

Process Documentation & Reflection — Recruit-AI

1. Decision Rationale

All product decisions were derived from a single PRD to maintain strict scope discipline. The workflow — Resume Intake → AI Screening → Score → Recruiter Review → Shortlist → Schedule — was intentionally minimal to directly solve the defined recruiter pain point of manual resume screening.

2. Why an Agentic Workflow

An agentic pipeline was selected because the problem requires sequential reasoning steps: parsing resumes, extracting skills, matching with job descriptions, computing scores, and generating structured recommendations. This modular design makes the system explainable and aligned with PM-driven clarity.

3. Human-in-the-Loop Design

A deliberate choice was made to keep recruiters in control of final hiring decisions. The AI only assists with screening and scoring, while the recruiter reviews and approves shortlists, ensuring fairness and contextual judgment.

4. Trade-offs and Constraints

Keyword-based matching was used for the MVP instead of complex semantic embeddings to keep the system interpretable and implementable within the semester timeline. The scope was restricted to screening and scoring instead of building a full ATS to avoid feature creep.

5. Prompt Iterations & Learnings

Initial prompts produced generic outputs, so they were refined to generate structured insights such as strengths, missing skills, and clear recommendations. This improved the usability of AI outputs for recruiter decision-making.

6. Key Learning Outcome

The project demonstrated that disciplined product thinking and a well-defined workflow can lead to a more usable and explainable AI system than adding numerous disconnected features.