

AI Recruiter: One-Page Cheat Sheet

Early Access Release

What is AI Recruiter?

AI Recruiter is an autonomous hiring agent that activates directly from a single job post. It manages sourcing, screening, identity verification, skill validation, and shortlisting without manual workflows, delivering verified and qualified candidates automatically.

The Problem It Solves

Hiring today is slow, inconsistent, and dependent on too many disconnected tools.

Most “AI recruiting” products automate small tasks but still require recruiters to build workflows, manage rules, and babysit the funnel.

This creates more work, not less. AI Recruiter removes steps, reduces friction, and produces outcomes instead of tasks.

Why It's Different (USP)

AI Recruiter combines:

1. **Findem's expert labeled data:** attributes, signals, and talent intelligence grounded in real-world outcomes
2. **Glider AI's validated skills and verified candidate workflows:** authentic identity, real capabilities, fraud detection, and skills validation

Together, they create the first **outcome-based hiring system**. Recruiters define the role. The agent delivers the results.

What AI Recruiter Does (End-to-End Flow)

1. **Activate:** Triggered by the job post. No workflow building. No setup.
2. **Source:** Finds and ranks high-fit candidates using Findem's 3D attribute data.
3. **Verify Identity:** Confirms identity through document checks, biometrics, and behavioral signals before candidates enter the funnel.

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4. **Screen & Asses:** Evaluates skills, communication, intent, and job-specific experience through AI-driven interactions.
5. **Advance & Shortlist:** Produces a fully verified, qualified shortlist ready for recruiter review.

The Outcome: Recruiters skip the busywork and focus on choosing the best candidates, not finding them.

Key Benefits

- Autonomous sourcing, screening, and shortlisting
- Verified identity and fraud prevention built in
- Validated skills and job-specific evaluation
- Consistent, bias-reduced scoring across all candidates
- Always on, always aligned with your job requirements
- Faster hiring with higher-quality outcomes

The AI Agents Inside

Each can operate independently or as part of the full AI Recruiter ecosystem.

Agent Name	What It Is / What It Does
AI Sourcing Agent	Automatically builds talent pipelines by identifying and ranking high-fit candidates using Findem's expert labeled data. Activates as soon as a job post goes live.
Calibration Agent	Aligns recruiters and hiring managers instantly by analyzing the job post against real-time market data to refine scope, clarify requirements, and sanity-check expectations.
Application Boost Agent	Reduces apply drop-off by guiding candidates through application steps, answering questions, and ensuring more qualified applicants complete the process.
AI Applicant Agent	Evaluates applicants the moment they apply. Reads resumes, interprets experience, ranks candidates against role requirements, and advances the strongest fits.

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AI Voice Agent	Conducts multilingual phone screens with natural, human-like conversations. Assesses skills, communication, experience, and intent at any volume and any time.
AI Chat Agent	Engages candidates instantly through SMS, WhatsApp, and web chat. Screens applicants, answers questions, and captures interest in real time.
AI Interview Agent	Runs structured interviews autonomously, tailored to each role. Evaluates communication, reasoning, domain skills, and scenario-based responses with consistent scoring.
AI Assessment Agent	Validates real skills using hands-on tests, technical tasks, and role-specific simulations. Ensures candidates can actually perform the job.
ID Verify Agent	Confirms identity prior to screening, interviewing, or hiring through document checks, biometrics, and behavioral analysis. Prevents impersonation and proxy fraud end to end.
AI Scheduling Agent	Fully automates scheduling and coordination of interviews. Manages time zones, panel availability, rescheduling, and calendar conflicts without recruiter involvement.

Positioning Statement (Internal Use)

AI Recruiter is the first system that turns a job post into a fully autonomous hiring flow. It replaces task automation with outcome automation and delivers verified, qualified, ready-to-hire talent without operational overhead.