

Recruit-AI

AI should reduce decision fatigue, not replace human judgment.



Slide 1

The Hidden Cost of Hiring

Recruiters don't struggle to read resumes

They struggle with decision fatigue

Every candidate requires justification, risk assessment, and accountability

Existing AI tools optimise for speed, not mental load

Key insight: The bottleneck is **cognitive effort**, not screening speed.

Why Existing AI Hiring Tools Fail

Automation Without Trust



Keyword matching ≠ hiring readiness



Black-box scores reduce confidence



Full automation removes recruiter agency

- Observation:** When AI makes the decision, recruiters disengage.

Our Core Design Principle

AI as Support, Not Authority

- AI never makes the final decision
- Recruiter remains the decision approver
- Responsibility stays human
- Trust increases when control is preserved

Principle: From *AI decision-maker* → AI decision support



The Recruit-AI Solution

How Recruit-AI Thinks

Recruit-AI evaluates candidates using three lenses:

Mandatory skill match
(core requirements first)

Transferable & growth
potential

Risk-aware filtering
when information is unclear

Output is intentionally simple:

- Score (0–100)
- Fit type
- Short summary
- Recommendation

Final decision always remains with the recruiter.

The Working Prototype

Proof, Not Promises



End-to-end working system



Frontend → Backend → AI → Structured output



Supports text and PDF resumes



Handles AI failures and quota limits gracefully

Key learning: Reliability and transparency matter more than perfection.

Technical Architecture Built for Real-World Constraints

Recruit-AI

AI-assisted screening. Final decision stays with Sarah.

Job Description

Paste job description here...

Resume (Text)

Paste resume text here...

Or upload Resume (PDF)
 Choose file No file chosen

Analyze Candidate



Lightweight frontend for focus

FastAPI backend for clarity and speed

LLM constrained by strict JSON output

Human-in-the-loop by design

Design choice: Explainability over clever automation.

Roadmap Informed by Reality

What Comes Next



Short term

- Skill breakdown visibility
- Risk flags for missing information



Mid term

- Batch candidate screening
- Recruiter notes and overrides



Long term

- Hiring decision analytics
- Bias and consistency auditing

Measuring Success

What We Actually Measure



Time to confident decision



Reduction in decision fatigue



AI recommendation approval rate



Override frequency (trust signal)

Ultimate goal: Recruiters feel less drained at the end of the day.