

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 relevance
- Experience match
- Resume preview
- Scores breakdown

✓ *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 re-uploading 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:

Area	Suggestion
 Usability	Add advanced filtering (skills, score ranges)
 Insights	Show strengths & red flags in each resume (e.g., “No relevant projects found”)
 DB Design	Add <code>screening_status</code> & <code>notes</code> columns per resume/job
 Scalability	Add Google Drive support (already planned ✅)
 Security	Add role-based access for teams (admin, viewer, editor)

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 🔥