

Aptimal: The Ideal Role for AI in Hiring Workflows

Our AI-driven workflow pinpoints the ideal candidate, keeping recruiters organized and set-up for success.

Abstract:

Traditional hiring is broken. Recruiters are overwhelmed by a high volume of applicants, forced to rely on manual, subjective, and time-consuming resume screening. Additionally, the traditional methods of 3rd party aptitude and personality assessments often fall short by prompting applicants with multiple choice questions on one-dimensional prompts like: “I like to work.” choose an option between “Strongly Agree / Strongly Disagree”. This data is not valuable to the recruiters and is a waste of time for the applicants. This is a clear case where AI can help improve the recruitment workflow by analyzing free-text responses to dynamic scenario-based prompts.

Additionally, these 3rd party assessment tools are often separate tools from resume parsing services and applicant status tracking solutions. Aptimal combines resume parsing, aptitude assessment, background checks, and applicant status tracking into a new paradigm: an AI-augmented hiring workflow that empowers recruiters. By integrating an intuitive Kanban-style pipeline with powerful AI analysis, Aptimal automates administrative burdens, provides deep, actionable insights beyond the resume, and allows recruiters to focus on what matters: building human connections with the right candidates.

The Problem: The High Cost of Outdated Hiring:

- **Application Overload:** A single job posting on platforms like Indeed or ZipRecruiter can attract hundreds of applications, many of which are unqualified. Recruiters spend, on average, just seven seconds scanning a resume, making the process a superficial keyword-matching game. By nature of the large volume of applications, they cannot dive into an in-depth analysis of resumes. Even skimming through them; the task compounds into a significant amount of bandwidth.
- **The Flawed Resume:** A resume is a historical document, not a predictive one. It shows what a candidate has done, but fails to show how they think, problem-solve, or handle complex, real-world challenges. This reliance on

resume pedigree introduces significant bias and overlooks high-potential candidates.

- **The Flawed Aptitude Assessment:** The status quo in the current market for 3rd party aptitude assessments falls short. Industry standard competition such as Criteria Corp use multiple choice style questions. When an applicant is prompted with “I like to work.” choose an option between “Strongly Agree / Strongly Disagree”, the assessment tool is setting up the recruiters for failure by giving them flawed data that does not reflect how a candidate would behave in dynamic workplace challenges. Unfortunately for recruiters, this is just one of many examples of reductive multiple-choice questions in traditional aptitude assessments.
- **Administrative Burnout & Disjointed Systems:** The hiring process is bogged down by manual, repetitive tasks: emailing candidates, updating spreadsheets, and copying notes between systems. This administrative drag slows down the entire pipeline, leading to a poor candidate experience and the loss of top talent to faster-moving competitors. The average recruiter juggles multiple tools. If they are already using AI resume parsing, that is often a separate tool from applicant status tracking, which is often a separate tool from any aptitude assessments they may be using.

The Solution: The Aptimal AI-Augmented Workflow

Aptimal is not just another ATS. It is an intelligent workflow engine designed to solve the core problems of hiring by seamlessly blending human intuition with powerful AI assistance.

Aptimal provides a single, visual command center, a Kanban-style board, where AI-driven insights are delivered to the recruiter at the exact moment they are needed. This allows for a hiring process that is:

- **Insightful:** Complex resumes are parsed and compared to in-depth job postings, providing a synthesis that gives recruiters a clear insight and objective metrics. Meaningful questions are posed to applicants and free-text responses are analyzed to assess real-world competence in complex workplace scenarios.
- **Automated:** Eliminates manual admin tasks with intelligent triggers.

- **Intuitive:** Consolidates the entire workflow into one simple drag-and-drop interface.
- **Fair:** Reduces bias by providing objective, data-driven scores.

Functionality:

1. Job Posting

A company posts the job description on their Aptimal account page. A unique application link is generated, they can then link it on their careers page or on external job boards like Indeed and ZipRecruiter. This is a familiar and market-proven method used by others in the industry such as Rippling.

Jobs can be created, duplicated, archived, and edited on the Jobs page, which shows the status of a job posting on a Kanban flow similar to the applicant tracking system described below.

2. The Kanban Pipeline

The recruiter lives inside a Kanban-style board showing the status of applicants that applied to the job posting.

Column 1: "Application Submitted"

Automatic Trigger: When a candidate applies, their resume is fed into the backend of the Aptimal web app. A candidate profile is generated and lives in the backend as well, where recruiters can search for them in their contact database. The candidate profile reflects their application history, showing a log of the applicant journey, as well as a synopsis of the candidate, contact information, and any uploaded attachments. The candidate profile page also recommends similar open roles where they may be qualified, allowing the recruiter to invite them to apply with a button click.

The moment the candidate appears, the resume parsing API call runs. It compares their resume against the job description, analyzes a wide range of factors such as relevancy, career growth trajectory, and qualifications, generates a synopsis of their experience, and produces a "Qualification Score."

Manual Action: The recruiter can now review this first column and instantly see the ranked and scored candidates. They can filter sorting by date applied, Qualification Score, and also pin applicants to the top. They can set a filter to auto-reject candidates

below a certain qualification score or those that do not meet basic requirements in the job description.

Column 2: "Invited to Assessment"

Manual Action: The recruiter drags a promising candidate's card from Column 1 into Column 2.

Automatic Trigger: This drag-and-drop action is the trigger. The system instantly emails the candidate an invitation to the Aptimal assessment.

The Assessment (Candidate Side)

The candidate completes a two-part, free-text assessment:

General Assessment: Scenario-based questions from our pre-written question bank. These are rock-and-a-hard place scenarios where there is no clear correct answer, the applicant answers in free-text, which allows them to express freely how they would handle certain complex challenges in the workplace, this gives a much deeper insight into their style of work and general competence/capability. Recruiters can create their own templates and custom questions.

Tailored Assessment: Technical or niche-specific questions to test core competency in a specific department or role. When the candidate hits "submit," our AI performs an analysis, generating a synopsis and a score. Recruiters can create their own templates and custom questions, assisted by AI or manually entered..

Column 3: "Assessment Completed"

Automatic Trigger: As soon as the candidate submits their assessment, their card automatically moves from Column 2 into Column 3.

Data Update: The assessment synopsis and score is now attached to their candidate profile. The recruiter can see all scores (Qualification Score, Aptitude Assessment) at a glance.

Column 4: "HR Interview"

Manual Action: The recruiter drags the candidate from Column 3 into Column 4, indicating they want to do the first round of interviews. From this column forward, the recruiter can also manually trigger an API call to run a background check on the

candidate through Checkr. This is billed at cost to the recruiter. If the background check is run, the data received is uploaded to the candidate profile.

Automatic Trigger: Aptimal synthesizes the assessment to generate a custom interview script "Question Ideas". This script prompts the interviewer to probe specific weak points or verify unique strengths identified in the free-text analysis and resume analysis. **Smart Scheduling:** Aptimal uses an integrated calendar link for Google Meet or Calendly, where the applicant can schedule on the recruiter's availability without back-and-forth.

Column 5: "Hiring Manager Interview"

Manual Action: After the initial interview, the recruiter drags the candidate here to denote that the Hiring Manager will be coordinating next steps.

Automatic Trigger: When the candidate is dragged into this column, the hiring manager is sent an email notification ("Applicant Name is ready to schedule an interview") with the candidate's contact information, current notes, analyses, and scores.

Column 6: "Offer sent"

Manual Action: After a decision has been made to send an offer of employment, the recruiter drags a candidate here. A box can be checked "Offer accepted" which prompts the recruiter with the option to "Archive job and notify current applicants." When a job is archived, the recruiter can choose to send a pre-written or custom email notification to those currently in the pipeline.

3. UI Toolkit & Feature Itemization of the MVP

Applicant Overview: Clicking any candidate's card opens a pop-up window. This is the central hub for that person, showing all their scores, all AI-generated synopses, their resume, and a place for notes.

Notes: The recruiter can add internal notes to the "Applicant Overview" at any time. **Starring / Pinning:** The recruiter can "star" a candidate (e.g., in the overview pop-up). Starred applicants are pinned to the top of whatever column they are in, making it easy to track high-priority candidates.

Rejection Bin: At any point, the recruiter can drag a candidate's card into a "red box" at the bottom of the screen to move them out of the active pipeline, but keep them archived. Triggers can be set to auto-reject candidates if they fail to meet minimum requirements. The recruiter may choose to have the rejected candidates receive a rejection email template written in their own words or chosen from standard options.

Smart Scheduling & AI-Assisted Interview Prep: Easily scheduled without back and forth. Allow AI to offer interview question ideas that will provide candidate-specific insights or clarification.

Filter: Applicants with low scores on the resume parsing and on the aptitude assessment can be automatically filtered to the rejection column below, at which point a customized rejection email will be sent to the applicant after X amount of time.

Add additional columns: If there are additional steps, such as additional interviews or screening processes, more columns can be manually added with custom names.

Applicant database: Applicants that have applied for a position or multiple positions can be searched and filtered here, invited to apply to new job postings.

Question Templates: Custom assessment questions can be drafted and saved to templates that can be applied to job postings.

Background Check API calls: Run background checks on candidates as they enter the interview process with the click of a button.

Integration with existing HR infrastructure: When a candidate is hired, feed them into Workday or other industry standard HR & Payroll suites for a seamless transition from candidate to employee.

Conclusion:

The future of hiring is not about replacing human judgment with algorithms. It's about augmenting it. Aptimal provides the ideal framework for this partnership, using automation triggers to lower the noise, and AI to provide deep insights that amplify the signal. Recruiters can focus on finding well-suited and qualified candidates in a workflow that is intuitive, visual, and comprehensive.

