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## Business Domain

Recruitment Platforms

## Project Type

AWS Solutions

# Reducing Recruiter Setup Time with an AI-Powered Hiring Copilot

## Client

A fast-scaling recruitment platform supporting over 2 million job seekers and employers globally. The platform offers end-to-end capabilities, including job discovery, application tracking, recruiter tooling, and talent analytics for enterprise clients in financial services, technology, and professional services.

## Project

Implemented an AI recruiter copilot inside the recruiter portal that turns a hiring brief into ready-to-use platform configuration in one guided chat. The copilot generates a complete job draft, builds the saved search and alerts, and configures an automation workflow. Each step offers preview-first approval, editable assumptions, and full audit logging. All actions are integrated into the platform's existing job, search, notifications, and workflow services.

## Objective

The client sought to streamline recruiter operations by integrating an AI copilot within the recruiter portal. Recruiters should be able to describe the role they're hiring for in plain language, and the assistant should create everything needed to start hiring on the platform: a job listing, a saved search alert, and an automation workflow for candidate outreach and pipeline movement while staying compliant and fully auditable.

## Team Reinforcement

We provided targeted engineering and architecture expertise to accelerate time-to-market and ensure production readiness. Our specialists in solution architecture, AI/LLMs, backend, QA, and DevOps worked closely with the client's teams to design the conversational architecture, guide secure integrations with job, search, and workflow services, and establish guardrails, audit logging, and automated evaluation and monitoring to support continuous quality improvement after launch.

## Challenge

Recruiters often know what they need, but setting up a platform can slow them down.

- Job creation required many fields and multiple screens, causing drop-off and inconsistencies.
- This complexity contributed to saved searches and alerts being built manually, which frequently led to missed key constraints (seniority, location, tech stack, compliance).
- Automation workflows were powerful but difficult to configure, leading to low adoption.
- Recruiters wanted a faster time-to-market for new roles and campaigns, without sacrificing quality or control.
- The solution required strict guardrails: correct defaults, permission checks, and "confirm-before-create" behavior.

### Quick Facts

- ✓ Recruiters spent significant time on repetitive setup tasks, including job creation, filters, alerts, templates, and pipeline steps.
- ✓ Inconsistent job specs and search criteria reduced candidate quality and increased time-to-shortlist.
- ✓ Automation was underused due to the complex configuration UI and unclear best practices.

### Technologies

Amazon Bedrock AgentCore / AWS Lambda / S3 / Redshift / DynamoDB / CloudFormation / Python

## Solution

### ★ 01

Embedded an AI chat in the recruiter portal that converts a recruiter's hiring brief into structured platform actions and outputs.

### ★ 02

Asked only minimal follow-up questions to clarify key requirements such as must-haves, location/comp, seniority, and visa/remote policy before generating drafts.

### ★ 03

Created a complete, compliant job listing designed to address hiring needs, featuring a normalized title, structured fields, and editable responsibilities/requirements aligned to platform standards.

### ★ 04

Automatically built a saved search and configured alerts to identify relevant skill matches by mapping taxonomies, handling synonyms, applying constraints, setting ranking, and defining notification routing rules.

### ★ 05

Generated an editable workflow with triggers, conditions, outreach sequences, assignments, throttling, and pipeline stage transitions, aligning with best practice objectives.

### ★ 06

Implemented preview-first execution, permission checks, validation rules, and full audit logs for every AI-driven change to ensure transparency and control.



## Client Reference



*Recruiters can now describe the role in one message, and the platform does the rest: job, alert, and workflow while still giving us control and auditability. It dramatically reduced setup time and made our hiring operations more consistent.*

### Benefits and Results

- ★ Faster recruiter setup: job, search, and automation created from a single chat conversation.
- ★ More consistent job quality and structured metadata, improving search matching and candidate relevance.
- ★ Higher automation adoption by replacing complex configuration screens with guided chat and review.
- ★ Shorter time-to-market for new roles, enabling faster candidate engagement and accelerating pipeline velocity.

#### Techstack:

Amazon Bedrock AgentCore / AWS  
Lambda / S3 / Redshift / DynamoDB  
/ CloudFormation / Python

#### Team:

Product Manager / Solution  
Architect / AI Engineer / Backend  
Engineers / QA