

WHAT WE DO

Hiring Is Not Broken. It Has Never Been Structured.

15x
TRUE COST OF A WRONG SENIOR HIRE
(HARVARD BUSINESS REVIEW)

VERDICT is an AI-native hiring intelligence and talent operating system. It does not track activity, it tracks decision quality. Every score links to a source object. Every override is logged. Every cycle becomes sharper than the last.

THE PROBLEM

A High-Volume Subjective Circus

- › JDs copied from Google, not built from operating reality
- › Interviewers scoring on rapport, not evidence
- › The loudest voice in the room makes the call
- › 18 to 30 months of drift when a critical hire fails

THE ENGINE

A Closed-Loop Decision System

- › Role is precisely defined before candidate volume enters
- › Every score traces to a verbatim transcript
- › AI structures the decision. Humans own the verdict.
- › Post-hire outcomes feed back and improve every future cycle

THE OUTCOME

Precision That Compounds

- › 4-week implementation: from subjective chaos to operating system
- › Living organizational talent memory that never resets
- › Sharper benchmarks, better sourcing, stronger rubrics every cycle
- › Fully auditable decisions. Defensible outcomes.

PLATFORM ARCHITECTURE, SIX CORE LAYERS

01

JD INTELLIGENCE ENGINE

Converts a vague hiring request into a precise mandate with non-negotiables, success anchors, and scoring logic. Reduces JD creation time by 90%.

02

RESUME-TO-JD MATCHING

Evidence-backed screening against actual role requirements. Not keyword search. Every match, hold, or reject carries an auditable rationale.

03

AI AVATAR INTERVIEW ENGINE

Structured asynchronous interviews that probe beneath polished narratives. Every session creates a permanent, verbatim transcript record.

04

PSYCHOMETRIC & CULTURE-FIT

Role-calibrated behavioral assessment, not a generic personality test. Every trait interpreted against the specific mandate, team, and operating environment.

05

CANDIDATE EVALUATION DASHBOARD

Transparent, weighted ranking across all evidence sources. Human + AI alignment. Every candidate assessed against the exact same logic, every time.

06

INTERVIEWER QUALITY SYSTEM

VERDICT improves your evaluators, not just your candidates. Tracks bias, scoring drift, and evidence quality. Generates targeted coaching loops.

WHAT WE ARE NOT

An Applicant Tracking System

An ATS is a passive filing cabinet. It records that events occurred. It has zero capacity to track decision quality. Relying on an ATS to solve hiring quality is like relying on accounting software to build your product strategy.

WHAT WE ARE

A Talent Decision Operating System

VERDICT is the intelligence layer that sits above your ledger. It asks: Was the role correctly defined? Is the evidence sufficient? Is the ranking explainable? Did the outcome validate the signals? The ATS records the hire. VERDICT makes the hire right.