00 EXECUTIVE OVERVIEW - AEROHIRE

Product Intent and Scope

AeroHire is a trust-first hiring intelligence platform. The core problem it addresses is that hiring decisions are often made from disconnected systems: one system parses resumes, another runs tests, and another stores interview notes. This disconnect makes decisions harder to justify and easier to dispute.

The implemented scope includes candidate onboarding, resume parsing, multi-part assessment, integrity telemetry, explainable AI recommendations, recruiter workflow controls, and candidate-facing status transparency.

This is a working proof-of-concept with real API wiring and observable behavior, not a static prototype. The system can produce different recommendation outcomes based on measurable input changes.

Core Principles

1. Explainability over black-box scoring: decisions include evidence references so recruiters can audit why a recommendation was produced.

2. Multi-signal decisioning: resume claims are not accepted at face value and are compared against test performance and integrity behavior.

3. Operational pragmatism: deterministic fallback logic exists when model services fail, preventing blocking failures in the recruitment flow.

4. Candidate transparency: recruiter decision notes are visible in candidate status view, reducing communication opacity.

What to Show in Demo

A. HIRE path: high technical + behavioral + acceptable integrity + baseline alignment.

B. REVIEW path: strong technical but incomplete behavioral evidence or mixed profile.

C. NO_HIRE path: integrity override or severe mismatch conditions.

These three paths demonstrate that recommendations are not hardcoded and that decisioning is policy-aware.

Business Value

For recruiters: faster shortlisting with justifiable risk visibility.

For hiring managers: clear linkage between candidate claims and measured outcomes.

For candidates: improved trust via transparent pipeline status and decision communication.

For organizations: a base architecture that can evolve into policy-governed enterprise hiring infrastructure.