Recruit-AI — Product Requirements Document (PRD)

1. Problem Statement

Recruiters receive hundreds of resumes for each open role, making manual screening slow, inconsistent, and prone to human fatigue. This leads to delayed hiring decisions, missed qualified candidates, and poor candidate experience. The product aims to automate the initial resume screening process using AI to provide structured scoring, summaries, and actionable recommendations to assist recruiters.

2. User Persona

Primary User: Talent Acquisition Manager at a startup or mid-sized company.
Pain Points: High resume volume, limited time for screening, difficulty ensuring consistent evaluation, and coordination overhead for scheduling interviews.
Needs: Faster candidate shortlisting, clear insights from resumes, and decision support rather than full automation.

3. Goals and Non-Goals

Goals:
• Automate initial resume screening and scoring.
• Provide structured AI-generated summaries and recommendations.
• Reduce recruiter time spent on manual review.

Non-Goals:
• Fully replacing human hiring decisions.
• Conducting interviews or final selection autonomously.
• Handling end-to-end ATS functionality in MVP.

4. Functional Requirements

• Upload Job Description (text or PDF).
• Upload Candidate Resume (text or PDF).
• AI-based skill extraction and matching against JD.
• Generate match score (0–100).
• Provide strengths, missing skills, and concise summary.
• Recommend action: Interview / Consider / Reject.
• (Optional) Generate interview scheduling suggestion or email draft.

5. Human vs AI Responsibility

AI Responsibilities: Resume parsing, skill extraction, JD matching, scoring, and recommendation generation.

Human Responsibilities: Final hiring decision, bias review, cultural fit evaluation, and interview judgment.
The AI acts as a decision-support assistant, not an autonomous hiring authority.

6. Success Metrics

• Reduction in time spent on resume screening per role.
• Increase in shortlist accuracy (qualified candidates shortlisted).
• Faster turnaround time for candidate responses.
• Recruiter satisfaction and usability feedback.

7. Risks and Trade-offs

• Risk of biased or incomplete recommendations if resumes are poorly formatted.
• Keyword-based matching in MVP may miss semantic skill relevance.
• Over-reliance on AI without human oversight could impact hiring fairness.
• Trade-off between model accuracy and system simplicity for an MVP demonstration.

Time Consumption

Recruiters typically spend just 6-8 seconds on initial resume scans, yet reviewing 100-200 applications can take 6-18 hours per role due to high volumes like 250+ applicants per posting. This leads to rushed processes and overlooked talent, with total screening for high-volume roles consuming up to 83 hours manually.

Bias Issues

Manual screening introduces unconscious biases based on names, gender, age, or prestige, with studies showing preferences for White-associated names in 85% of cases and risks amplified by subjective judgments. These biases result in unfair outcomes and higher legal risks for organizations.

Inconsistent Shortlisting

Different recruiters apply varying criteria, leading to overlooked qualified candidates, misalignment between HR and managers, and prolonged time-to-hire. Vague standards exacerbate this, causing rework and poor collaboration in high-volume scenarios.

Key Statistics

Challenge	Statistic
Time per initial scan	6-8 seconds (up to 11.2s with tools)
Hours per 100 resumes	10-18 hours
Applicants per job	250+ average
Bias favoritism	85% for White names
Unqualified resumes	75-88%

Yes, talent acquisition (TA) managers face substantial challenges from high resume volumes and limited screening bandwidth, leading to burnout, delays, and lost talent in real-world workflows.blog.hyr-recruiter+1

High Volume Overload

Corporate job postings attract an average of 250 resumes, with only 2% advancing past initial screens amid "CV chaos" from AI-generated applications. TA teams handle 2000+ profiles per role, straining manual processes and extending time-to-hire to 27.5 days on average.

Bandwidth Constraints

Over 65% of recruiters report burnout symptoms, with 27% of TA leaders citing unmanageable workloads exacerbated by a 26% quarterly increase in applications. Limited capacity causes slower responses, with 60% of candidates abandoning lengthy processes, amplifying drop-offs up to 89% during prolonged screening.

Hiring Workflow Insights

Typical workflows involve influx management, manual parsing, and rushed prioritization, diverting time from strategic sourcing to admin tasks like data entry and scheduling. This results in fragmented tools, poor feedback, and reactive hiring, where TA managers scramble post-vacancy instead of forecasting gaps proactively.

Key Statistics

Metric	Statistic
Resumes per job	250 average (2000+ possible)
Advance rate	2% past first screen
Recruiter burnout	65%+ affected
Workload increase	27% unmanageable
Candidate drop-off	Up to 89%

AI plays a central role in modern resume screening by automating initial parsing, keyword matching, scoring, and filtering, handling high volumes that humans can't manage efficiently. Yes, it is mainly used for decision support in hybrid workflows rather than fully replacing recruiters, with 88% of companies adopting this approach for superior results.

Core AI Functions

AI parses resumes into structured data, matches skills to job descriptions, ranks candidates by fit percentage, and eliminates those missing must-haves like certifications or experience thresholds. This reduces screening time by up to 75-99% and boosts accuracy from 70% to 95%. Adoption is widespread: 87% of employers use AI in hiring stages, rising to 83% for resume reviews by 2025.

Hybrid Workflow Dominance

In practice, AI narrows 500 applicants to 40-60 top matches (top 10-12%) for human review, where recruiters assess soft skills, cultural fit, and context like career gaps. This hybrid model yields 53% interview-to-offer success (vs. 29% manual, 38-42% AI-only) and 89% 90-day retention. Recruiters override AI for nuances AI misses, like unconventional paths or leadership potential.

Why Not Full Replacement

AI struggles with human elements like creativity, bias detection, and strategic fit, lacking the judgment for intangibles or overrides on unique backgrounds. While 63% of recruiters see AI replacing traditional screening, it amplifies human roles by handling volume, allowing focus on relationships and quality hires.

Adoption Stats

Metric	Value
Companies using AI in hiring	87%
Projected resume AI use (2025)	83%
Hybrid model adoption	88%
Time savings	75-99%
Fortune 500 ATS use	99%

Human review remains essential in AI-powered hiring workflows to address AI's limitations in context, nuance, and ethics, ensuring fairer and more effective decisions.

Contextual Interpretation

AI often misses nuances like career gaps for valid reasons (e.g., family care) or transferable skills in unconventional paths, leading to false negatives on qualified candidates. Humans provide the judgment to recognize growth potential, leadership hints, or non-keyword competencies that rigid algorithms overlook.

Bias Detection and Fairness

While AI can perpetuate dataset biases, human oversight audits outputs, corrects disparities (e.g., TechCo's 12% diversity drop fixed via review), and upholds legal compliance. Recruiters flag patterns AI amplifies, boosting interviewee diversity from 38% to 55% in hybrid models.

Soft Skills and Fit

AI excels at data but can't assess cultural fit, empathy, body language, or intangibles like adaptability, which humans evaluate via interviews and holistic review. This layered approach yields 53% interview-to-offer rates (vs. 29% manual) and 89% retention.

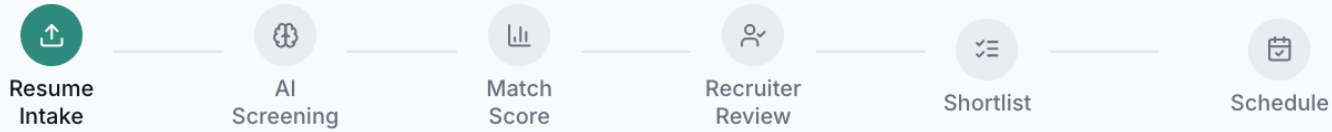
Workflow Safeguards

Hybrid processes use AI for volume reduction (e.g., 500 to 40 candidates), then human validation for final shortlists, documentation, and overrides—preventing "garbage-in, garbage-out" errors.

Key Limitations Addressed

AI Shortcoming	Human Role	Impact
False negatives	Spot overlooked talent	Higher quality hires
No nuance	Interpret gaps/skills	40% faster time-to-hire
Bias amplification	Audit and correct	Improved diversity
Lacks empathy	Assess fit/experience	Better retention

RecruitScreen



Job Description

Drop file here or browse

PDF, DOC, or TXT

Resume / CV

Drop file here or browse

PDF, DOC, or TXT

Analyze Candidate

RecruitScreen

Resume Intake — AI Screening — Match Score — Recruiter Review — Shortlist — Schedule

Job Description

Rajarshi Ghosh Infy.docx

Resume / CV

Rajarshi_Ghosh_Resume_old.docx

Analyze Candidate

RecruitScreen New Screening

Resume Intake — AI Screening — Match Score — **Recruiter Review** — Shortlist — Schedule

82

MATCH SCORE

Rajarshi_Ghosh_Resume_old.docx

Interview

AI Summary

Strong candidate with 6+ years of full-stack experience. Demonstrates solid proficiency in React, TypeScript, and Node.js — closely aligned with the role requirements. Leadership experience with a team of 4 engineers adds value for the senior-level position.

STRENGTHS

- 6 years React/TypeScript experience
- Led engineering team of 4
- Strong system design skills
- Open-source contributions

GAPS

- No AWS/cloud certification
- Limited GraphQL exposure

Shortlist | Hold | Reject

RecruitScreen New Screening

Resume Intake — AI Screening — Match Score — Recruiter Review — **Shortlist** — Schedule

MATCH SCORE

Rajarshi_Ghosh_Resume_old.docx

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- Limited GraphQL exposure

✓ Candidate shortlisted

Schedule Interview

RecruitScreen New Screening

Resume Intake — AI Screening — Match Score — Recruiter Review — Shortlist — **Schedule**

82

MATCH SCORE

Rajarshi_Ghosh_Resume_old.docx

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✓ Candidate shortlisted

Interview scheduling

Connect your calendar to send an invite automatically.

Connect Calendar

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```
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5-Minute Demo Script — Recruit-AI (Agentic Resume Screening Assistant)

0:00 – 0:30 | Introduction & Context

“Hello, today I will demonstrate *Recruit-AI*, an agentic AI assistant designed to support recruiters in screening large volumes of resumes efficiently while keeping the final decision fully human-controlled.

In many organizations, recruiters receive hundreds of resumes for a single job role. Manually reviewing each application is time-consuming and can lead to inconsistent evaluations and delayed hiring decisions. Recruit-AI addresses this by automating the initial screening stage while ensuring that recruiters remain in control of the final shortlist.”

0:30 – 1:15 | Step 1: Resume Intake

“Let’s begin with the first step in our workflow: Resume Intake.

Here, the recruiter uploads two inputs:

1. The Job Description for the open role
2. The Candidate’s Resume

These inputs represent the raw data that recruiters typically receive through job portals or email. Instead of manually reading each resume line by line, Recruit-AI prepares this information for automated analysis.

At this stage, no decisions are made by the system. It simply accepts the inputs and prepares them for structured screening.”

1:15 – 2:15 | Step 2: AI Screening

“Once the recruiter clicks ‘Analyze Candidate,’ the AI screening process begins.

The system performs three core tasks:

- It parses the resume content
- Extracts relevant candidate skills and experiences
- Compares them with the requirements listed in the job description

This is not a black-box decision. The AI is performing structured matching between what the job requires and what the candidate offers. The goal is to reduce the recruiter’s manual workload, not to replace their judgment.”

2:15 – 3:00 | Step 3: Match Score & Summary

“After screening, the system generates a Match Score on a scale from 0 to 100.

This score represents how closely the candidate’s skills align with the job description. Along with the score, the AI provides:

- A concise summary of the candidate’s strengths
- Any missing or weak skill areas
- A suggested recommendation such as ‘Interview,’ ‘Consider,’ or ‘Reject’

Importantly, this is only a recommendation. The system does not automatically shortlist or reject candidates. It simply presents structured insights to help the recruiter make an informed decision.”

3:00 – 4:00 | Step 4: Recruiter Review (Human-in-the-Loop)

“Now we reach the most important step: Recruiter Review.

Here, the recruiter evaluates the AI’s output. They can:

- Accept the recommendation
- Override it based on contextual judgment
- Add qualitative considerations such as cultural fit or unique project experience

This step ensures that the hiring decision remains fully human-controlled. The AI assists by reducing repetitive analysis, but the recruiter applies domain expertise and final judgment.

This human-in-the-loop design aligns with responsible AI usage in recruitment, preventing over-reliance on automated decisions.”

4:00 – 4:40 | Step 5: Shortlist Decision

“After reviewing the insights, the recruiter makes a shortlist decision.

If the candidate appears promising, they are marked as shortlisted. If not, the recruiter can reject the application. The key point is that the shortlist is created by the recruiter, not automatically by the AI.

This preserves fairness, contextual reasoning, and accountability in the hiring process while still benefiting from AI-assisted screening.”

4:40 – 5:00 | Step 6: Interview Scheduling & Closing

“Finally, once a candidate is shortlisted, the recruiter can optionally trigger interview scheduling.

This completes the workflow:
Resume Intake → AI Screening → Match Score → Recruiter Review → Shortlist → Schedule.

In summary, Recruit-AI does not replace recruiters. Instead, it acts as an intelligent assistant that accelerates resume screening, provides structured insights, and empowers recruiters to make faster, more consistent, and human-centered hiring decisions.

Thank you.”

Metrics, Impact & Business Viability — Recruit-AI

1. Key Success Metrics

Success will be evaluated using reduction in screening time, improvement in shortlist accuracy, faster recruiter response cycles, and overall recruiter satisfaction.

2. Screening Time Reduction

Automating parsing, skill extraction, and matching significantly reduces the manual effort required to review large volumes of resumes, improving recruiter productivity.

3. Shortlist Accuracy Improvement

Structured match scores and skill-gap analysis help surface the most relevant candidates, reducing misaligned interviews and improving hiring efficiency.

4. Faster Candidate Response Time

With automated initial screening, recruiters can respond more quickly to applicants, improving candidate experience and reducing drop-offs in the hiring funnel.

5. Recruiter Productivity Impact

By eliminating repetitive screening work, recruiters can focus on higher-value tasks such as interviews and stakeholder coordination, leading to better hiring outcomes.

6. Business Viability & Roadmap

The MVP focuses on the most critical bottleneck—resume screening—while allowing future expansion into scheduling automation and ATS integrations based on validated user demand.

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.

Phase 1 → Research Validation → (Perplexity)

Phase 2 → Frontend Generation → (Lovable)

Phase 3 → Agent Workflow JSON → (Chatgpt)

Phase 4 → Pitch Deck Creation → (Gamma)

Phase 5 → Demo Narrative → (ChatGPT)

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.

WHO WE SERVE

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

STRATEGIC SCOPE

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.

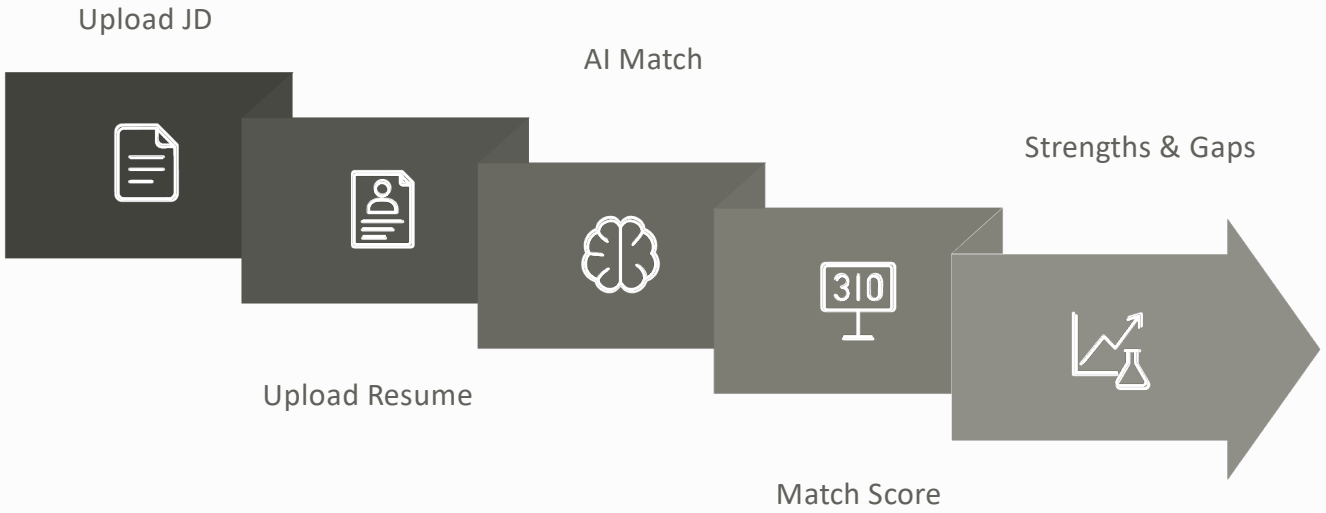
Full ATS in MVP

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

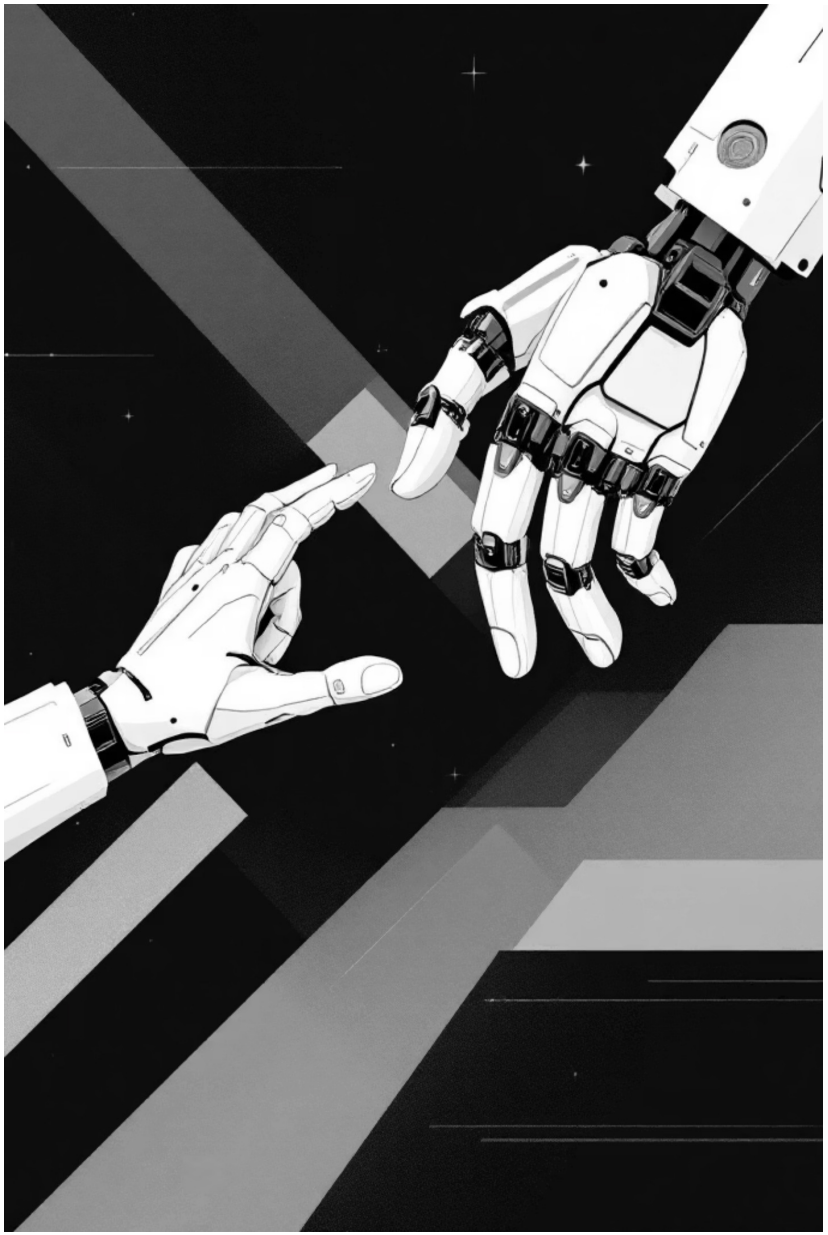
PRODUCT FLOW

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

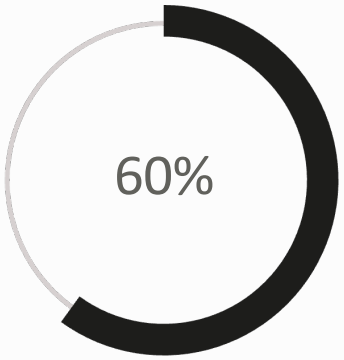
- Final hiring decisions
- Bias review & fairness oversight
- Cultural fit evaluation
- Interview assessment & judgment
- Candidate relationship management

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

MEASURING IMPACT

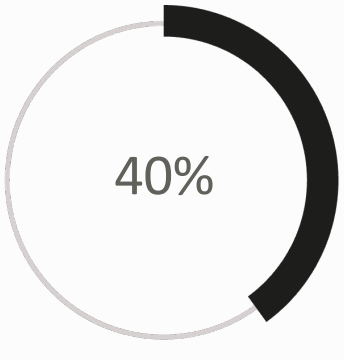
Success Metrics

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.



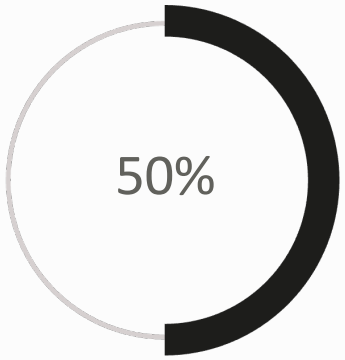
Screening Time Reduction

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

⚠ RISK ASSESSMENT

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.