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(57) Abstract :

The invention discloses an AI-based platform for smart recruitment process optimization, comprising a candidate data ingestion module (101), resume parsing engine (102), machine learning evaluation unit (103), bias reduction module (104), interview scheduling assistant (105), recruiter analytics dashboard (106), and secure cloud database (107). The platform automates resume parsing, predictive candidate ranking, interview scheduling, and bias minimization, thereby optimizing recruitment workflows. It reduces cycle time, enhances fairness, improves recruiter productivity, and ensures compliance with data privacy regulations. The invention enables organizations to achieve efficient, data-driven, and inclusive hiring outcomes.

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