



Recruit-AI: Smarter Resume Screening for Recruiters

An AI-powered decision-support tool that transforms how talent acquisition teams screen, score, and shortlist candidates — faster, fairer, and with greater clarity.

⚠ THE CHALLENGE

Problem Statement

Hiring teams are drowning in applications. For every open role, recruiters receive hundreds of resumes — yet the tools available for initial screening haven't kept pace with the volume.



Slow Screening

Manual review of each resume is painfully time-consuming, creating bottlenecks that delay the entire hiring pipeline by days or even weeks.



Inconsistent Evaluation

Human fatigue and cognitive bias lead to inconsistent scoring — qualified candidates are overlooked while weaker profiles slip through.



Poor Candidate Experience

Delayed responses and lack of transparency frustrate candidates, damaging employer brand and causing top talent to accept competing offers.

📄 **Recruit-AI** automates the initial screening process using AI-driven scoring, structured summaries, and actionable recommendations — so recruiters can focus on what matters most: the human connection.

User Persona



Talent Acquisition Manager

Works at a startup or mid-sized company with 50–500 employees. Manages recruiting across multiple open roles simultaneously, often with a lean team and limited budget for enterprise-grade ATS platforms.

Pain Points

- **Overwhelming volume** — hundreds of resumes per role with no efficient filter
- **Limited screening time** — other responsibilities compete for attention
- **Inconsistent evaluations** — different reviewers apply different criteria
- **Scheduling overhead** — coordinating interviews is a manual burden

Core Needs

- **Faster shortlisting** — surface the best candidates in minutes, not days
- **Clear resume insights** — structured summaries that highlight fit and gaps
- **Decision support** — augment human judgment, don't replace it
- **Simple workflow** — no steep learning curve or complex integrations

Goals & Non-Goals

Goals

Automate Initial Screening

Parse resumes, extract skills, and score candidates against job descriptions automatically — eliminating the most repetitive phase of recruiting.

Structured AI Summaries

Generate clear, consistent candidate summaries with strengths, skill gaps, and actionable recommendations that recruiters can trust at a glance.

Reduce Manual Review Time

Free recruiters from hours of repetitive screening so they can invest their time in high-value activities like interviews and relationship building.

Non-Goals

Replace Human Decisions

The AI will never make final hiring calls. All decisions remain with the recruiter — the system is advisory, not autonomous.

Conduct Interviews

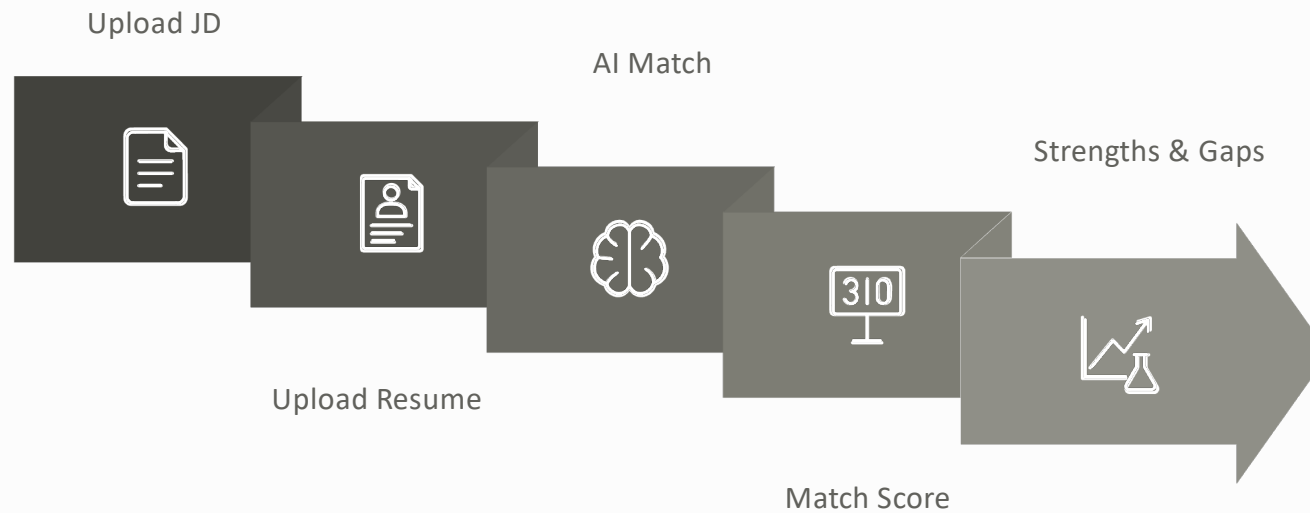
Recruit-AI does not perform interviews or make final candidate selections. Human evaluation of soft skills and cultural fit is irreplaceable.

Full ATS in MVP

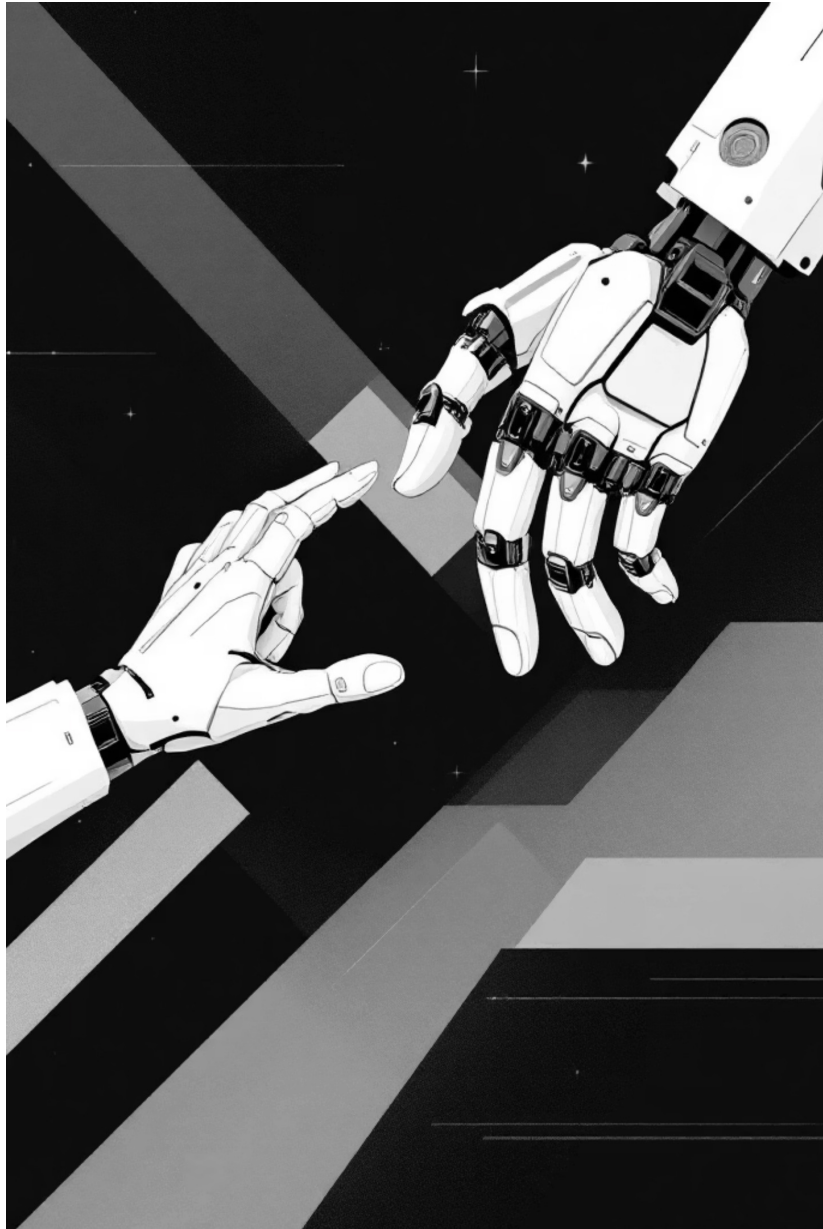
The MVP focuses on screening and scoring. End-to-end applicant tracking, offer management, and onboarding are out of scope for the initial release.

Solution Workflow

Recruit-AI transforms a multi-hour manual screening process into a streamlined, seven-step workflow that delivers scored, summarized, and actionable candidate insights within minutes.



From intake to recommendation, the entire pipeline is designed for speed and transparency. Recruiters upload a job description and candidate resumes, and the AI handles parsing, skill extraction, scoring, and summary generation. The final output is a clear recommendation — **Interview**, **Consider**, or **Reject** — along with an optional scheduling suggestion or outreach email draft to accelerate next steps.



COLLABORATION MODEL

Human vs AI Responsibility

Recruit-AI is designed as a **decision-support assistant**, not an autonomous hiring authority. The boundary between AI automation and human judgment is intentionally clear and non-negotiable.

AI Handles

- Resume parsing & data extraction
- Skill identification & mapping
- Job description matching
- Match scoring (0–100)
- Summary & recommendation generation



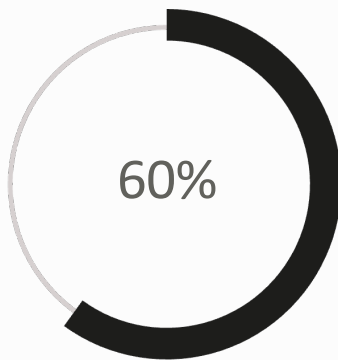
Humans Own

- Final hiring decisions
- Bias review & fairness oversight
- Cultural fit evaluation
- Interview assessment & judgment
- Candidate relationship management

The AI augments recruiter capability — it surfaces insights, not verdicts. Every recommendation is a starting point for human evaluation, never the final word.

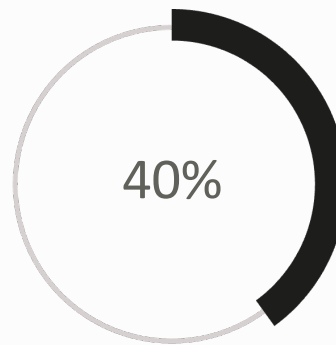
Success Metrics

Recruit-AI's impact will be measured across four core dimensions that reflect both operational efficiency and recruiter experience. These KPIs will guide iterative improvement post-launch.



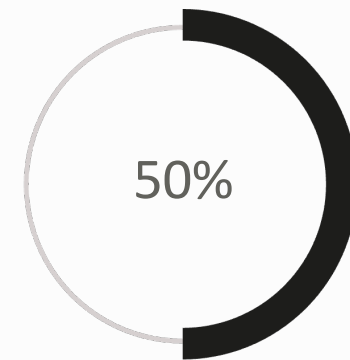
Screening Time Reduction

Target reduction in recruiter hours spent on initial resume review per open role



Shortlist Accuracy Gain

Increase in qualified candidates surfaced to the interview stage vs. manual screening



Faster Response Time

Reduction in turnaround time from application received to candidate first contact

Qualitative Signal

Recruiter satisfaction and usability feedback collected through NPS surveys and structured interviews post-pilot.

How We'll Track

- Time-on-task comparisons (before/after Recruit-AI adoption)
- Shortlist-to-offer conversion rate analysis
- Candidate pipeline velocity dashboards
- Bi-weekly recruiter feedback loops during pilot phase

Risks & Trade-offs

Every AI-powered product carries inherent risks. Transparency about these trade-offs is essential to building trust with recruiters and ensuring responsible deployment.

1

Formatting Bias

Poorly formatted or non-standard resumes may yield biased or incomplete AI recommendations. Mitigation: robust parsing with fallback extraction and format-agnostic processing pipelines.

2

Keyword Limitations

MVP relies on keyword-based matching, which may miss semantic skill equivalencies (e.g., "ML" vs. "Machine Learning"). Planned: semantic matching in v2 via embedding models.

3

Over-Reliance Risk

Recruiters may defer too heavily to AI scores without applying independent judgment. Mitigation: prominent disclaimers, mandatory human review checkpoints, and training materials.

4

Accuracy vs. Simplicity

The MVP prioritizes a lean, demonstrable system over maximum model accuracy. This is a deliberate trade-off — complexity scales with validated user demand post-launch.



Our commitment: Human oversight is not optional — it's a product requirement. Recruit-AI is built to empower recruiters, not replace them.