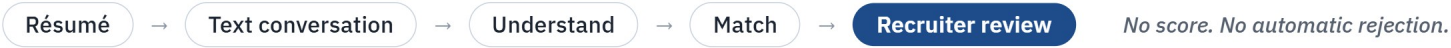


The gap wasn't missing technology.

It was missing design.

AI recruiting platforms already offer conversational screening, matching, automated follow-up and candidate engagement. I found tools that do many of these things well.

I did not find one built around the exact screening architecture I wanted to evaluate, so I designed around the problem instead of fitting the problem into an existing workflow.



PROBLEM 01

Find good candidates you might otherwise screen out.

A résumé can show credentials without showing potential. Someone from hospitality may already handle difficult people, document a shift and represent a client professionally. A warehouse lead may bring experience that transfers directly to a lead-officer role.

The conversation looks for that evidence instead of assuming a missing title or keyword means a poor fit.

Transferable experience

Potential beyond credentials

Fit across multiple openings

PROBLEM 02

Keep strong candidates you might otherwise lose.

Candidates are evaluating the employer at the same time. An apparent mismatch in pay, schedule, location or role type may be a dealbreaker—or it may not be what matters most.

The conversation learns what the candidate actually wants, shares relevant facts about the available work, and checks whether a match still exists before the process ends.

Immediate engagement

Understand true priorities

Surface relevant value

WHAT IS DIFFERENT ABOUT THE DESIGN

LOW FRICTION Résumé, mobile number and permission to text. Nothing already known is asked again.	IMMEDIATE ENGAGEMENT The conversation can begin as soon as the candidate applies.	CANDIDATE-FIRST DISCOVERY The résumé starts the conversation. It does not determine the outcome.
MATCHING, NOT JUST FILTERING Looks across available positions, not one requisition.	UNKNOWN ≠ POOR A gap, short stay or missing credential stays unknown until clarified.	HUMAN DECISION No score. No automatic rejection. The system gathers evidence. The recruiter decides.

WHAT TO LOOK FOR WHEN YOU TRY IT

- ☐ Does it discover useful information the résumé did not show?
- ☐ Does it recognize transferable experience without stretching the evidence?
- ☐ Does the conversation feel natural rather than like a form delivered by text?
- ☐ Does it understand what matters to the candidate before treating a mismatch as final?
- ☐ Are its potential matches supported by evidence?
- ☐ Can you understand why it asked what it asked?
- ☐ Does it leave the hiring decision where it belongs—with the recruiter?

THE REASONING IS REVIEWABLE

Along with the recruiter report, the prototype produces a separate **Screening Rationale** showing:

- What the system noticed
- Why it asked
- What the answer clarified
- What remained unknown

The full detail is in the prototype.

THE POINT

The advantage is not necessarily having technology nobody else has. Existing platforms already contain many of the capabilities demonstrated here.

The question is whether those capabilities are organized around the specific problem the employer needs to solve.

That is the gap customization is meant to address.