

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.”