Human Resource (HR) – Recruitment Process

Problem Definition:

In mid-to-large-sized organizations, the recruitment process is often slow and inefficient due to:

- Manual screening of hundreds of resumes
- Delays in shortlisting candidates
- Inconsistent communication with applicants
- Human bias in initial selection stages

This results in longer hiring cycles, higher recruiter workload, and poor candidate experience.

Proposed AI Agent: TalentMatch AI Recruiter

Role and Capabilities:

The **TalentMatch AI Recruiter** is an intelligent agent integrated with the company's HR portal and Applicant Tracking System (ATS). It performs the following tasks:

- Automated resume screening based on job criteria
- Ranked shortlisting using skill-experience matching
- Chat-based pre-interviews to assess communication and intent
- Bias reduction by anonymizing resumes (removing name, gender, photo)
- Interview scheduling via calendar sync with HR team

Interactions:

- Candidates interact through a chat interface or email
- Recruiters view top-ranked candidates using a dashboard that includes AI-generated insights

Measurable Impact:

1. **Hiring Time Reduction:**
   Average hiring time reduced from 30 days to 12 days
2. **Recruiter Productivity Boost:**
   Each recruiter can now screen five times more resumes daily
3. **Improved Candidate Experience:**
   40% increase in positive feedback on the application process

Bonus: User Interaction Sketch (Text + Dashboard)

Candidate Chat Interface:

"Hi Pooja! Thanks for applying for the Data Analyst role.
Let's get started with a few quick questions.

Q1: Do you have experience with Python or R?"
"Yes, 2 years with Python."
"Great! Based on your profile, you're a strong match. We'll be in touch soon."

Recruiter Dashboard View:

- **Position:** Data Analyst
- **Top Candidates:** Pooja Singh (#1), Parul Verma (#2)
- **AI Notes:** Python ✓ | SQL ✓ | Communication Score: High