

AI Structured Interviews for Technical and Technical-Adjacent Hiring

A structured, domain-aware interview platform that helps hiring teams evaluate real capability while keeping decisions human.

Today's Hiring Challenges

Hiring teams are expected to move faster while improving quality, fairness, and governance. The current AI-enabled hiring environment makes that difficult. Applicant volume is rising while resume reliability is declining. Roles that require domain expertise still depend on a limited pool of subject-matter experts, and early-stage interviews vary across teams and regions. Evaluation standards become inconsistent and risk increases.

Capacity has not scaled with demand. Teams can only conduct a limited number of interviews per day, yet pipelines continue to grow. Each human-led interview carries a real cost, typically \$100-\$120 when recruiter time and coordination overhead are included, making scale expensive.

Generative AI has also changed how candidates present themselves. Resumes are optimized and increasingly difficult to differentiate, while interviews introduce variability and bias. Hiring cycles extend, strong candidates disengage, budgets are consumed by low-yield interviews, and critical roles remain open longer than planned.

Rising Volume

Applicant pipelines grow while capacity remains flat

High Costs

\$100-\$120 per human-led interview limits scale

Inconsistency

Evaluation standards vary across teams and regions

The Right Hire Solution

Right Hire is an AI-powered video interviewing platform that conducts structured, on-demand interviews with your candidates, at any time, at any scale. Every candidate gets the same fair evaluation. Your team gets recorded video interviews and data-driven scorecards to make confident hiring decisions.

Instead of reading another polished resume, you watch the actual candidate answer real questions. This provides a clearer view of applied capability before committing expert time and interview resources.

Right Hire integrates with more than 60 applicant tracking systems (ATS), allowing interviews and evaluations to run within existing workflows. There is no system migration, process redesign, or IT implementation effort required.

Human Control Always

The AI never makes the hiring decisions. It collects information, conducts structured interviews, and delivers standardized evaluations. Your teams remain in control of interview design, scoring criteria, evidence review, and final decisions.



On-Demand Interviews

Any time, any scale



Data-Driven Scorecards

Evidence-based evaluation



Human Decisions

You stay in control

Why Right Hire

Right Hire addresses a structural gap in how organizations evaluate technical and technical-adjacent talent at scale. It helps hiring teams reach qualified candidates faster while maintaining fairness, consistency, and operational control. Candidates are assessed on demonstrated ability rather than resume polish alone, allowing teams to spend less time screening poor-fit applicants and more time engaging strong ones.

Speed at Scale

Interview hundreds or thousands of candidates per day without scheduling bottlenecks, allowing roles to be filled faster.

Cost Efficiency

Reduce cost per interview compared to the \$100-\$120 human interview benchmark without expanding recruiting headcount.

Complete Candidate Visibility

Recorded interviews provide direct insight into communication style, problem-solving approach, and professional presence beyond the resume.

Structured Evaluation

Every candidate receives the same questions and criteria, which improves consistency and reduces bias exposure.

Human Control

The platform conducts interviews and organizes information while hiring teams retain full authority over decisions.

Process Flexibility

Interview design, evaluation criteria, scoring weights, and hiring stages can be configured to match organizational standards.

Evidence-Based Decisions

Structured scoring, extracted evidence, and side-by-side comparison support clearer and more defensible hiring choices.

ATS Integration

Native integrations with 60+ applicant tracking systems allow teams to work within existing workflows and systems of record.

Right Hire Delivers Measurable Results

60%+

Cost Savings vs
Human Interviews

1000s

Interviews Per Day

100%

Consistency Across
Candidates

60+

ATS Integrations

How It Works

Right Hire fits into your existing hiring workflow and standardizes how candidates are evaluated from the time the role is opened. The platform automates interview setup, scheduling, delivery, and evaluation while keeping recruiters and hiring managers in control of criteria and decisions. Each step is designed to reduce coordination overhead, improve consistency, and help teams focus their time on the candidates most likely to succeed.

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Step 1: Create the Job

After you've created a job description Right Hire takes it from there. The AI generates a structured interview tailored to the role and its requirements. No manual setup is needed.

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Step 2: Invite Candidates

Right Hire automatically sends and manages interview invitations. Candidates complete the video interview on their own schedule with no coordination required. Pre-screening questions filter out unqualified applicants early, saving time for both candidates and hiring teams.

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Step 3: AI Structured Interview Delivery

Right Hire conducts a structured video interview using proprietary conversational AI. The experience is natural while maintaining consistent evaluation standards. Follow-up questions adapt in real time, and built-in integrity controls monitor for impersonation, outside assistance, and suspicious behavior. The session is recorded with candidate consent for later review.

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Step 4: Candidate Evaluation

Before and after the interview, Right Hire evaluates candidates against defined role criteria using intelligent matching. A Python expert applying for a Python role is assessed differently than a sales manager presenting "transferable skills." Scores reflect relevant capability without inflation or guesswork. Candidate data is anonymized prior to AI processing to reduce bias.

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Step 5: Review Top Candidates

Instead of reviewing hundreds of interviews, Right Hire surfaces the strongest candidates. Your team reviews recorded interviews and structured scorecards for those who matter most, directly within your ATS or the Right Hire dashboard.

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Step 6: Make the Hire

Every candidate gets a clear hiring recommendation backed by evidence pulled directly from the interview. Your team spends less time debating and more time closing.

"The questions were very good and the interview exceeded my expectations."

- Automation Engineer

Powerful Candidate Evaluation

Right Hire goes beyond interviewing to give hiring teams a clear, evidence-based view of every candidate. Each person receives a hiring recommendation ranging from Strong Hire to No Hire, with every score supported by documented evidence from the interview.

Hiring Recommendation Scale

Recommendation	Score Range	What It Means
Strong Hire	75-100	Exceptional candidate, move fast
Hire	60-74	Solid fit for the role
Maybe	50-59	Meets basics, has development areas
No Hire	0-49	Significant gaps or disqualified

What Your Team Gets

- ✔ A recorded video of every interview, so you can see the real person behind the resume
- ✔ Evidence-backed scores with specific examples pulled from the candidate's own words
- ✔ Side-by-side candidate comparison to make objective, confident hiring decisions
- ✔ Pre-interview resume analysis compared against post-interview performance
- ✔ Clear strengths, weaknesses, and critical gaps documented for every candidate

Before Interview Assessment

Pre-Assessment Analysis

Executive Summary Weighted Score: **64.4%** (2/3)

Minor Fl. Medium Confidence

Candidate's resume was analyzed against the job requirements. Chianorus is a seasoned full-stack developer with extensive React Native experience and multiple leadership roles delivering large-scale mobile applications. Evidence shows strong technical breadth and team leadership, but limited detail on performance optimization methodologies and CI/CD practices.

Key Strengths

- Extensive React Native development with multiple production apps
- Proven leadership managing teams of up to 10 engineers
- Broad fullstack and cloud technology exposure

Critical Gaps

- No demonstrated experience with CI/CD or automated release processes (HIGH)
- Limited evidence of systematic performance profiling and optimization (MEDIUM)

Areas to Probe During Interview

- Depth of React Native internals: Need to confirm understanding of native/JavaScripts and JS bridge performance beyond framework usage
- CI/CD pipeline design and deployment automation: Resume lacks any detail on continuous delivery practices
- Performance profiling methodologies: Clearly demonstrate experience and proactively identifying mobile performance issues

Detailed Criterion Assessment

React Native Expertise 4.0/5.0 (HIGH)

PROFICIENCY: High Confidence

Evaluate: Depth of knowledge in React Native core concepts, tooling, and ecosystem.

Multiple production stakeholders and long-term React Native roles demonstrate strong practical expertise. Rough resume lacks explicit mention of advanced intermediate use: React/Catalyst/Redux.

After Interview Assessment

Assessment

Pre-Assessment	Post-Assessment
Assessment Overview Interview Performance Behavior Analysis <small>(Based on Pre-Interview Analysis)</small> <small>(Based on Video Evidence)</small>	48.1% (2/49.0) 26.8 (10)

Executive Summary

Candidate shows significant gaps in key competencies required for this role. Key strengths: Mobile Architecture & Scalability (4.0/5.0), Areas of concern: React Native Expertise (2.0/5.0), Problem-Solving & Performance Optimization (2.0/5.0), Collaboration & Communication (2.5/5.0) and Mentorship.

Skills & Competencies Analysis (Open Metrics Portfolio)

- React Native Expertise** 2.0/5.0
Insufficient Medium Confidence
- Mobile Architecture & Scalability** 4.0/5.0
Insufficient High Confidence
- Problem-Solving & Performance Optimization** 2.0/5.0
Insufficient Medium Confidence
- Collaboration & Communication** 2.5/5.0
Insufficient High Confidence
- Mentorship & Leadership** 2.0/5.0
Insufficient Medium Confidence
- Continuous Delivery Mindset** 1.0/5.0
Insufficient Medium Confidence

Behavioral Analysis (Full Video Mapping)

- Detailed Behavioral Flags (3/0)

Critical Skills Matter Most

The system prioritizes what matters most. Critical skills carry more weight than nice-to-haves, so candidates with similar backgrounds may rank differently based on role-relevant strengths. Decisions align to the actual demands of the role.

Plug and Play: 60+ ATS Integrations

Right Hire fits your workflow. Not the other way around.

Most hiring tools force you to change your process. Right Hire doesn't. Through our integration layer, Right Hire connects directly to 60+ applicant tracking systems, including Greenhouse, Lever, Workday, BambooHR, iCIMS, JazzHR, Bullhorn, and dozens more. Your team keeps working in the ATS they already know.

Zero Process Change

Candidates flow in from your ATS. Interview results flow back. Your recruiters never leave their existing tools.

Always Up to Date

Interview results and candidate evaluations sync automatically to your ATS, ensuring you always see the latest information where you already work.

Secure by Design

The integration layer stores zero candidate data. Stateless passthrough architecture means your ATS remains the system of record.

Deploy in Hours, Not Months

Standard API connectors eliminate custom development. Teams enable the integration, map fields, and go live.

How the Integration Works

You choose at which stage your ATS triggers a Right Hire interview, whether that's a "Phone Screen," "First Round," or any other stage your team uses. When a candidate reaches that stage, Right Hire automatically sends them an interview invitation. The candidate completes the video interview on their own schedule. Once finished, the evaluation report, scores, and recorded video link are written back to the candidate's ATS profile. Recruiters access all information without leaving their existing tools. Hiring managers receive direct links to recorded interviews and scorecards.

What This Means for Your Team

- ✓ No IT project required - standard connectors work out of the box with 60+ ATS platforms
- ✓ No data migration - your ATS remains the system of record
- ✓ No training overhead - recruiters continue using familiar tools
- ✓ No vendor lock-in - Right Hire works alongside your existing stack, not instead of it

Designed for Enterprise People and Talent Leaders

Chief People Officers, Heads of Talent, and HR Technology leaders are accountable for measurable hiring outcomes, including time to hire, cost per hire, early retention, fairness standards, and governance integrity. They require systems that strengthen operational discipline rather than add complexity. Right Hire supports these priorities by standardizing evaluation, improving comparability, and enabling faster progression from application to informed decision.

[For a full platform demonstration, please contact your account team.](#)

Core Principles That Govern Every Hiring Decision



Fairness

Every candidate gets the same questions and the same standards.



Efficiency

Teams spend time with the right candidates.



Accuracy

We look at real answers from real people, not AI-generated profiles.



Transparency

There should be a clear reason behind every score.

About Right Hire

Right Hire is an enterprise AI interview platform built for technical and technical-adjacent hiring. The platform conducts structured conversational interviews that evaluate domain capability, problem-solving approach, and communication clarity using transparent, rubric-based scoring. Designed for global hiring operations, Right Hire integrates with existing applicant tracking systems (ATS) and supports human-led decisions through recorded interviews, documented evidence, and standardized evaluation workflows.