

INTERNAL PRODUCT CASE STUDY

Recruitment Automation Platform

AI-assisted job posting, candidate management, screening and recruiter operations.

Simplify Job Search was developed as a two-sided job search and hiring platform that supports both candidates and recruiters. This case study focuses on the recruitment-side platform, which helps HR teams, companies, freelancer recruiters, and hiring managers manage hiring workflows from one structured system.

Project classification: This internal Byond Boundrys product module is part of the Simplify Job Search platform.



INDUSTRY HRTech & Recruitment Operations	CLIENT TYPE Internal product - Simplify Job Search	PROJECT STAGE Internal product
EVIDENCE Pilot-observed	DELIVERY SCOPE Recruiter workflows, job posting, applicant management and communication	

Faster job-description and posting workflows AI-assisted job-description tools reduce repetitive drafting before recruiter review.	A central recruiter and applicant workspace Jobs, applicants and recruiter actions are managed within one hiring workspace.	Structured candidate-status tracking Candidate status stages create a consistent view of progress across the hiring process.
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01 / BUSINESS CONTEXT

Who needed the solution

Simplify Job Search was developed as a two-sided job search and hiring platform that supports both candidates and recruiters. This case study focuses on the recruitment-side platform, which helps HR teams, companies, freelancer recruiters, and hiring managers manage hiring workflows from one structured system. The recruitment-side module was created to reduce the operational friction involved in posting jobs, writing job descriptions, collecting candidate applications, screening applicants, tracking candidate status, inviting candidates by email, and importing resumes in bulk. Recruiters can sign up, log in, manage their dashboard, create job posts, publish jobs, manage company/client information, add screening questions, view applicants, update candidate status, send bulk job invites through CSV uploads, and upload ZIP files containing multiple resumes for recruiter-side candidate ingestion.

02 / CHALLENGE

What needed to change

Recruitment teams often manage hiring through fragmented tools, manual spreadsheets, email threads, shared documents, and disconnected job boards.

Recruiters repeatedly wrote job descriptions from scratch

Recruiters had to manually write job descriptions for every opening, which consumed time and often produced inconsistent job-posting quality.

Jobs and applicants needed a dedicated management workspace

Recruiters needed a simple way to publish jobs and manage them from a dedicated hiring dashboard.

Freelancer and in-house recruiters had different operating needs

Freelancer recruiters and HR users required different operational flows, including client/company management and job ownership.

Bulk candidate communication required external tools

Bulk candidate outreach required manual email sending or external tools, which created tracking and consistency issues.

Candidate status and screening information were difficult to centralise

Candidate follow-up became difficult when candidate status, invite history, and application records were not centralized.

03 / WORKFLOW TRANSFORMATION

Before and after

Previous workflow

- Recruiters repeatedly wrote job descriptions from scratch
- Jobs and applicants needed a dedicated management workspace
- Freelancer and in-house recruiters had different operating needs
- Bulk candidate communication required external tools
- Candidate status and screening information were difficult to centralise

Structured workflow

- Set up recruiter identity and clients
- Create and publish jobs
- Manage applicants and status
- Automate communication
- Review structured outputs

04 / SOLUTION

How we approached it

Simplify Job Search was designed as an AI-assisted recruitment workflow platform where AI is used to reduce repetitive work and automation is used to make hiring operations more structured. The recruitment-side approach combines recruiter authentication, job creation, AI-assisted job description generation, screening question workflows, candidate application tracking, bulk CSV email invites, ZIP-based resume ingestion, candidate status management, recruiter dashboards, client management, email automation, and cloud-based storage.

01

Set up recruiter identity and clients

Support recruiter roles, profiles and company or client ownership.

02

Create and publish jobs

Use structured forms and AI assistance for job-description preparation.

03

Manage applicants and status

Track applications, screening questions, notes and pipeline movement.

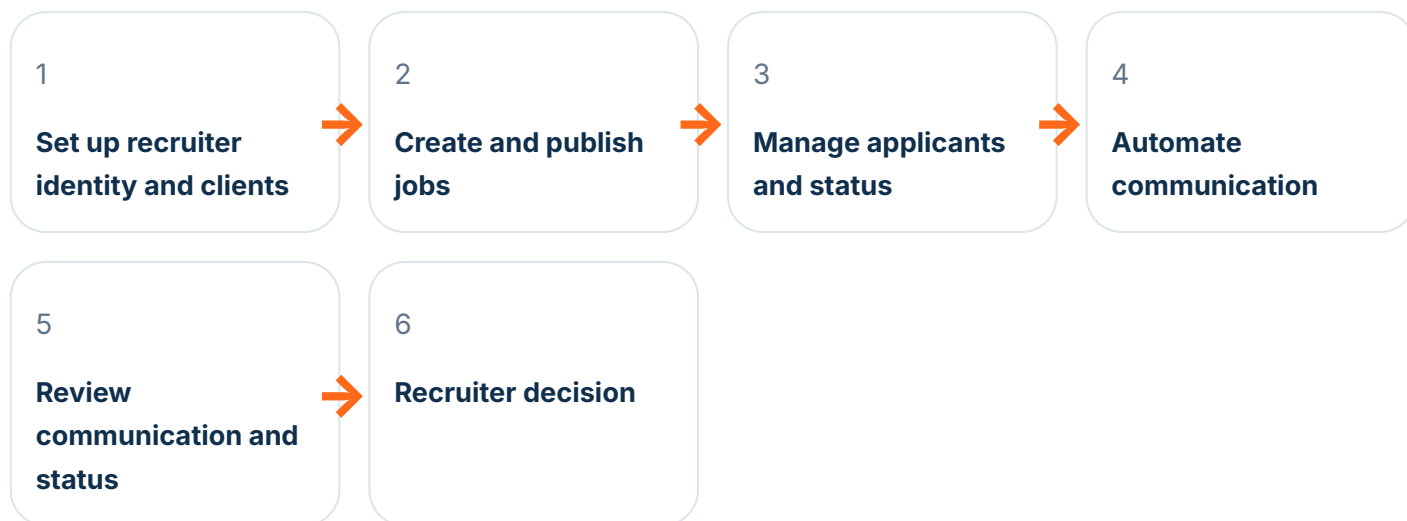
04

Automate communication

Send targeted or bulk candidate messages through scalable email workflows.

05 / EXAMPLE WORKFLOW

From input to reviewable output



06 / DELIVERY SCOPE

What the delivery covered

Business and product workflow

- Recruiter Identity and Role-Based Access
- Recruiter Dashboard and Hiring Workspace
- AI-Assisted Job Description Generation

AI, data and automation

- Google Gemini
- Azure OpenAI

Application and cloud engineering

- Angular
- Node.js
- DynamoDB
- AWS
- Docker
- Nginx

Scope boundary

The page covers current recruiter workflows. Planned adaptive screening, proctoring and future modules are outside this case-study scope.

How the system is organised



Role-based recruiter access

Recruiter, client and hiring-workspace permissions separate operational responsibilities.

Candidate-data responsibility

Recruiters must have a valid basis for uploading, contacting and managing candidate information.

Human hiring decisions

AI-assisted job content and workflow support do not replace recruiter review or approval.

Email-delivery controls

SES and queue-based delivery support traceable communication, retry and operational monitoring.

Value observed during validation

- | | | |
|-------|---|----------------|
| 1 | Faster job-description and posting workflows
AI-assisted job-description tools reduce repetitive drafting before recruiter review. | Pilot-observed |
| <hr/> | | |
| 2 | A central recruiter and applicant workspace
Jobs, applicants and recruiter actions are managed within one hiring workspace. | Pilot-observed |
| <hr/> | | |
| 3 | Structured candidate-status tracking
Candidate status stages create a consistent view of progress across the hiring process. | Pilot-observed |
| <hr/> | | |
| 4 | Scalable candidate outreach and communication
Email and outreach workflows support repeatable communication with selected candidates. | Pilot-observed |
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| 5 | Support for both in-house and freelance recruitment models
The platform supports both internal recruitment teams and recruiter-client operating models. | Pilot-observed |
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Technology and component roles

GO

Google Gemini

Structured extraction, reasoning or generation

AZ

Azure OpenAI

Managed LLM inference and reasoning

AN

Angular

Web application interface

NO

Node.js

Backend and integration services

DY

DynamoDB

Scalable application and workflow data

AW

AWS

Cloud infrastructure and managed services

DO

Docker

Containerised deployment

NG

Nginx

Reverse proxy and production serving

VE

Vertex AI

Managed Gemini and AI model integration

AM

Amazon SES

Transactional email and alert delivery

Explore related case studies

HRTECH & RECRUITMENT

AI Voice Screening Platform

Telephony-based candidate screening, response capture and interview-readiness automation.

HRTECH & CAREER SERVICES

Candidate Intelligence & Resume Automation

Resume analysis, job-fit scoring and AI-assisted career-document workflows for candidates.

HRTECH & MOBILE APPLICATIONS

Mobile Career Companion

A mobile-first career companion for job discovery, resume services, payments and candidate workflows.

Working on a similar challenge?

Discuss the workflow, data, integrations and evidence required for a practical first release.