ASK PETER™

AI – RECRUTING CO-PILOT

PREPARED BY

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ANIRBAN DATTA

INTRODUCTION

This document proposes Ask Peter - AI Recruiting Co-pilot, an AI-driven talent search algorithm aimed at enhancing the time-to-hire metric by over 30%. Leveraging Microsoft's OpenAI model and associated technologies, our goal is to develop a solution that optimizes the talent acquisition process through advanced artificial intelligence.

EXECUTIVE SUMMARY

Ask Peter - AI Recruiting Co-pilot seeks to revolutionize recruitment by automating candidate sourcing, screening, and selection using Microsoft's tech stack, including Azure AI and Azure Machine Learning. By integrating AI across these stages, our solution targets a significant reduction in time-to-hire, enhancing efficiency and cost savings for organizations.

Problem Statement: Traditional talent search and recruitment processes are often slow and resource-intensive, impacting organizational productivity. Manual screening methods can introduce biases, resulting in suboptimal hiring decisions.

Objective: The primary objective of Ask Peter - AI Recruiting Co-pilot is to reduce the time-to-hire metric by over 30% while improving candidate quality and diversity. Goals include automating sourcing and screening processes, enhancing matching accuracy, and mitigating biases in candidate evaluation.

Proposed Solution: Ask Peter - AI Recruiting Co-pilot will utilize Microsoft's Azure AI and Azure Machine Learning services alongside advanced machine learning and natural language processing techniques. Key components include:

- Automated candidate sourcing and data preprocessing using Azure Data Factory
- AI-powered resume screening and candidate assessment with Azure Cognitive Services
- Personalized candidate matching based on job requirements using Azure Machine Learning

Development Methodology:

- Data collection, preprocessing, and storage using Azure Data Lake
- Model training for candidate screening and matching using Azure Machine Learning Studio
- Algorithm development and integration into existing recruitment systems
- Testing and validation using historical and real-time data sets
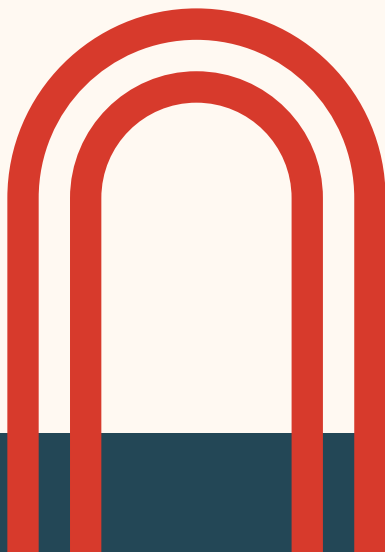
MILESTONES

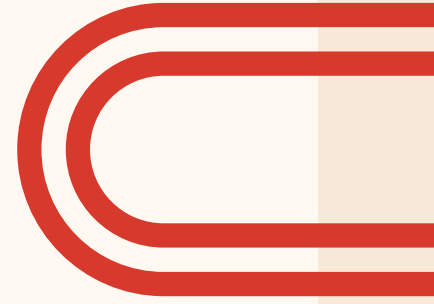**WEBSITE – MARKETING**

READY TO LAUNCH
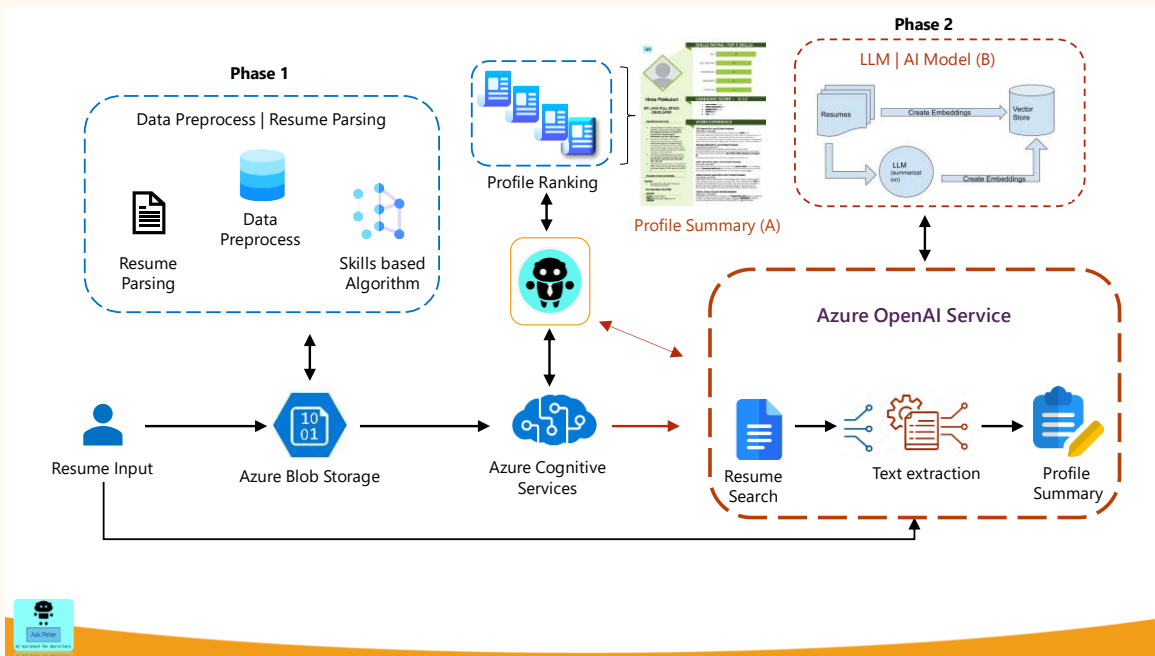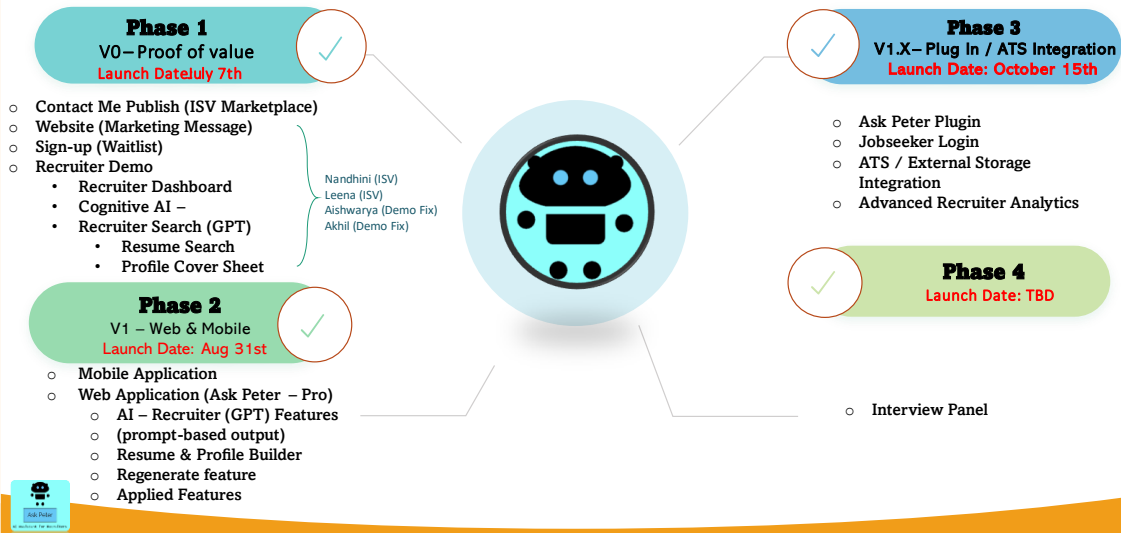
DEMO VERSION

READY TO LAUNCH

PHASE 1

OCT/NOV - 2024

ARCHITECTURE

Modules | Features

Phase 1
V0 – Proof of value
Launch Date July 7th

- o Contact Me Publish (ISV Marketplace)
- o Website (Marketing Message)
- o Sign-up (Waitlist)
- o Recruiter Demo
  - Recruiter Dashboard
  - Cognitive AI –
  - Recruiter Search (GPT)
    - Resume Search
    - Profile Cover Sheet

Nandhini (ISV)
Leena (ISV)
Aishwarya (Demo Fix)
Akhil (Demo Fix)

Phase 2
V1 – Web & Mobile
Launch Date: Aug 31st

- o Mobile Application
- o Web Application (Ask Peter – Pro)
  - o AI – Recruiter (GPT) Features
  - o (prompt-based output)
  - o Resume & Profile Builder
  - o Regenerate feature
  - o Applied Features

Phase 3
V1.X – Plug In / ATS Integration
Launch Date: October 15th

- o Ask Peter Plugin
- o Jobseeker Login
- o ATS / External Storage Integration
- o Advanced Recruiter Analytics

Phase 4
Launch Date: TBD

- o Interview Panel

Phase 1

Data Preprocess | Resume Parsing

- Resume Parsing
- Data Preprocess
- Skills based Algorithm

Profile Ranking

Profile Summary (A)

Phase 2

LLM | AI Model (B)

Resumes — Create Embeddings — Vector Store
LLM (summarization) — Create Embeddings

Azure OpenAI Service

Resume Input → Azure Blob Storage → Azure Cognitive Services → Resume Search → Text extraction → Profile Summary

CONCLUSION

In conclusion, the integration of Ask Peter - AI Recruiting Co-pilot powered by Microsoft's Azure AI and Azure Machine Learning services offers a transformative solution to the challenges posed by traditional recruitment processes. By automating sourcing, screening, and matching tasks, the system not only aims to significantly reduce time-to-hire by over 30% but also strives to enhance candidate quality and diversity while mitigating biases. This approach not only promises to streamline operations and improve organizational productivity but also underscores a commitment to leveraging advanced technology for fairer, more effective hiring outcomes in today's competitive landscape.

TAKEAWAY #1

Significant Productivity Enhancement: Utilizing Azure AI and Machine Learning, the solution aims to improve recruiting productivity by 5 to 10 times compared to traditional methods. Automated sourcing, screening, and candidate matching processes streamline workflows, allowing organizations to handle a larger volume of candidates efficiently.

TAKEAWAY #2

Accelerated Time-to-Hire: By leveraging advanced technologies, Ask Peter - AI Recruiting Co-pilot targets a 30% reduction in time-to-hire. Automated resume screening and AI-driven candidate assessment expedite the selection process, enabling quicker onboarding of qualified candidates.

TAKEAWAY #3

Bias Reduction and Diversity Enhancement: The solution integrates AI-powered tools to mitigate biases in candidate evaluation, promoting fairer and more objective recruitment practices. This approach not only enhances hiring efficiency but also improves candidate diversity by ensuring equitable evaluation and selection based on merit and job fit.