



How Athmick AuRA Works

Deploying a Digital Recruiter for End-to-End Hiring Execution

Overview

AuRA (Autonomous Recruiter Agent) is an AI-powered digital recruiter that executes end-to-end hiring workflows—from role setup to candidate joining—while operating within your existing process and systems.

Unlike traditional tools, AuRA doesn't just assist—it **actively drives hiring execution**, with human oversight and control.

End-to-End Workflow

1. Onboard Your Digital Recruiter

Configure AuRA to mirror your organization's hiring process:

- Define interview stages (AI-led, manual, or hybrid)
- Set sequence of rounds and progression logic
- Configure evaluation criteria and thresholds
- Define alerts and escalation conditions
(*e.g., low pipeline, high rejection rate, delays*)

Outcome: AuRA is aligned to your exact hiring workflow and decision logic

2. Create Roles & Assign AuRA

- Create or upload Job Descriptions (JDs)
- Assign AuRA as the “owner” of the role (like a recruiter)

Outcome: AuRA takes full ownership of hiring execution for assigned roles

3. Activate Hiring Workflows

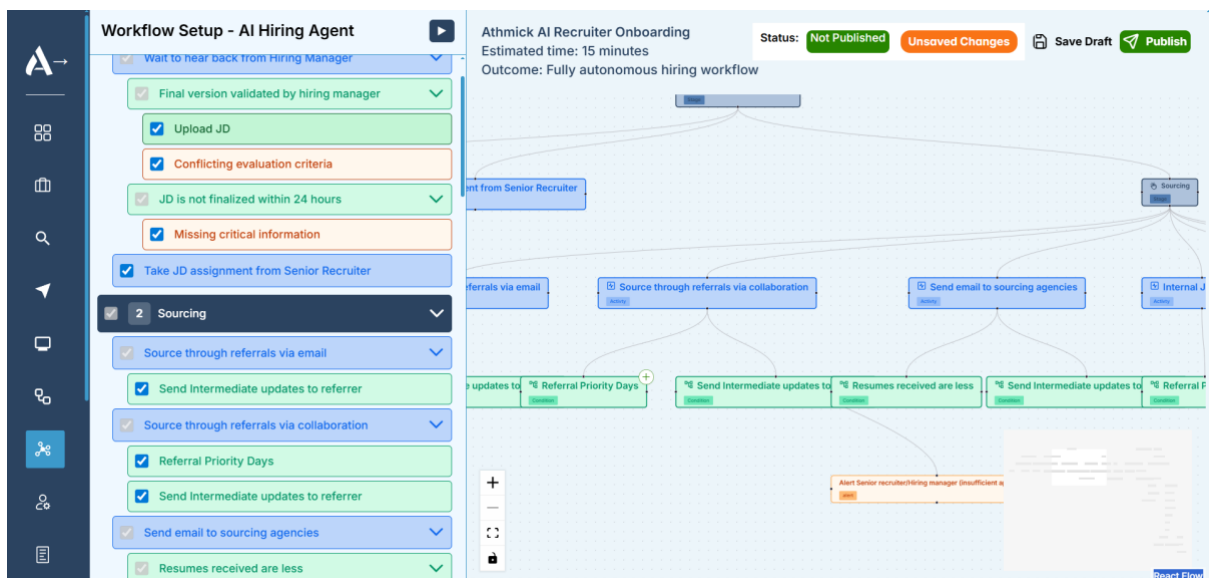


- Add candidates (applications, referrals, existing pipeline)
- If integrated, data is automatically pulled from ATS

AuRA autonomously executes:

- Resume screening
- Candidate engagement
- Interview scheduling and execution

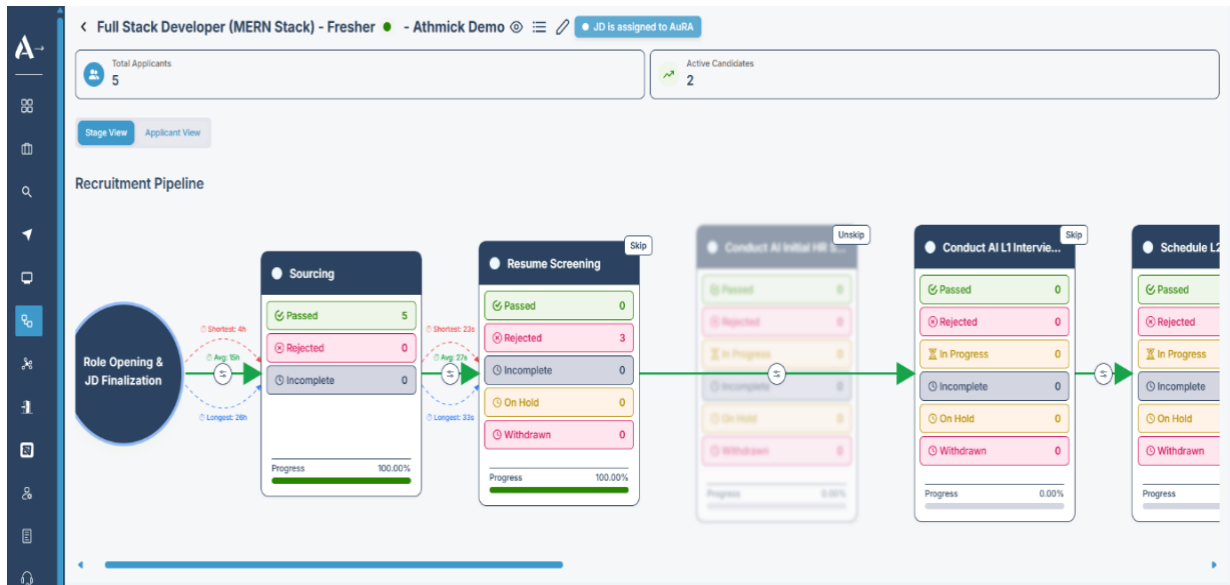
Outcome: Hiring workflows run continuously without manual coordination



4. Execute Interviews & Manage Pipeline

- Conducts AI-led interviews across roles and skills
- Coordinates manual interview rounds (slot scheduling)
- Collects and structures interviewer feedback
- Progresses candidates across stages automatically

Outcome: Consistent, structured, and scalable evaluation process



Real-time pipeline progression managed by AuRA across hiring stages

5. Evaluate, Decide & Progress

- Generates structured reports and scorecards
- Recommends candidate decisions (Strong / Hire / No Hire)
- Tracks pipeline health across roles

Outcome: Faster, evidence-backed hiring decisions

6. Pre-Offer Alignment & Closure

- Conducts pre-offer conversations with candidates
- Assesses:
 - Compensation alignment
 - Joining intent
 - Competing offers / renege risk

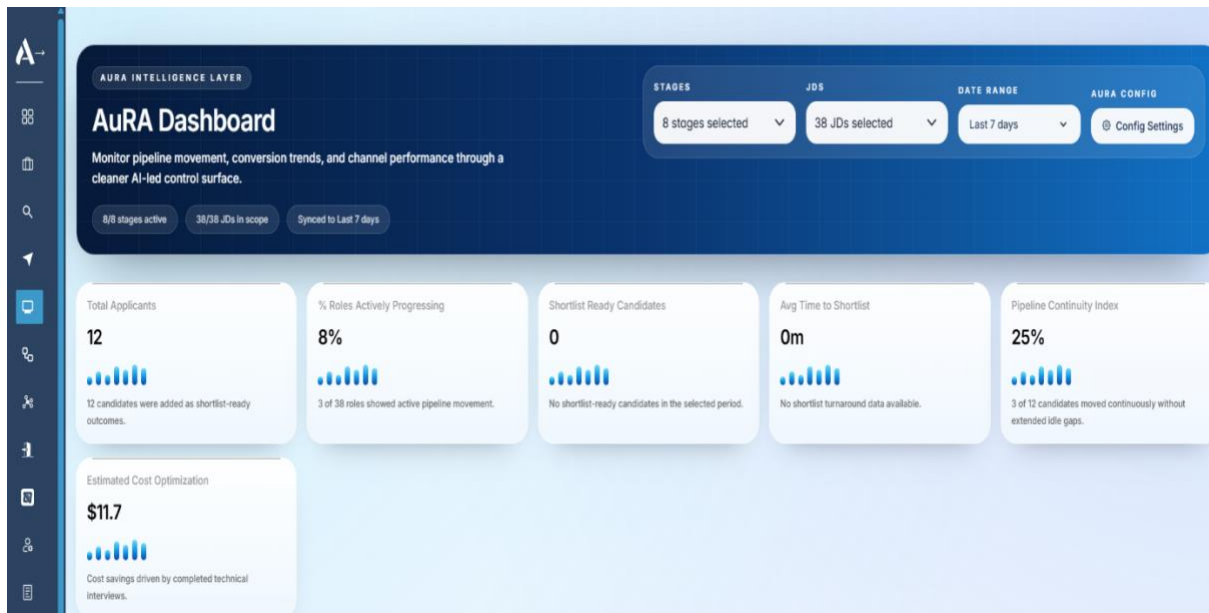
Outcome: Higher offer acceptance and joining success

7. Monitor, Control & Override

- Real-time visibility into all roles and candidates
- Track pipeline progression and bottlenecks
- Human recruiters can:
 - Review decisions
 - Override outcomes

- Intervene when needed

Outcome: Aligned to your hiring workflow and decision logic



AI-driven insights on pipeline health, conversion, and hiring efficiency

Integration & Deployment

AuRA works within your existing ecosystem:

- ATS / HRMS systems
- Email & calendar (e.g., Outlook)
- SSO-enabled enterprise access

⚠ Note: Integrations are configured based on your organization's setup and may require onboarding support.

What This Enables

- Parallel hiring across multiple roles
- Reduced recruiter coordination effort
- Faster time-to-shortlist and decisioning
- Structured, auditable hiring workflows
- Scalable "digital recruiter" capacity



In One Line

AuRA AuRA operates as a digital recruiter—executing your hiring end-to-end while your team focuses on decisions and strategy.