mindee

Candidate Application — from job post to hire

Built around a document with no standard format at all: the resume

Where Mindee fits
Resumes have no standard format: Mindee structures them, the ATS and recruiter decide.
Pitch: candidate experience, recruiter time, compliant hiring.

PHASE 1 · JOB POST & APPLICATIONS

1 Role & job post
Duties, skills, experience, pay; posted on many channels, with no discriminatory wording

2 Receiving applications — Mindee
Careers site, job boards, email, referrals; sometimes thousands per opening

3 Resume parsing & profile — Mindee
Without extraction: rekeying, or a resume attached but invisible to search

The resume
No standard format: columns, tables, photos, creative design, any language

Mindee · steps 2 & 3

Application — Resume parsed on upload, form pre-filled: candidates check instead of retyping. Resume, cover letter and other files classified.

Profile — Structured resume in the ATS, so it's searchable. Multilingual; custom model for licenses and certifications.

PHASE 2 · SELECTION

4 Screening — Mindee
Hundreds of resumes down to a shortlist; matching in the ATS

Shortlisted?
a human decision

Yes

5 Interviews & assessment — Mindee
Phone, video, in person, tests; feedback shared in the ATS

6 Background checks — Mindee
References, degrees, licenses; only what relates to the job

No

Not selected
Informed; may join the talent pool (step 8)

Mindee · steps 4–6

Screening — Mindee extracts; it neither ranks nor selects. Sensitive data (photo, age, address) can be left out, like a blind resume. EU AI Act: candidate screening is high-risk, which vendors must factor in.

Interviews — Consistent profiles to compare candidates.

Checks — Degrees and certificates extracted and compared with the resume; mismatches flagged. No tampering detection.

PHASE 3 · HIRING

7 Offer & hiring paperwork — Mindee
Offer or contract; work permit checked with authorities; pre-hire declaration

Hiring documents
ID, social security number, bank details, proof of address, degrees, driving license

Staffing agencies
Thousands of short assignments: document collection at massive scale

Mindee · step 7
ID, residence permit and bank details extracted: employee record pre-filled in HRIS and payroll. Permit expiry date triggers renewal alerts.

PHASE 4 · TALENT POOL & PERFORMANCE

8 Talent pool & GDPR — Mindee
Candidate informed; kept 2 years max after last contact (CNIL)

9 Performance tracking — Mindee
From time to hire to candidate experience

Key metrics
Time to hire · cost per hire
Applications per recruiter
Completion · stage conversion
Quality of hire

Takeaway
Mindee structures the data; the ATS and the recruiter decide.

Mindee · steps 8 & 9
Talent pool searchable by skill; only useful fields kept; EU hosting, zero retention of source files.
Metrics moved: completion, recruiter productivity, time to hire.