

◆ Workflow for Candidate Ranking Instead of Single Best Match

Since **Rainmaker Society's sales team will review a ranked list of candidates** (rather than just a single best match), the **AI-powered ranking system should prioritize enrichment parameters that make sorting and selection easier.**

🔍 Adjustments to Ensure Effective Candidate Ranking

- ◆ Instead of forcing **one "best match" per JD**, we will now:
 - ✅ Rank candidates based on multiple weighted enrichment factors.
 - ✅ Ensure sales can filter candidates based on leadership style, team size, budget responsibility, and industry background.
 - ✅ Make ranking logic transparent so sales can adjust as needed.

📌 Updated Ranking-Based Workflow for Rainmaker Society

This workflow ensures **structured enrichment + clear ranking metrics** before sales review.

📌 Step 1: Candidate Submits CV

- Candidate **uploads resume** to Rainmaker Society.

📌 Step 2: AI Pre-Fills CV Data (Before Sales Call)

- ✅ Extracts missing leadership experience
- ✅ Categorizes industry & functional skills
- ✅ Identifies employment patterns (job stability, promotion rate, frequent changes)
- ✅ Estimates missing salary based on role, location, and experience
- ✅ Infers missing soft skills based on NLP analysis of work descriptions

🚀 New: Candidate Pre-Ranking Factors Extracted at This Stage

- ✓ **Company Type Classification:** PE-backed, startup, SME, MNC, etc.
- ✓ **Estimated Team Size & Budget Responsibility:** AI infers from descriptions or flags for manual entry.
- ✓ **Employment Stability Score:** Based on **job switching frequency** and **tenure at last company**.
- ✓ **Skill Relevance Score:** Matches skills to **current industry trends** for demand ranking.
- ✓ **Leadership Style Alignment:** AI **extracts work descriptions** to identify **hands-on vs. strategic leadership**.

📌 AI Flags Missing Information for Sales Call

- **No team size detected?** → Suggests: "How many direct reports did you manage?"
- **Unclear company classification?** → Suggests: "Would you classify [Company X] as a startup, corporate, or private-equity-backed firm?"
- **Budget responsibility missing?** → Suggests: "Did you manage a budget? If so, what size?"

📌 Step 3: Sales Call with Candidate

📌 Sales rep confirms missing details using AI-generated prompts.

- ✅ Leadership level, team size, work preferences
- ✅ Salary expectations & career goals
- ✅ Cultural fit preferences (startup vs. corporate, autonomy vs. structured teams, etc.)
- ✅ Soft skill confirmation (AI-inferred vs. candidate self-reported)

🚀 New: Structured Logging of Post-Call Updates for Ranking

💡 Instead of free-text entry, sales reps now **fill structured fields** for:

- ✓ **Final Team Size Confirmation:** (Dropdown: 1-5 / 6-10 / 11-20 / 20+)
- ✓ **Final Budget Managed Confirmation:** (Dropdown: \$0-\$100K / \$100K-\$500K / \$500K-\$1M / \$1M+)
- ✓ **Work Culture Preference:** Startup-like, structured corporate, autonomous, fast-paced
- ✓ **Leadership Style (Hands-on vs. Strategic)**

💠 AI Updates Candidate Ranking Score Based on Confirmed Data.

📌 Step 4: Client Submits JD

- A company provides a **structured & unstructured job description**.
- **AI Pre-Fills JD Data Before Client Call.**

📌 Step 5: AI-Powered JD Data Enrichment (Before Client Call)

🚀 AI Pre-fills missing JD fields to optimize ranking of candidates.

- ✅ Extracts leadership expectations (Hands-on vs. Strategic)
- ✅ Infers soft skills needed based on responsibilities (e.g., strategic thinking for finance roles)
- ✅ Detects implicit job expectations (e.g., "fast-paced environment" → Needs adaptability)
- ✅ Benchmarks missing salary ranges using market data

New: JD Ranking Factors Now Extracted at This Stage

- ✓ **Team Size Expectation:** AI detects whether JD mentions managing people.
- ✓ **Budget Handling Expectation:** If not explicitly mentioned, **AI flags for sales clarification.**
- ✓ **Industry Fit Score:** AI compares JD's ideal candidate background to actual candidates.
- ✓ **Soft Skills Match Score:** Based on language used in JD and matching to candidate profiles.

AI Flags Missing JD Information for Sales Call

- **No leadership expectations detected?** → Suggests: "Do you need a hands-on leader or a strategic visionary?"
- **Budget responsibility unclear?** → Suggests: "What level of budget oversight is expected?"
- **No industry experience requirement mentioned?** → Suggests: "Do you prefer candidates only from this industry, or are adjacent industries okay?"

Step 6: Sales Call with Client

Sales rep refines JD with AI-generated questions.

- ✓ **Clarify leadership expectations**
- ✓ **Confirm soft skill requirements (communication, adaptability, strategic thinking)**
- ✓ **Extract hidden hiring preferences (work style, company culture, decision-making speed)**
- ✓ **Confirm salary range if missing**

New: Structured Logging of Post-Call Updates for Ranking

 Instead of free-text entry, sales reps now **fill structured fields** for:

- ✓ **Final Team Size Expectation:** (Dropdown: 1-5 / 6-10 / 11-20 / 20+)
- ✓ **Final Budget Expectation:** (Dropdown: \$0-\$100K / \$100K-\$500K / \$500K-\$1M / \$1M+)
- ✓ **Work Culture Preference:** Startup-like, structured corporate, autonomous, fast-paced
- ✓ **Leadership Style (Hands-on vs. Strategic)**

AI Updates JD-Based Ranking Criteria Based on Confirmed Data.

Step 7: AI Ranks Candidates Based on Weighted Scores

AI Now Creates a Ranked Candidate List Instead of a Single Best Match.

Ranking is Based on Multiple Factors, Weighted for Accuracy:

- 1 **Hard Skill Relevance Score (30%)** → % match to required function & industry skills.
- 2 **Leadership Fit Score (20%)** → Hands-on vs. Strategic alignment.
- 3 **Team Size & Budget Fit Score (20%)** → Does candidate meet JD expectations?
- 4 **Employment Stability Score (15%)** → Based on job-switching frequency.
- 5 **Soft Skills Fit Score (15%)** → Based on JD-CV inferred personality match.

📌 **Sales can adjust ranking weights manually before reviewing candidates.**

📌 **Step 8: Final Candidate Selection & Presentation**

✅ **Sales reviews ranked candidate list and makes final selection.**

✅ **Presents best candidates to the client based on ranking.**

💡 **Summary of Key Adjustments**

✅ **AI Now Ranks Candidates Instead of Finding One Best Match**

✅ **Team Size, Budget, and Leadership Details Are Prioritized in Ranking Metrics**

✅ **Sales Can Adjust Ranking Weights Based on Client Priorities**

✅ **Structured Post-Call Updates Ensure More Accurate Data for Ranking**