish job

job information

job title _____

select department _____ select employment type _____

location _____ remote option _____

description

job posting settings

application deadline

post to company website

post to job boards

enable ai screening

ai recommendations

suggested skills

react node.js ts

₹ salary range

market rate: 40000 - 50000

market demand

high demand react roles

requirements and qualifications

required skills _____

experience level _____ education _____

compensation and benefits

salary range (min - max) _____

benefits

health insurance remote work



hr dashboard page -> generate report

dashboard | employees | recruitment | performance | analytics |

ai assistant

ask hr genai

quick actions

+ add employee

post job

generate report

ai features

resume screening

interview assistant

performance insights

generate reports

employee report performance report recruitment report payroll report

schedule report generate now

report configuration

report designation type department filter

date range output file format

include sections

executive summary key metrics ai recommendations

detailed analytics comparative data trend analysis

recent reports

q3 2024 employee report
generated on Jan 2, 2025 download PDF

performance review summary
generated on Dec 22, 2024 download PDF

recruitment pipeline analysis
generated on Jan 10, 2025 download PDF

distribution

share with

executive team

department managers

hr team

delivery method

email

send report



job applicant's dashboard page

dashboard | jobs | applications | profile | chat |



welcome back, user_01

24

applications sent
+12% from last month

8

profile views
+3 new views

5

interview requests
2 new today

92%

ai job match
excellent match

ai recommended jobs

ab

senior frontend developer
abibas

react

typescript

node.js



view details

apply now

nk

full stack engineer
naike

python

postgres

django



view details

apply now

[view all recommendations →](#)

recent activity



applied to xyz company

2 weeks ago



profile viewed by abc recruiter

3 weeks ago



interview scheduled with abc

1 month ago



updated profile details

1 month ago



upcoming interviews

abc

abc company
senior developer

[join interview](#)

[view details](#)

xyz

xyz company
frontend developer

[join interview](#)

[view details](#)



job applicant's jobs page

| dashboard | **jobs** | applications | profile | chat |

job search

search jobs

location

job type

job title, keywords or company

all locations

all types

more filters

ai match

search jobs

quick filters

experience level

- entry level (15)
- mid level (42)
- senior level (28)

salary range

- 30k - 50k (12)
- 50k - 80k (35)
- 80k + (8)

company size

- startup (1-50)
- mid-size (51-500)
- enterprise (500+)

ai job alert

get notified when jobs matching your profile are posted.

[create alert](#)

senior frontend developer
abibas



we are looking for a passionate developer frontend to join our innovative team. you will work on cutting edge web applications using react typescript and node.js.

₹ 50k - 60k 200-300 employees

react typescript node.js

[view details](#)

[apply now](#)

full stack engineer
naike



we are looking for a passionate developer frontend to join our innovative team. you will work on cutting edge web applications using react typescript and node.js.

₹ 40k - 50k 20-50 employees

python flask node.js

[view details](#)

[apply now](#)

backend developer
upma



we are looking for a passionate developer frontend to join our innovative team. you will work on cutting edge web applications using react typescript and node.js.

₹ 80k - 90k 100-150 employees

vuejs javascript php

[view details](#)

[apply now](#)

senior frontend developer
abibas



we are looking for a passionate developer frontend to join our innovative team. you will work on cutting edge web applications using react typescript and node.js.

₹ 50k - 60k 200-300 employees

react typescript node.js

[view details](#)

[apply now](#)



job applicant's applications page

job applicant's applications page

dashboard | jobs | **applications** | profile | chat |

my applications

47 total applications 12 interviews 3 offers 24 rejected

application pipeline

search applications... all status

Profile	Role	Company	Skills	Status	Action	More
ab	senior frontend developer	abibas	react, typescript, node.js	interview scheduled	view details	Edit More
nk	full stack engineer	naike	python, postgres, django	offer received	view details	Edit More
ab	senior frontend developer	abibas	react, typescript, node.js	under review	view details	Edit More
ab	senior frontend developer	abibas	react, typescript, node.js	rejected	view details	Edit More



job applicant's profile page

dashboard | jobs | applications | **profile** | chat |

my profile

user_01
senior frontend developer
madras, tn

profile completeness

upload resume

personal information

full name _____ email _____
phone number _____ location _____
professional summary _____

work experience

+ add experience

tc	senior frontend developer techcorp	jan 2024 - present 1 year
react	typescript	node.js
led development of web apps using react.		
ds	junior frontend developer datasoft	jan 2023 - dec 2023 1 year
react	typescript	node.js
developed responsive web apps.		

quick actions

- preview public profile**
- download resume**
- share profile**



chatbot page

| dashboard | jobs | applications | profile | **chat** |



ai assistant chatbot

chat history

Check status for my application
(Job ID 456).

What is the salary range for the
Analyst role?

How long is the interview process?

Can I update my resume?

What are the company's core
values?

hello



hello! i am your genai assistant .
how may i help you

How long does the "Under
Review" stage usually take?



The review process typically takes 5–7 business
days. If your application moves forward, you'll
receive an email notification about the next steps,
like scheduling an interview.

What are the next steps
after the review?



.....

ask me anything

