

HireInsight: An Expertise-Driven Interview Platform

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Abstract: *The recruitment process is often plagued by inefficiencies, bias, and a lack of structured evaluation, leading to suboptimal hiring decisions. HireInsight, an expertise-driven interview platform, addresses these challenges by integrating subject matter expert assessments and machine learning algorithms into the interview process. The platform features a three-login system for companies, candidates, and interviewers, enabling tailored interactions and fair assessments. It leverages machine learning to predict candidate success based on technical skills and communication proficiency captured during video interviews. Furthermore, HireInsight generates comprehensive reports that combine expert evaluations with machine learning insights, supporting informed decision-making. This paper surveys existing recruitment technologies, highlighting how HireInsight offers a more accurate, efficient, and fair solution by merging human expertise with advanced technology*

Keywords: Natural Language Processing (NLP), Speech-to-text transcription, Zoom API, Machine Learning, Job Interviews, Resume screening, Text analysis, AI-driven recruitment

