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.