

RFC-001: Tech Recruiter Prep AI

Status: In Review | Author: Sara Kashani Bozorg | Date: 2026-02-13

1. Overview

Tech Recruiter Prep AI is a single-page Streamlit application that generates structured first-round technical recruiter screening questions and concise recruiter-ready answers using OpenAI models.

2. Goals

- Accept inputs: Job Title, Job Description, Level, Company Type (Startup/Enterprise), Resume (PDF).
- Generate exactly 10 recruiter-style screening questions.
- Return structured output: Question, Intent, Concise Answer, Follow-Up.
- Allow model selection (GPT-4.1, 4.1 mini/nano, 4o, 4o mini).
- Allow creativity tuning via temperature.
- Enforce strict anti-fabrication guardrails.

3. Architecture

User Inputs → Resume Extraction → Prompt Builder → OpenAI API → Output Parser → Streamlit Render

4. Components

- UI Layer: Collects inputs, provides model + creativity controls, renders collapsible Q&A; sections.
- Resume Processor: Extracts raw text from PDF.
- Prompt Builder: Applies selected system prompt + guardrails (Zero-shot, Few-shot, CoT, Persona, Rubric).
- OpenAI Layer: Executes model call with configurable model and temperature.
- Output Parser: Enforces fixed 10-category schema.

Fixed Output Schema

Each generation must return: Question, Intent, Concise Recruiter-Ready Answer, Follow-Up Question.
Across 10 categories: Background | Motivation (Role & Company) | Alignment | Impact | Communication | Problem-Solving | Strength & Weakness | Career Path | Logistics.

5. Security

Strict no-fabrication policy. Outputs must align with the uploaded resume. Requests to invent experience are refused.