



Athmick

Autonomous Recruiter Agent - AuRA

Digital Recruiter for Enterprise Hiring

Challenges



Enterprise hiring today is constrained by:

- Recruiting Still Scales Only With Headcount
- Most Recruiter's Work Is Operational, Not Strategic
- Recruiting Is Still Tool-Centric, Not Work-Centric
- Interviews are constrained by human availability
- Recruiting Decisions Are Hard to Audit
- Cost of TA Is Rising Faster Than Quality
- Linear scaling challenges

The result?

Recruiting stays human-scaled in a machine-speed business world —dependent on individual effort and increasingly unable to meet pressures on cost, speed, and governance.



We introduce **Recruiter Agents** – autonomous digital recruiters that independently perform recruiting operations under senior supervision.

Recruiter Agents don't just assist — they perform end- to-end work

Fit into your existing workflows and tools seamlessly

True digital labour that
scales hiring capacity
on demand



What is a Recruiter Agent?

A Recruiter Agent is an autonomous AI worker that handles the full lifecycle of a Junior Recruiter — From job requirement intake to shortlist delivery.

- | | |
|---|--|
|  Job Requirement Intake
Con conversationally finalizes job descriptions and evaluation criteria with hiring managers |  Candidate Sourcing
Sources profiles through employee referrals, internal database and sourcing agency channels (ONLY for now) |
|  Precision Screening
Screens resumes against criteria with highest precision and reaches out to qualified candidates |  Candidate Conversations
Conducts information gathering and interest gauging conversations autonomously |
|  Technical Interviews
Conducts L1 technical interviews and generates structured evaluation reports |  Reporting & Tracking
Sends shortlists to hiring managers, tracks progress, and makes timely escalations/Notifications/alerts |

Works seamlessly inside: Web, Email, Teams, and your existing collaboration tools



Recruiter Agent Capabilities

✓ What Agents CAN Do

- JD intake, clarification, and finalization of evaluation criteria
- Sourcing through employee referrals and agency channels
- High-precision resume screening
- Candidate outreach and engagement
- HR screening conversations
- L1 technical interviews with proctoring
- Structured scoring and evaluation
- Shortlist creation and hiring manager reporting
- Auto progression of stages and intermediate decisioning
- Complete workflow visibility

✗ What Agents CANNOT Do

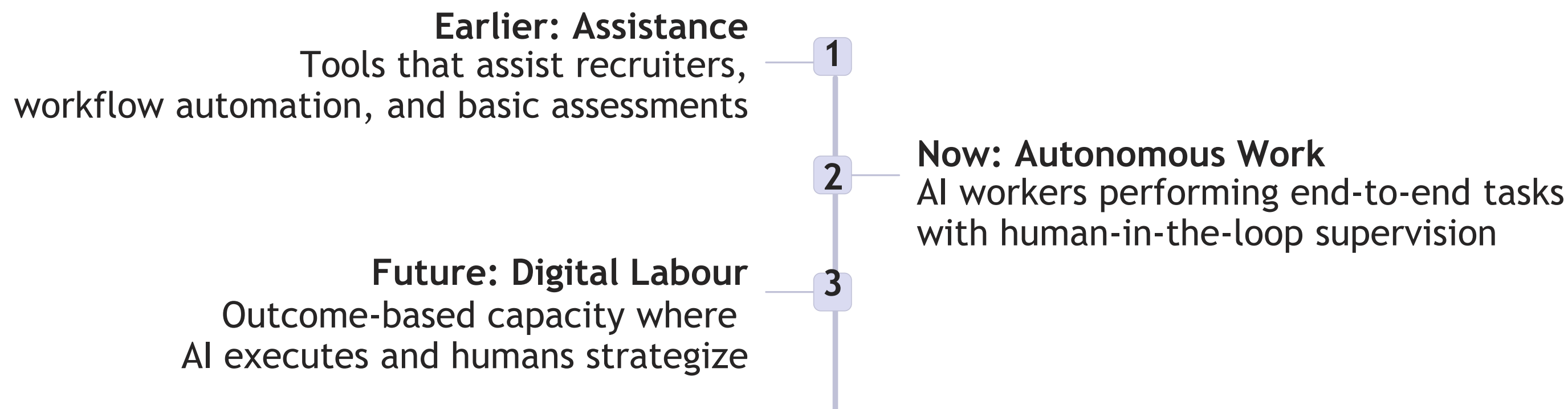
- Direct job board integration (coming soon)
- Final hiring decisions
- Offer negotiation
- Background check verifications
- Stakeholder politics navigation
- Complex relationship management
- Exception handling requiring judgment

Key principle: Recruiter Agents replace end-to-end execution with senior recruiter oversight and override capabilities.



Why Recruiter Agents - Why Now:

The workforce is evolving from **people + tools** to **people + AI workers**. Organizations across industries are adopting AI workforce for roles work with structured decisions, repeatable processes.



AI Maturity

Large language models now understand roles, skills, and conversational context



Speed Imperative

Enterprises need faster hiring with leaner recruiting teams



Cost Pressure

Interview capacity is a bottleneck and recruitment budgets are constrained

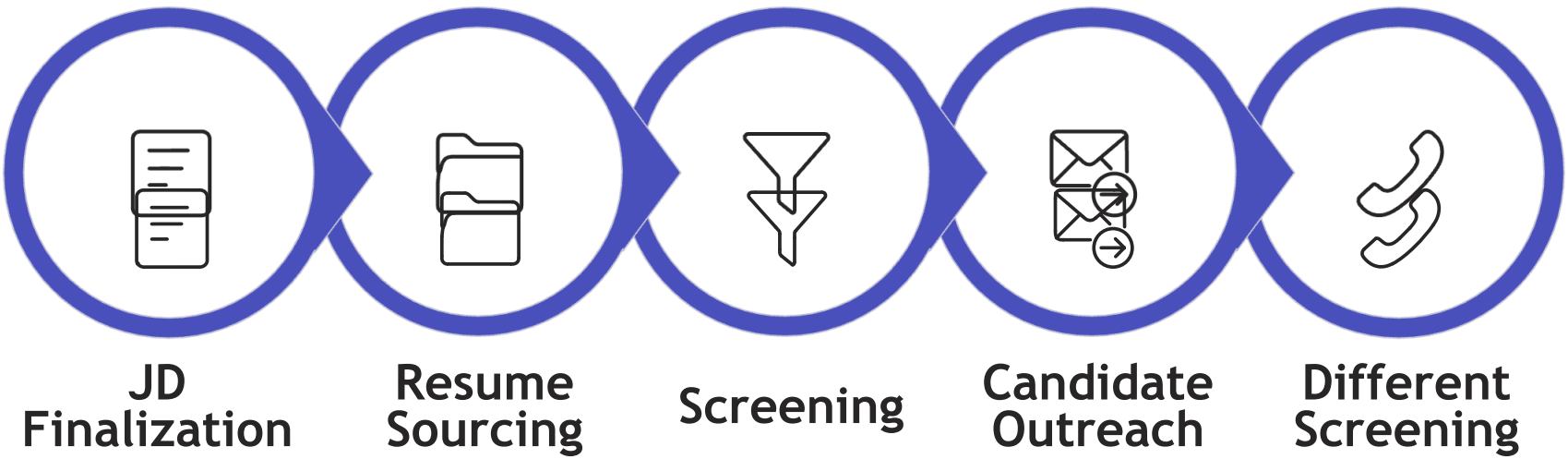


Governance Ready

AI governance and human-in-the-loop models are mature and proven



How the flow works



The Recruiter Agent operates autonomously across the entire hiring lifecycle, from job description intake to candidate shortlisting.

01

Role Assignment

Hiring manager describes role via collaboration tool or senior recruiter assigns role to agent

03

Resume Sourcing

Agent collects resumes via employee referrals and/or pre-defined sourcing agency channels via email

05

Initial Conversations

Agent conducts HR screening calls to assess fit and gauge interest

07

Evaluation & Shortlisting

Agent evaluates performance, generates reports, and sends shortlist to hiring manager

02

JD Finalization

Agent finalizes job description and assessment criteria conversationally with hiring manager

04

Automated Screening

Agent screens resumes and reaches out to qualified candidates automatically

06

Technical Interviews

Agent conducts L1 technical interviews for candidates meeting screening criteria

08

Follow-up & Escalation

Agent seeks feedback after 48 hours and escalates or moves to next role based on response



Capacity Definition :

Standard Hiring POD



- Supports continuous, parallel progression of up to ~20–25 active roles

Referral Intelligent Module (ONLY available with Pro POD)



- AI driven Referral Intake
- Referral Prioritization
- Automated referral engagement
- End-to-End Referral Workflow
- Real time Referrer updates

Pro Hiring POD



- Supports continuous, parallel progression of up to ~20–25 active roles

NEXT SUGGESTED STEPS – PILOT for a quarter –

1. Identify 20 - 50 roles that can be handled by AI Agent
2. Create Job Descriptions and Assign the identified roles to AuRA - Agent
3. Avoid any steps that might require additional IT setup during pilot. For e.g – Referrals through Teams, Integration to publish JD/Automatically receiving resumes (beyond sourcing agencies and referrals via emails) or receiving referrals directly from the portal OR any ATS/HRMS integrations
4. Monitor weekly progress, 15 minutes check point call each week
5. Measure the ROI at the end of one quarter and plan for scaling up accordingly



Contact Us



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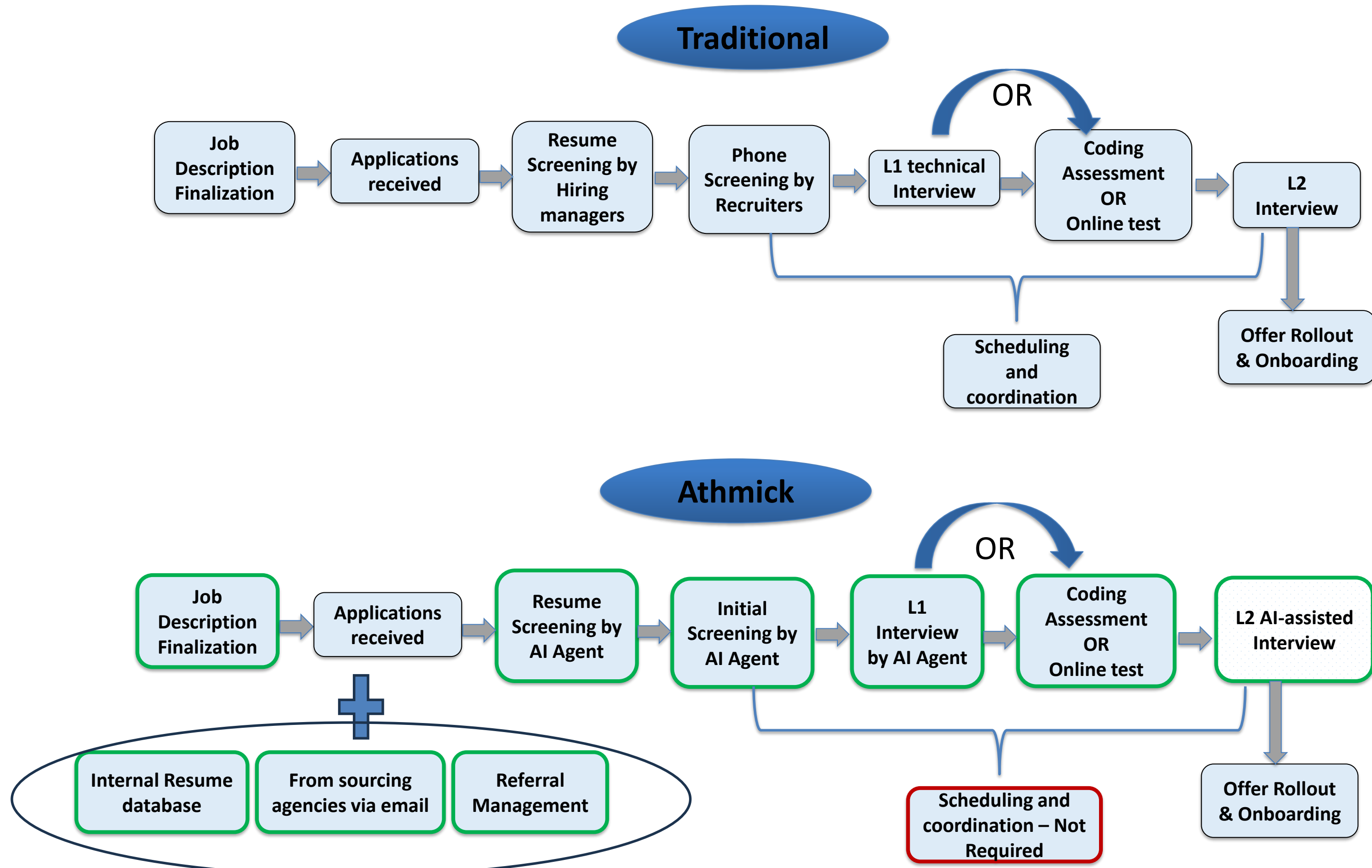
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APPENDIX1 - Typical Recruitment Workflow Vs. Athmick



Appendix1 – Recruiter Agent Configuration

Stages

Role Opening & JD Finalization

JD Upload

Sourcing

Resume Intake

Resume Screening

Candidate Outreach

Initial Conversation

L1 Interview

L2 Interview

Final Selection

Closure / Handover

Activities

Auto Resume Parse

HR Interview

Conditions

Resume score ≥ Threshold?

L1 score ≥ threshold?

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Sourcing

generic sublabel

Stage

Auto Resume Parse

generic sublabel

Activity

L1 score ≥ threshold?

generic sublabel

Condition

Move to Next Stage

generic sublabel

Action

Send Email Alert

generic sublabel

alert

Slack Notification

generic sublabel

alert

React Flow

Connection Type

Default

Yes

No

Flow Config

Resume Score %

80

L1 Score %

60

Follow-up Days

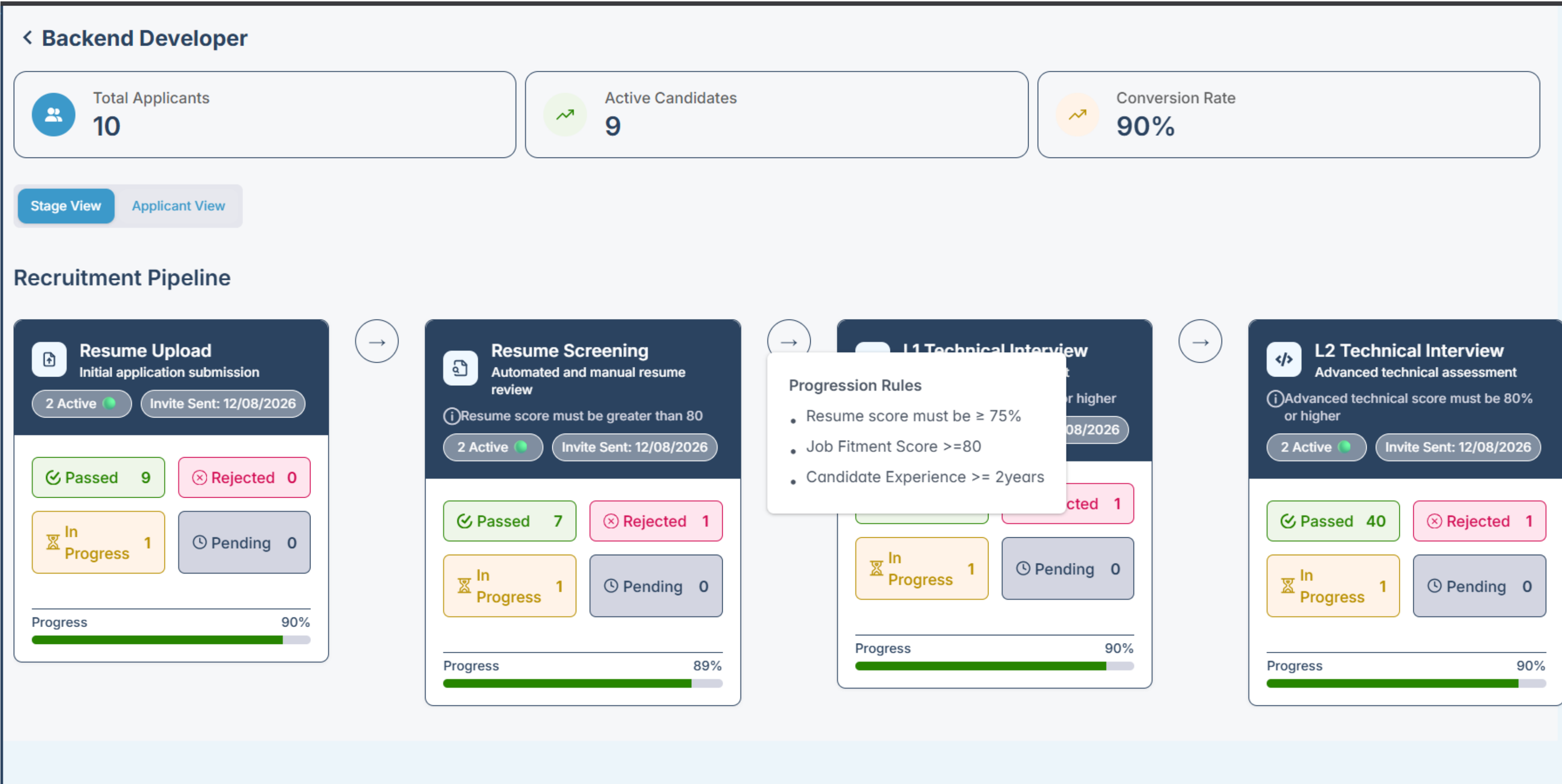
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Max Roles

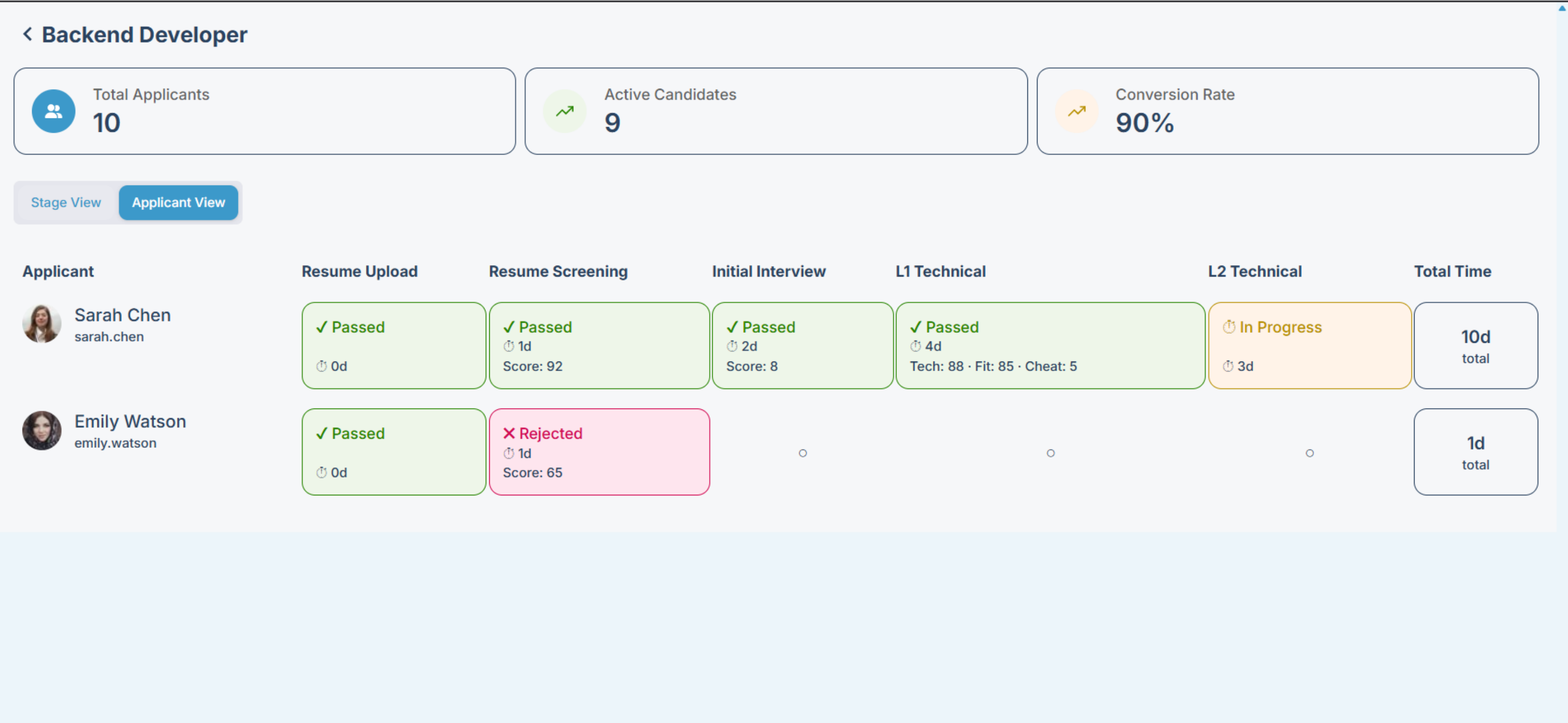
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Appendix1 – Recruiter Progress Traction



Appendix1 – Recruiter Progress Traction



Appendix1 - Avatars & Customization



11 avatars available to configure,
option to add custom avatar

100+ languages supported.

200+ voices and accents.

