



AI Interview Analyzer — Product Information

Version 1.0.0 | March 2026 | AI Interview Analyzer Sp. z o.o.

Version: 1.0.0 | **Date:** March 2026 | **Provider:** AI Interview Analyzer Sp. z o.o., Warsaw, Poland

1. Product Overview

AI Interview Analyzer is a SaaS platform that helps recruiters make better hiring decisions through AI-powered interview analysis. Available as a Windows desktop application and a web portal, it provides objective, evidence-based candidate evaluation.

How It Works

- 1. Prepare & Record** — Upload a job description and CV. AI generates evaluation criteria and interview questions. Record directly in the app, upload audio files, or paste existing transcripts.
- 2. AI Analysis & Scoring** — AI transcribes audio with speaker diarization, extracts Q&A; from transcripts, matches answers against recruiter-defined criteria, and provides scored assessments with evidence quotes from the transcript.
- 3. Feedback & Comparison** — Generate AI-assisted feedback for candidates. Compare multiple candidates with per-criterion ranking matrix. Export PDF reports.

Key Features

- **Live Recording** — Dual-channel audio with real-time monitoring
- **Smart Transcription** — Azure Speech Services with speaker diarization, 24 EU languages
- **AI Scoring** — Evidence-based assessments against job requirements (1-10 scale)
- **Candidate Comparison** — Overall ranking and per-criterion comparison matrix
- **AI-Assisted Feedback** — Structured, bias-aware candidate feedback with safety guardrails
- **Consent Management** — Automated candidate consent flow (GDPR-compliant)
- **24 EU Languages** — Full interface, transcription, and analysis support
- **GDPR Compliant** — Consent flow, configurable data retention, right to deletion
- **EU AI Act Ready** — Human-in-the-loop design, transparency, no prohibited practices

2. Architecture

Platform Components

Component	Technology	Purpose
Desktop App	Windows 10/11, PyQt6	Full platform: recording, transcription, analysis, billing, team management
Web Portal	Next.js, React	Full platform: same features as desktop, accessible from any browser
API	FastAPI, Python	Business logic, AI pipeline, authentication
Database	PostgreSQL	Users, organizations, interviews, credits, payments
File Storage	Azure Blob Storage	Audio files, CVs, reports, legal documents

Azure Infrastructure

All infrastructure runs on Microsoft Azure with EU data residency:

Resource	Region	Purpose
Azure OpenAI (GPT)	Sweden Central (EU)	Interview analysis, scoring, feedback generation
Azure Speech Services	West Europe	Audio transcription, speaker diarization
PostgreSQL Flexible Server	West Europe	Application database
Azure Blob Storage	West Europe	File storage (private + public containers)
Azure App Service	West Europe	API and Web hosting
Azure Communication Services	Global	Email delivery (consent, notifications)
Azure Key Vault	West Europe	Secrets management
Azure Front Door	Global	CDN for downloads and legal documents
Application Insights	West Europe	Monitoring and observability

Network Security

- Virtual Network (VNet) isolates database and storage from public internet
- Private Endpoints ensure internal traffic never crosses public networks
- VPN Gateway for secure administrative access
- Cloudflare CDN/WAF for DDoS protection and SSL termination
- All data encrypted in transit (TLS 1.2+) and at rest (AES-256)

Authentication

- Microsoft Entra ID (Azure AD) single sign-on
- Google OAuth 2.0 SSO
- Email/password with verification
- JWT-based API authentication

3. AI Transparency

Classification

AI Interview Analyzer is classified as a **high-risk AI system** under the EU AI Act (Regulation 2024/1689), Annex III, Area 4a — Employment and access to self-employment.

AI Models Used

Function	AI Service	Provider
Speech-to-text transcription	Azure Speech Services	Microsoft Azure (EU)
Interview analysis and scoring	GPT-5.4 / GPT-5.2	OpenAI via Microsoft Azure (EU)
Feedback generation	GPT-5.4 / GPT-5.2	OpenAI via Microsoft Azure (EU)

Data residency: All AI processing occurs within the EU (West Europe and Sweden Central regions).

Training on customer data: No. Azure OpenAI does not use customer data for model training.

What AI Evaluates

- Technical knowledge (based on recruiter-defined criteria)
- Problem-solving ability (against specific questions)
- Communication clarity (substance of answers)
- Any recruiter-defined criterion with a clear definition

What AI Does NOT Evaluate

- Personality type or "cultural fit"
- Emotional state or tone of voice
- Accent, gender, age, or ethnicity
- Physical appearance or body language
- Anything not explicitly defined as a criterion by the recruiter

Human Oversight

- AI is advisory only — recruiters make all hiring decisions
- Recruiters define evaluation criteria and weights
- Recruiters review and can edit all AI outputs before use
- Transcripts are editable before AI analysis
- Feedback is a draft — recruiter approves before sending

Safety Measures

Measure	Details
Evidence-based scoring	Every AI score includes transcript references
Anti-bias design	Candidate names excluded from evaluation context
Anonymous feedback safety	3-layer protection: architectural isolation + adversarial testing (349 tests, 100% safe) + AI guardrail validation
Transparency	Consent flow, emails, and UI clearly state AI involvement
Automated testing	1,200+ automated tests across all components

Known Limitations

1. Transcription accuracy varies with audio quality, accents, and background noise
2. AI scores may vary ± 1 point between runs (inherent to language models)
3. AI may rarely cite evidence not exactly matching the transcript
4. Verbal content only — non-verbal communication is not assessed
5. Evaluation quality depends on specificity of recruiter-defined criteria

4. Data Protection & GDPR

Principles

AI Interview Analyzer is designed with privacy by design and privacy by default. All data processing complies with GDPR (Regulation 2016/679) and applicable national data protection laws.

Candidate Consent Flow

Before any recording or AI analysis, candidates must provide explicit consent via automated email. The consent process:

6. Candidate receives email explaining data collection, AI usage, and rights
7. Candidate confirms or declines consent (with recorded timestamp, IP, policy version)
8. No recording can start without verified consent
9. Candidates can withdraw consent at any time

Data Retention

- Configurable per organization (default: 365 days from decision date)
- All candidate interview data deleted together when retention expires
- Candidates can request immediate deletion at any time
- GDPR deletion logs retained for 3 years

Data Subject Rights

Full support for GDPR Articles 15-22:

- Right to Access — request a copy of all personal data
- Right to Rectification — correct inaccurate data
- Right to Erasure — "right to be forgotten"
- Right to Restriction — limit processing
- Right to Portability — receive data in machine-readable format
- Right to Object — withdraw consent at any time
- Right to Explanation — understand how AI was used in evaluation

Data Security

Data	Protection
Interview data (audio, transcripts, reports, CVs)	AES-256 at rest, TLS 1.2+ in transit, private blob storage
User passwords	bcrypt hashed, never stored in plain text
Payment data	Stripe handles all card data (PCI DSS compliant)
Consent records	Stored with timestamp + IP, deleted with candidate data

International Transfers

All data processing occurs within the European Union. No personal data is transferred outside the EU/EEA. Sub-processors (Microsoft Azure, Stripe) maintain EU data residency.

5. Pricing

Subscription Plans

Plan	Price	Credits/mo	Interviews/mo (upload)
Free	EUR 0	50 (one-time)	1
Basic	EUR 49/mo	240	~6
Standard	EUR 149/mo	960	~24
Enterprise	EUR 999/mo	8,000	~200

All plans include identical features. Enterprise adds ATS integration with 40+ systems.

Interview Modes & Credit Usage

Mode	Credits per 60 min	Description
Transcript provided	20	Customer provides existing transcript
Audio upload	40	We transcribe uploaded recording
Live recording	80	Real-time transcription + live AI hints

Credit Top-Up Packs

Pack	Price	Credits
Starter	EUR 19	80
Basic	EUR 49	240
Standard	EUR 149	960
Enterprise	EUR 499	4,000
Mega	EUR 999	10,000

All credits accumulate (no monthly reset). Valid for minimum 12 months from purchase.

Enterprise Extras

- ATS integration with 40+ systems via Kombo.dev (Workday, Greenhouse, Lever, BambooHR, and more)

- 99.5% SLA
- Unlimited team members
- Dedicated support and onboarding

6. Compliance Summary

Regulation	Status	Details
EU AI Act (2024/1689)	Compliant	High-risk classification, Articles 8-15, 17, 47
GDPR (2016/679)	Compliant	Consent pipeline, data retention, DPA, rights support
EU Data Residency	Yes	All data in EU (West Europe, Sweden Central)

Available Legal Documents

- Privacy Policy (24 EU languages)
- Terms of Service (24 EU languages)
- Data Processing Agreement / DPA (24 EU languages)
- AI Transparency Card (24 EU languages)
- EU Declaration of Conformity (24 EU languages)
- User Documentation / How AI Works (24 EU languages)
- Cookie Policy (24 EU languages)

All documents available at: <https://aiinterviewanalyzer.com/legal>

7. Technical Requirements

Desktop Application

- **OS:** Windows 10/11 (64-bit)
- **RAM:** 4 GB minimum, 8 GB recommended
- **Storage:** 500 MB for installation
- **Audio:** Microphone for live recording
- **Network:** Internet connection required
- **Installation:** MSI installer with auto-update

Web Application

- **Browser:** Chrome 90+, Edge 90+, Firefox 90+, Safari 15+
- **Network:** Internet connection required

8. Support & Contact

- **Website:** <https://aiinterviewanalyzer.com>
- **Contact:** <https://aiinterviewanalyzer.com/contact>
- **Email:** contact@aiinterviewanalyzer.com
- **Legal entity:** AI Interview Analyzer Sp. z o.o., ul. Kaliny Jedrusik 6/53, 01-748 Warsaw, Poland

This document is provided for informational purposes as part of the Azure Marketplace listing for AI Interview Analyzer.

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