# AI-Assisted Recruiter Decision Support Platform

**Product Case Study | Human in the Loop AI for Hiring Decisions**

This document presents a comprehensive product case study for an AI-assisted recruiter decision support platform. The system is designed to augment recruiter judgment, not replace it but by combining structured AI evaluation with explicit human oversight. This document reflects end-to-end product thinking across problem discovery, UX, system design, metrics, and roadmap.

The materials below demonstrate the full lifecycle of product development: identifying a high-friction hiring problem, designing a responsible AI-assisted workflow and defining measurable outcomes aligned with recruiter trust and business impact.

# 1. Problem Framing & Product Definition

**What this covers:**

- Clear articulation of the recruiter pain points in high-volume screening
- Jobs-to-be-Done framing and user context
- Explicit assumptions, constraints, and risks of AI in hiring
- Success metrics focused on efficiency *and* decision confidence

**Link:**
📄 **Problem_statement**

# 2. Product Pitch Deck

**What this covers:**

- Problem severity and market relevance
- Why existing screening tools fail recruiters
- Solution overview with human in the loop positioning
- Value proposition for recruiters and hiring teams
- Expected business and productivity impact

**Link:**
📕 **Recruit-AI.pdf**

# 3. UX Design & Wireframes

**What this covers:**

- Recruiter-first workflow design
- Transparency of AI outputs and reasoning
- Clear separation between AI recommendation and human decision
- Interaction patterns that reduce cognitive load

**Link:**
📄 Wireframes

# 4. Backend Agent Workflow & AI Architecture

**What this covers:**

- System-level design of the AI evaluation agent
- Guardrails to prevent overreach or hallucinated certainty
- Structured outputs optimized for recruiter interpretation

**Link:**
📄 Backend_workflow

**Agent Logic Summary:**

- Ingests Job Description and Resume as primary inputs
- Constructs a constrained, role-aware evaluation prompt
- Separately evaluates:
    - Mandatory core skill alignment
    - Transferable and adjacent skills
    - Risk signals and uncertainty
- Produces deterministic, structured JSON output:
    - Composite score
    - Fit classification
    - Rationale summary
    - Recommendation (non-binding)

*The system is explicitly designed so that accountability remains with the recruiter.*

# 5. Success Metrics & Product Roadmap

**What this covers:**

- Quantitative and qualitative measures of product success
- Metrics tied to recruiter productivity and trust
- Forward looking roadmap grounded in realistic adoption constraints

**Public Link:**
📄 **Success_metrics**