## Kowshik - SE\_1

Awesome! Your current workflow is already **well-structured** and addresses the main goals of an AI-powered resume screening system. Here's a breakdown of what you already have and then suggestions on **what more you can add** to elevate it into a **next-level recruitment tool**.

# What You Already Have (Great Stuff! 🔥)

Feature	Description
User Auth	User logs in to manage screenings.
Screening Setup	Upload ZIP/Drive resumes, job description, job title, and custom weightages.
Resume Analysis	All resumes are processed using LLM; key metrics are extracted.
Ranked Results	Candidates are ranked using a custom score formula and shown left-side.
Detailed View	Clicking on a resume shows full analysis + original file on the right.
Top-N Filter	User can filter top X candidates.
Shortlisting Options	User can mark candidates as: Selected / Under Consideration / Rejected.
Persistence	Those decisions are stored and remembered per job.

## What More You Can Add (To Make It Even More Powerful)

## • 1. Candidate Comparison

- Allow recruiter to select 2 or more candidates and see a side-by-side comparison of their:
  - Key skills

- Project relevanceExperience match
- Scores breakdown

Resume preview

✓ Useful for final rounds of decision making.

### 2. PDF Export

- Allow export of:
  - Ranked candidates as PDF/CSV
  - Individual resume + AI analysis as a single downloadable PDF for sharing
- **✓** Useful for passing results to hiring managers without giving platform access.

#### 3. Collaboration Features

- Let recruiters tag other team members on resumes or leave internal notes/comments
- Example: "@John check this guy's AWS experience!"
- ▼ Fosters team-based evaluation.

#### 4. Resume Search

- Add a search bar to quickly **search by name**, **keyword**, **or skill** from the pool of resumes in a job screening.
- Speeds up manual review if needed.

## 5. Analytics Dashboard

- For each screening:
  - Total resumes processed
  - Distribution of scores
  - Top 5 most common skills
  - Heatmap of where resumes are lacking
- Gives overall health and visibility of applicant pool.

### 6. Re-screening Option

- Let recruiters adjust weights or edit job description and re-run the screening without reuploading resumes.
- ☑ Saves time and lets them experiment with different priorities.

## 7. Candidate History (Cross-Screening Memory)

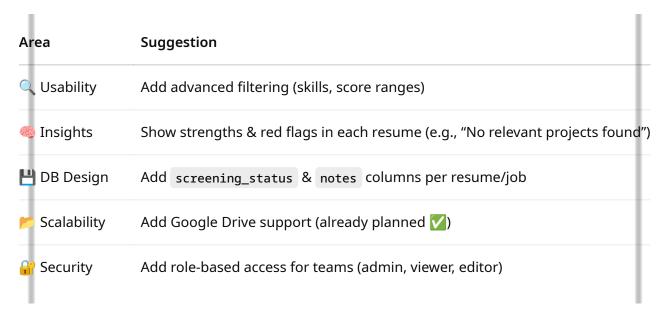
- If a resume is uploaded again in another job screening, detect and show:
  - "This candidate also appeared in: Data Analyst Screening (Feb 2024)"
  - Show previously marked status
- Adds historical context to decisions.

### 8. Notifications (Future)

- Add email or in-app notifications for:
  - "Analysis Completed"
  - "5 candidates shortlisted. Do you want to export them?"

- "Duplicate resume detected in another job"
- Optional, but makes it interactive.

## 🔚 Final Suggestions:



Would you like me to help design the schema changes for features like:

- shortlisting\_status column?
- candidate comparison API?
- re-screening logic?

Let's turn this into a full product 🔥