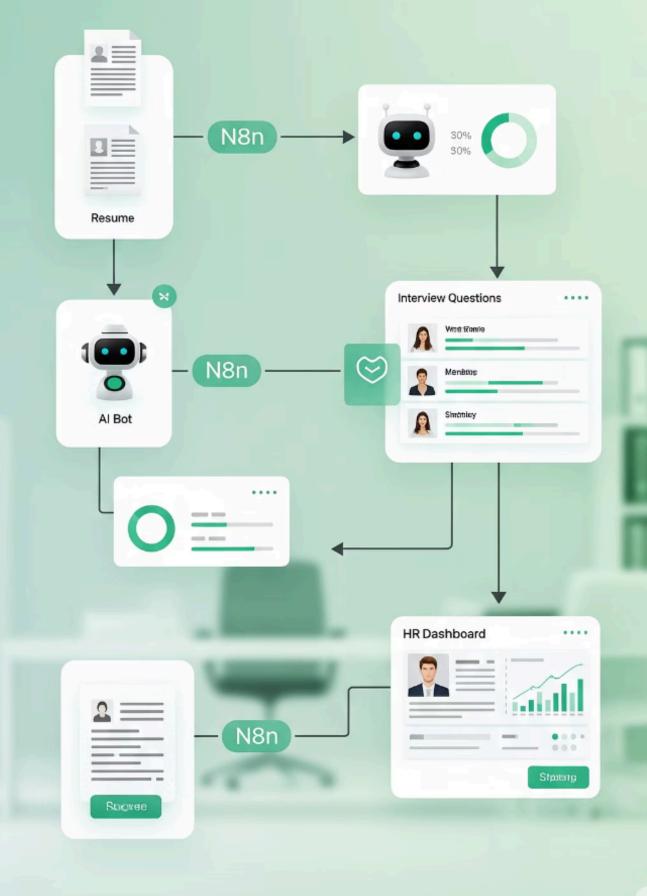
Al Recruitment Screening





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.

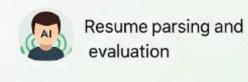
No Smart Prioritization:

High-potential candidates were not being flagged early.

Goal Dashboard



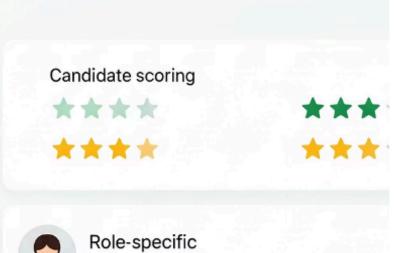






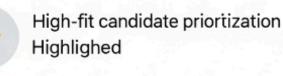






interview questions





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.

.

Deliver formatted reports to HR with minimal manual effort.

5

Prioritize high-fit candidates automatically.

Solution:



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

1

1. Candidate Intake & Data Capture

A Google Form is used to collect candidate information:

- Name, Email, Phone Number, Applied Position, Resume (uploaded via Google Drive).
- Responses are stored automatically in Google Sheets (Sheet 1).

2

2. Role-Specific Knowledge Base Setup

Google Sheets (Sheet 2) acts as a dynamic job description repository:

- Each row contains a job title and its corresponding job description.
- The candidate's selected position is used to lookup the correct job description.

3

3. Resume Retrieval & Parsing

The system extracts the **Google Drive File ID** from the resume link submitted via the form.

Using n8n's **Google Drive and PDF extraction nodes**, the workflow:

- Downloads the resume file.
- Extracts and cleans the resume content for evaluation.

4

4. Resume Analysis & Scoring (OpenAI Node 1)

The extracted resume and matched job description are sent to OpenAI GPT.

OpenAI compares the candidate's:

 Skills, education, certifications, experience, tools/technologies.

Returns:

- Compatibility Score (out of 100).
- Hiring Recommendation (e.g., Strong Fit, Moderate Fit, Not Recommended).

5

5. Interview Question Generation (OpenAI Node 2)

Based on the resume and job description, OpenAI generates:

- Customized, role-aligned interview questions.
- Questions are categorized by skill area (e.g., technical, communication, domain expertise).
- Structured in a clear, grouped format for ease of use during interviews.

6

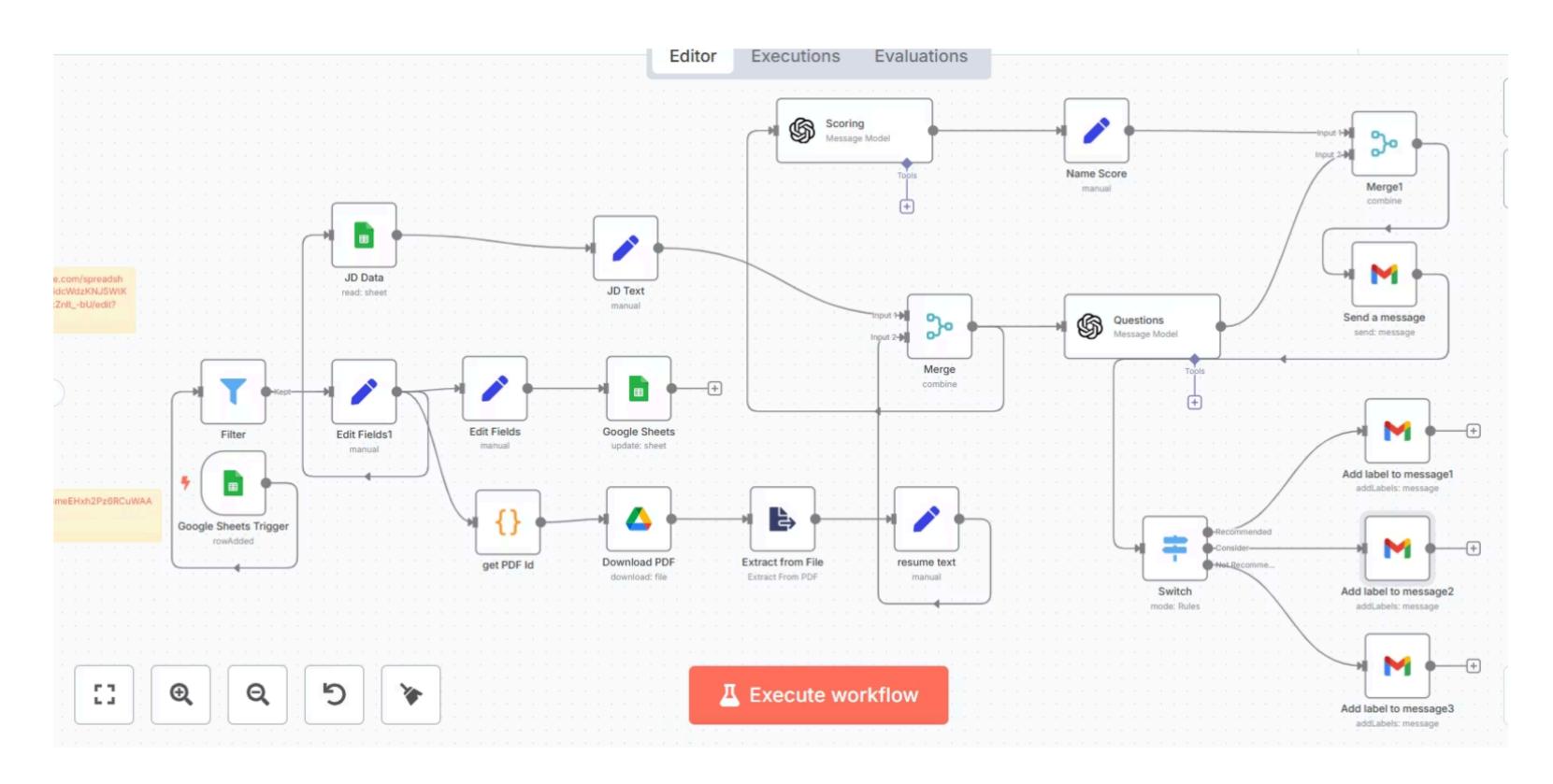
6. Automated HR Notification

All results are compiled into a **professionally formatted email** via the **Gmail Node**:

• Candidate



Interview Screening AI Agent Workflow





Key Technologies













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:

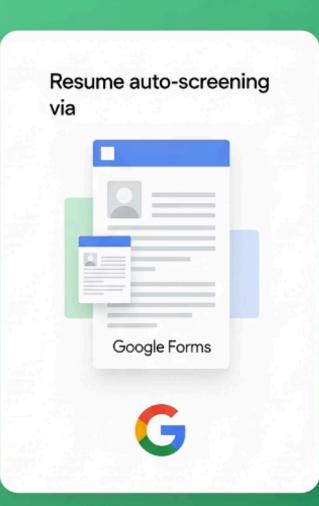
Skill-based, categorized questions generated dynamically for each candidate.

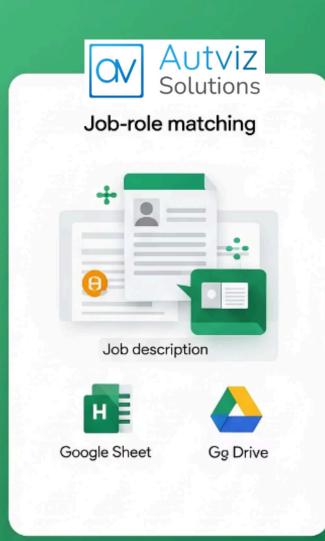
Automated HR Alerts:

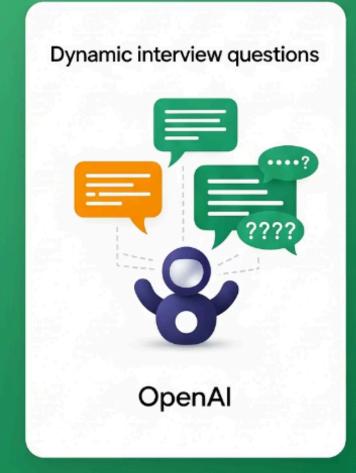
Screening reports (score, questions, recommendation) sent instantly to HR inbox.

Candidate Prioritization:

Gmail auto-labeling helps HR easily identify top-scoring candidates for next steps.





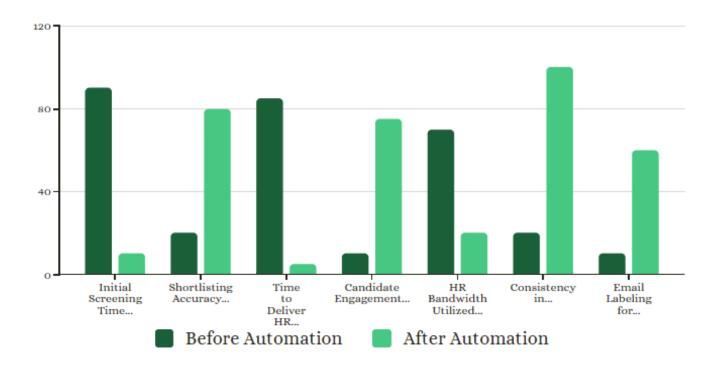




Outcomes:

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.