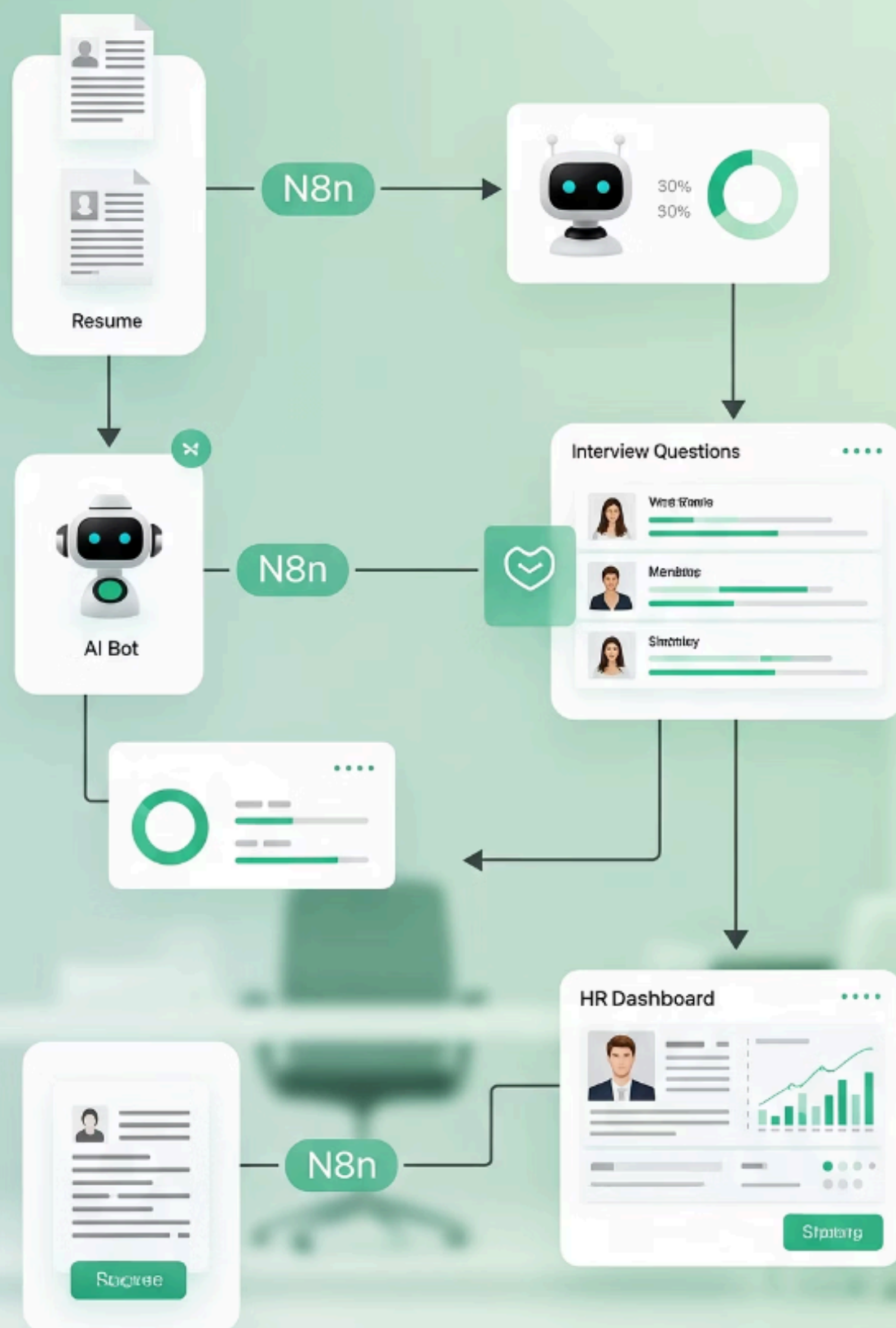


## AI Recruitment Screening



# Interview Screening AI Agent

From Resume Upload to Tailored Interview Questions — Automating HR's First Line of Screening.

Recruitment Automation

AI in HR

Screening Bot

# Overview:

A recruitment firm was spending significant time manually **reviewing resumes** and creating interview questions for various job openings. The volume of applicants overwhelmed the HR team, leading to **inconsistent candidate evaluations** and **delayed hiring cycles**. To solve this, an automated screening agent was developed to intelligently evaluate **resumes, score candidates**, and generate **job-specific interview questions** — all through a no-code workflow using AI and Google Workspace tools.





# Challenges:

Following were the challenges faced by the client:

## **Time-Consuming Resume Review:**

Manually reading and shortlisting resumes slowed down the recruitment cycle.

## **Inconsistent Evaluation Criteria:**

Candidate assessments varied between HR team members.

## **Generic Interview Questions:**

Lack of personalization led to irrelevant and unstructured interviews.

## **Delayed Communication:**


HR took days to get back to candidates due to high application volume.

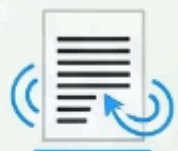
## **No Smart Prioritization:**

High-potential candidates were not being flagged early.

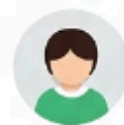
# Goal Dashboard

## Goal Automation

 Resume parsing and evaluation



Candidate scoring



Role-specific interview questions

HR reports delivery



High-fit candidate prioritization  
Highlighted

## Objectives:

Following were the objectives to be achieved by this workflow automation:

1

Automate resume intake, parsing, and evaluation.

2

Score applicants based on skills, experience, and fit with job descriptions.

3

Generate structured and relevant interview questions using AI.

4

Deliver formatted reports to HR with minimal manual effort.

5

Prioritize high-fit candidates automatically.

# Solution:

The implemented solution leverages a modular **n8n workflow** integrated with **Google Workspace** and **OpenAI** to automate the entire candidate screening process:







# Key Technologies



Google Sheets



Google Forms



Google Drive



**OpenAI**



Gmail

# Duration & Resources








**Time Taken: 4 - 5 Days**

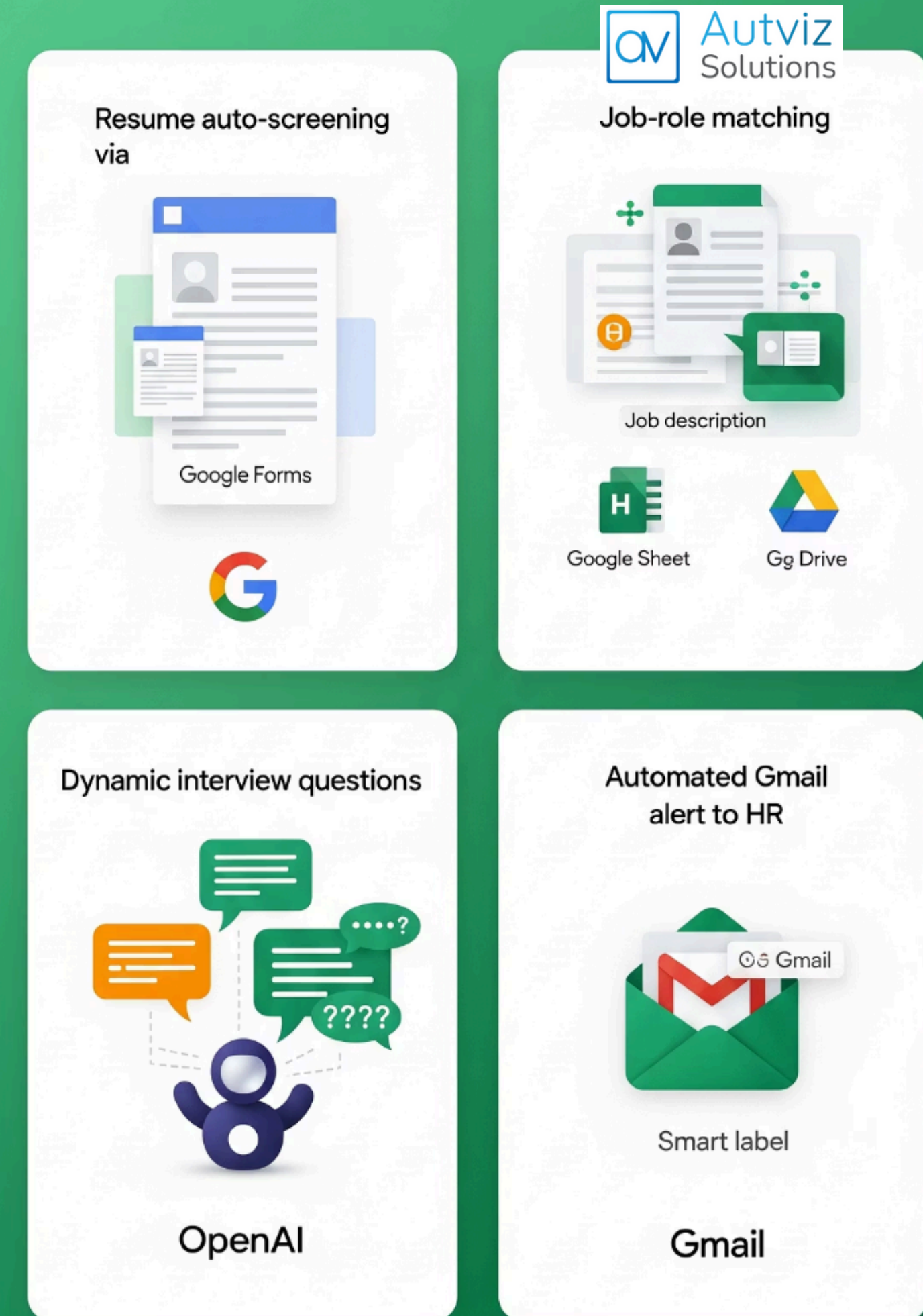


**Resources: 1 Automation Engineer**

# Use Cases:

Following can be the use cases of this workflow:

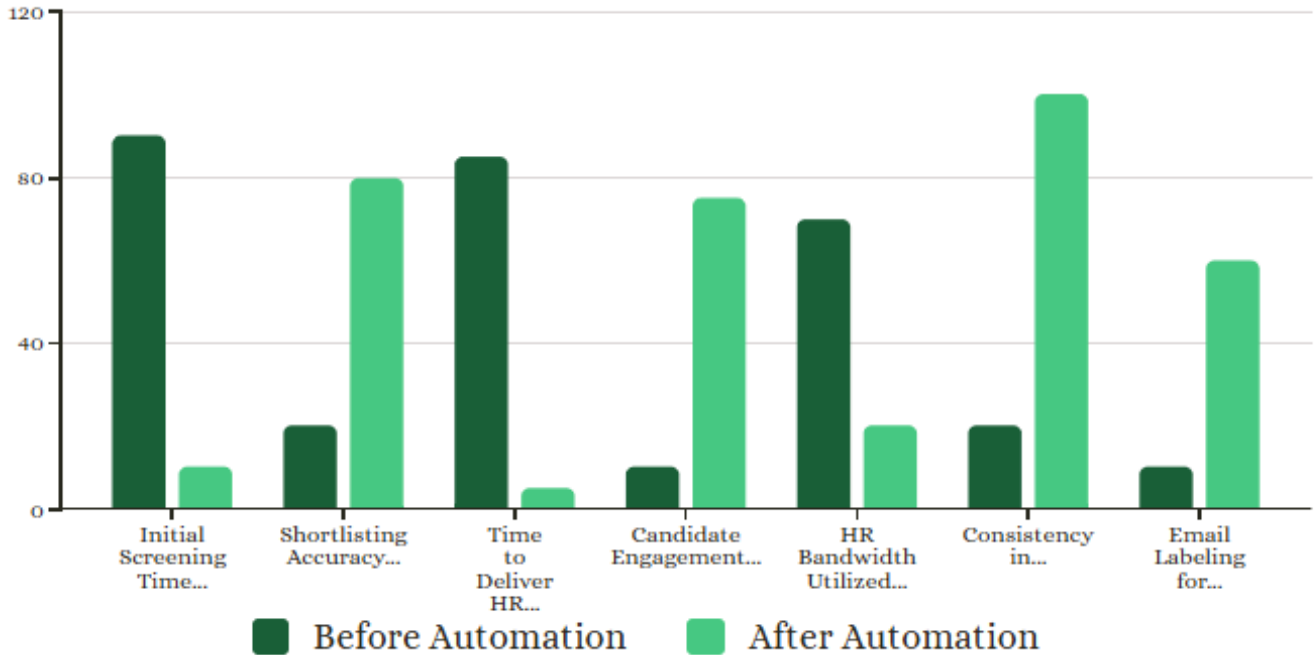
-  **Auto-Screening New Applicants:**  
Every application submitted via Google Form is automatically evaluated and scored.
-  **Role-Specific Evaluation:**  
Resume is matched with role-specific job description for high-accuracy scoring.
-  **Personalized Interview Questions:**  
Skill-based, categorized questions generated dynamically for each candidate.
-  **Automated HR Alerts:**  
Screening reports (score, questions, recommendation) sent instantly to HR inbox.
-  **Candidate Prioritization:**  
Gmail auto-labeling helps HR easily identify top-scoring candidates for next steps.





# Outcomes:

Metric	Before Automation	After Automation
Initial Screening Time per Candidate	25-30 minutes manually	1-2 minutes
Shortlisting Accuracy	Subjective & inconsistent	Standardized score-based evaluation
Time to Deliver HR Reports	12-24 hours per batch	< 10 minutes from submission
Candidate Engagement Turnaround	Delayed due to manual backlog	Prompt follow-up possible within same day
HR Bandwidth Utilized in Screening	~70% of HR effort spent on resume review	< 20%, HR only reviews shortlisted outputs
Consistency in Interview Question Quality	Varied, manually copied from templates	AI-generated, role-specific, skill-targeted
Email Labeling for High-Priority Candidates	Manual tagging	Automated Gmail labeling





## Conclusion:

The Automated Interview Screening Agent significantly streamlined the candidate evaluation process by integrating AI-driven analysis, smart document parsing, and real-time email reporting. This solution not only accelerated decision-making but also enhanced consistency and objectivity in early-stage hiring.

**It serves as a scalable, intelligent foundation for future-ready recruitment operations, empowering HR teams to focus on quality engagement over repetitive tasks.**