



Athmick AuRA – Sample Evaluation Outputs

Structured, evidence-backed decisioning across every hiring stage

What this document covers

How AuRA evaluates candidates across multiple stages and drives **automated progression, filtering, and decision-making**.

Evaluation Flow

Role Setup → Resume Screening → HR Screening → L1 AI Technical Interview → (Optional: Coding) → Slot finalization for L2/L3 Manual rounds → Final Decision → Pre-offer → Offer rollout

Candidates automatically progress or are filtered at each stage based on configured criteria and real-time evaluation outcomes.



Resume Screening – Fit & Gap Analysis

Resume Screening Score



90.30 %

Skill Score



95.00 %

Summary

This candidate is an excellent fit for the entry-level Sales Executive role. They possess all mandatory skills, including sales prospecting, customer needs analysis, client relationship management, and sales pipeline management, each supported by 1 year of hands-on experience. Their proficiency with CRM systems (Salesforce, HubSpot) and MS Office meets the technical requirements, though advanced Excel skills could be further developed. The candidate holds a bachelor's degree in a relevant field, satisfying the educational requirement, but the resume does not specify the institution or graduation date. No certifications are listed, which is not a disqualifier but represents an area for potential improvement. The resume does not provide company names or location, so direct alignment with job location cannot be assessed; however, the candidate's experience and skills are highly relevant to the responsibilities and industry context of the role. Overall, the candidate scores 93 out of 100, with the main deductions due to missing advanced Excel evidence, lack of certifications, and unspecified company/location details.

Current Employment Status:

The candidate is not currently employed.

Matched Reason

The candidate meets all primary and secondary skill requirements, holds a relevant bachelor's degree, and has 1 year of direct sales experience. The only minor gaps are the lack of advanced Excel skills, missing company details, and absence of certifications.

Ideal Candidate Alignment

What AuRA evaluates

- Skill match vs Job Description
- Experience alignment
- Missing skills / gaps
- Education and work relevance
- Over qualified/under qualified/job stability scores

Example Insight

Candidate scored **90.3% overall**, with strong alignment across all mandatory skills and relevant experience. Minor gaps identified in advanced Excel and certifications.

Outcome

- High-fit candidates move forward
- Missing criteria triggers hold/reject/escalation

HR Screening – Intent, Fit & Alignment



Key Parameters

Notice Period: One month

Current CTC: 1800K Per Annum INR

Expected CTC: 2200K - 2400K Per Annum INR (Negotiable)

Location Alignment: **Aligned**

Expected Salary In Range: Yes



What AuRA evaluates

- Candidate interest in the role
- Reason for leaving
- Communication clarity
- Behavioral signals and sentiment
- Compensation & expectation alignment
- All role-specific criteria are dynamically covered

Example Insight

Candidate clearly indicated **interest in the role**, with location and salary alignment

Outcome

- Interested and aligned candidates proceed
- Misaligned candidates are automatically filtered out at an early stage

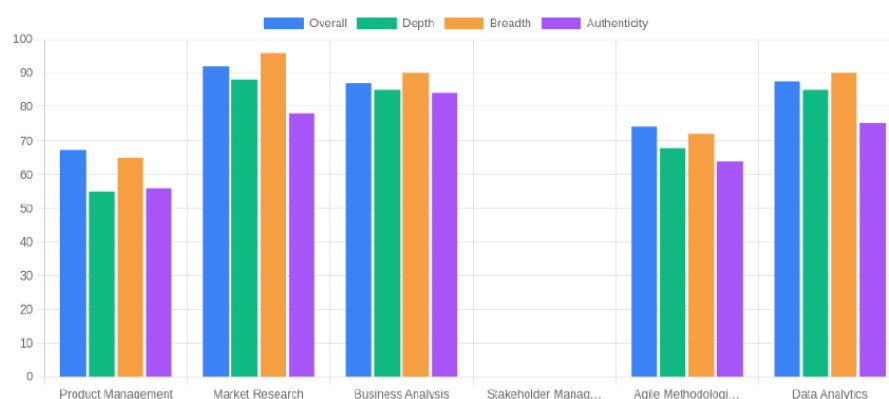
L1 AI Technical Interview – Skill Depth & Authenticity



Candidate has scored high in one or more skills: **Market Research, Business Analysis**

Primary skills not assessed : **Stakeholder Management**

Cheat suspicion score : 72.5



Audio Proctoring 72.5%

What AuRA evaluates

- Depth and breadth of technical skills
- Conceptual clarity and real-world application
- Response consistency and authenticity
- Potential use of external assistance

Example Insight

Candidate flagged with **72.5% cheat suspicion score**, based on response pattern anomalies and interaction signals.

Outcome

- Strong candidates progress automatically
- Suspicious or weak profiles are flagged or filtered



Automated Decision Flow

How candidates progress

AuRA dynamically moves candidates based on evaluation outcomes:

✓ Example Progression Logic

- Meets skill criteria ✓
- Shows interest ✓
- Clears thresholds ✓
👉 Automatically invited to next stage

✗ Example Filtering Logic

- Not interested ✗
 - Below threshold ✗
👉 Auto-reject / hold / escalate
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Key Capabilities

- No manual screening dependency
- No interview coordination delays
- Continuous pipeline movement
- Configurable thresholds and escalation triggers

Hiring workflows run continuously with structured decision logic.

Pre-Offer Intelligence & Final Decision

Pre-Offer Evaluation (before rollout)

- Compensation alignment
- Joining intent
- Competing offers
- Renege risk assessment

👉 Ensures **higher offer acceptance and joining success**

Final Decision Output



AuRA consolidates signals across all stages:

- Resume screening
- HR screening
- Technical evaluation
- Behavioral signals
- Feedback collection from interviewers for manual round

Output

- Strong Hire / Hire / No Hire
- Structured reasoning and supporting evidence

AuRA doesn't just generate reports—it creates a **multi-stage decision system** that continuously evaluates, filters, and progresses candidates.