

Read Me

Talent Acquisition & Recruitment

Version: 0.1 | Date: Nov-2025





Table of Contents

1.	Introduction	3
1.1	Overview	3
1.2	Use cases or Challenges	3
1.3	How Agentic Automation Solves Them.....	3
1.4	Solution Design	4
2.	Requirements & Prerequisites	5
2.1	System Requirements	5
2.2	Prerequisites	5
3.	Getting Started.....	6
3.1	Quick Start - Setup	6
3.2	Folder Structure	6
3.3	Configure AI Skill	6
3.4	Run the Bot	6
3.5	Upload Documents.....	7
3.6	View Results	7
3.7	Draft Email functionality	8
3.8	Get Sample Question functionality	9
3.9	Outputs	10
3.10	Reusability & Scalability	10
4.	Support & FAQs.....	11
4.1	Support.....	11
4.2	FAQs	11



1. Introduction

This document contains all essential information for the user to make full use of this A360 (*Bot/Command Package*). It includes a description of the functions and capabilities and step-by-step procedures for setup & configuration of the (*Bot/Command Package*).

1.1 Overview

Recruitment operations often involve repetitive tasks such as resume screening, skill matching, and personalized communication. These manual processes can lead to inconsistent evaluations, generic interview questions, and increased HR workload.

Agentic Automation offers a smarter approach:

- Resumes are intelligently compared against job descriptions to identify skill matches and gaps.
- AI agents perform candidate screening and generate **Go / No-Go** decisions, reducing bias and improving consistency.
- Interview questions are tailored to each candidate's strengths and gaps.
- Personalized email drafts are auto-generated based on screening outcomes, saving HR time.

Unlike traditional platforms that require complex integrations, this framework from **Hexaware** simplifies implementation, reduces errors, and boosts recruiter productivity—making hiring faster, smarter, and more strategic.

1.2 Use cases or Challenges

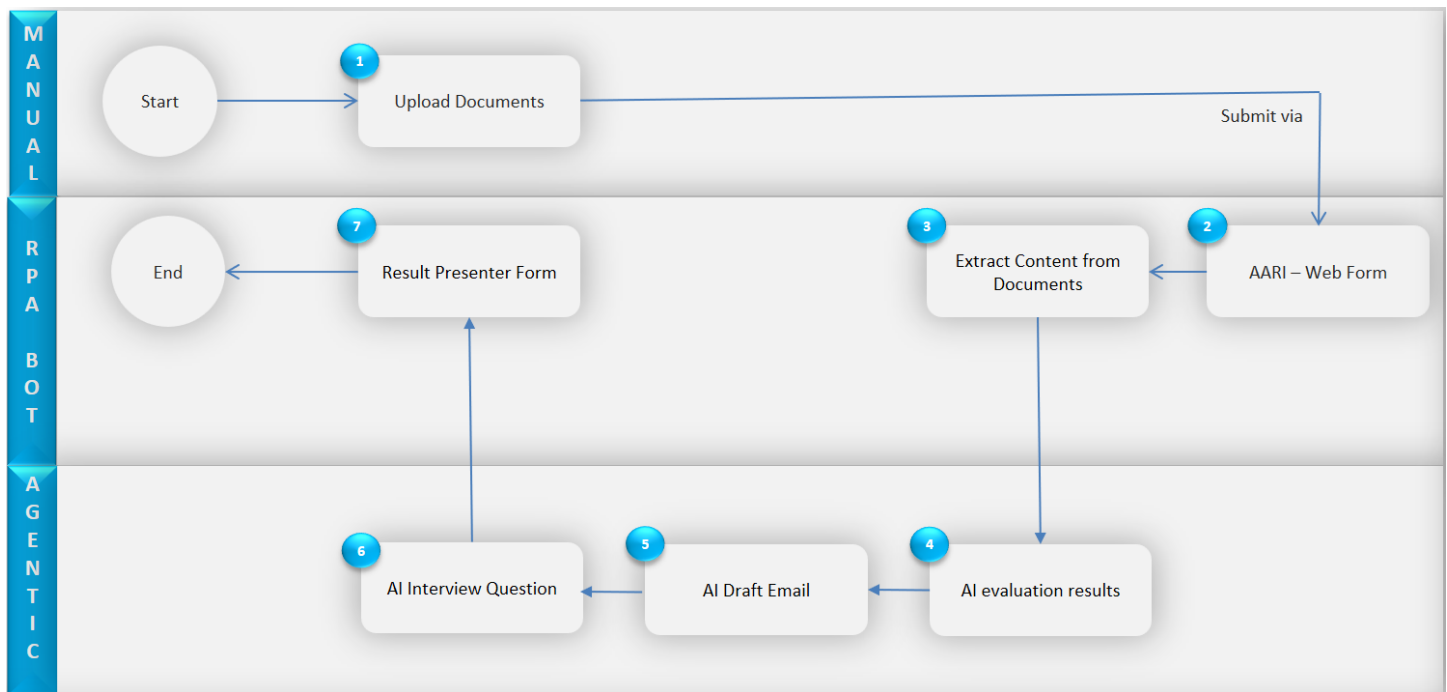
- Manual resume screening is slow and inconsistent
- Difficulty aligning candidate skills with job descriptions
- No standard method to identify skill gaps
- Generic interview questions that miss candidate-specific insights
- Time-consuming personalized communication

1.3 How Agentic Automation Solves Them

- Compares resumes with job descriptions to highlight matches and gaps
- Uses AI agents to suggest Go / No-Go decisions
- Generates tailored interview questions:
 - Highlight strengths and relevant skills
 - Address gaps or unclear areas
- Drafts personalized emails based on screening results
- Ensures the process is fast, consistent, and scalable



1.4 Solution Design





2. Requirements & Prerequisites

2.1 System Requirements

Component	Minimum Requirement
Processor	Intel Core i5 (11th Gen or higher)
RAM	16 GB
Storage	500 GB free disk space
Network	1 GbE, IPv4/IPv6 compatible
OS	Windows 10 or 11
Bot Agent	Automation Anywhere Bot Agent v22.200.32
Platform	Automation 360 Control Room (v38 or higher)

2.2 Prerequisites

- Automation 360 installed and running.
- Bot Agent installed and connected.
- Python 3.13.5 installed.
- AI Skill deployed and linked via **Model Connection** in AI Agent Studio.



3. Getting Started

3.1 Quick Start - Setup

- Download the bot package from Bot Store.
- Import it into your Automation 360 Control Room

3.2 Folder Structure

Ensure the following bots are imported:

- \Bot Store\Talent Acquisition & Recruitment\Automated Tasks\<<Task Bot>>
- \Bot Store\Talent Acquisition & Recruitment\AI Studio\<<AI Skill>>
- \Bot Store\Talent Acquisition & Recruitment\User Forms\<<Form>>

3.3 Configure AI Skill

- Navigate to **AI Agent Studio**.
- Create or select a **Model Connection**.
- Assign the connection to the AI Skills
 - **Draft Email Content**
 - **Resume against a given job description**
 - **Resume Question**

How to create model connection link attached below-

- Connecting to AI: Model connections establish a link between Automation 360 and the chosen AI model. This allows your automations to access the model's capabilities.
- Powering AI Skills: AI Skills, the reusable AI components in AI Agent Studio, rely on Model connections to function. The connection determines which AI model will be used to execute the skill.
- Select the Model connection in AI Skill (Steps to create and manage is provided below in link)

[Create and manage Model connections](#)

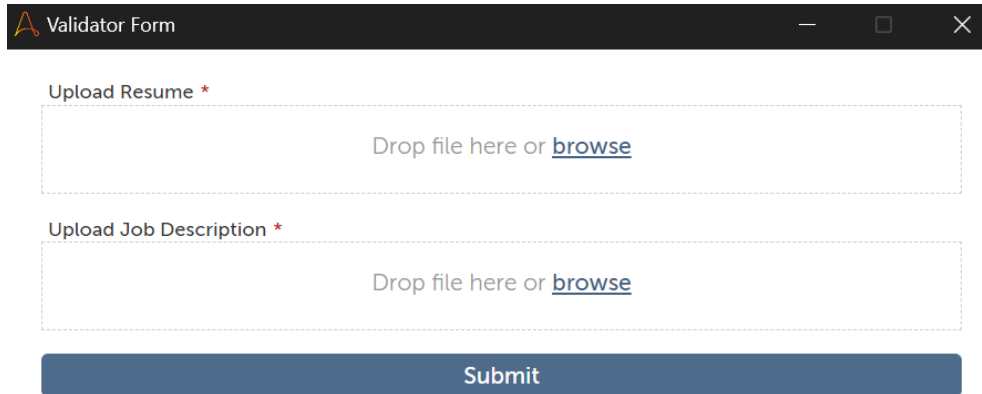
3.4 Run the Bot

- Navigate to **Bot store** → **Talent Acquisition & Recruitment** → **Automated Tasks**
- Open **Master Bot** Bot.
- Click **Run**.
- A Form will appear prompting document upload.



3.5 Upload Documents

- Upload the input below (format supported is **Docx, Doc, pdf**)
 - **Resume** → Upload Resume
 - **Job Description** → Upload Job Description

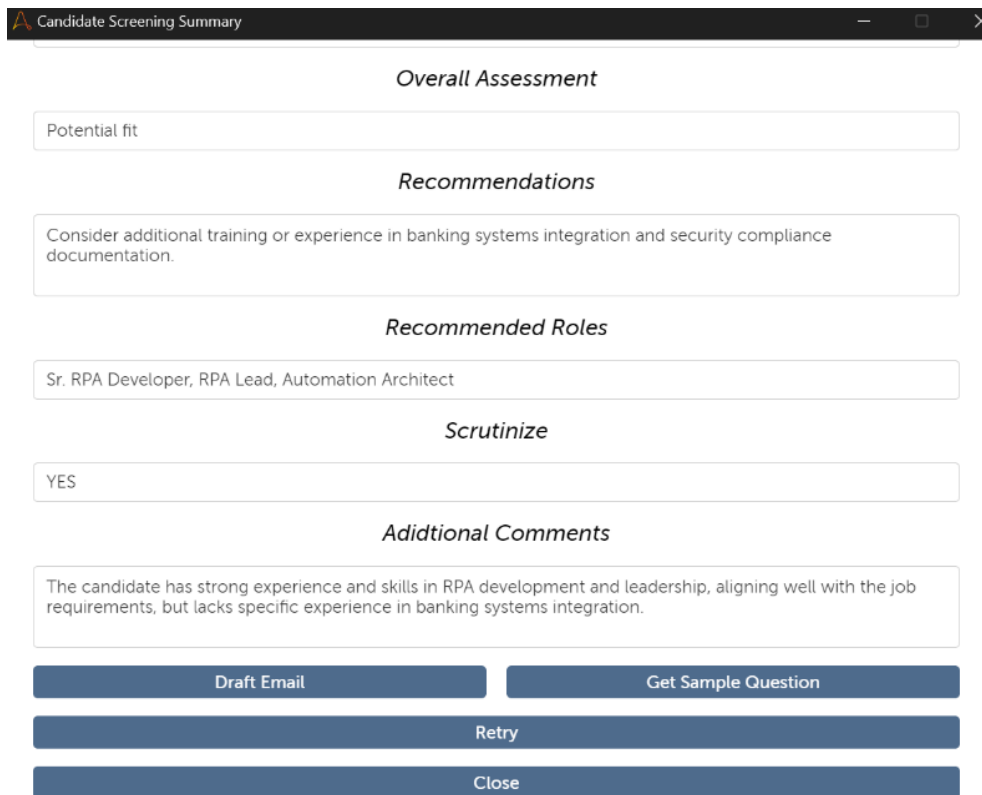


A screenshot of a web application window titled "Validator Form". It contains two upload sections. The first is labeled "Upload Resume *" and the second is labeled "Upload Job Description *". Each section has a dashed border and contains the text "Drop file here or [browse](#)". Below these sections is a blue "Submit" button.

- Click **Submit** & wait for AI response.

3.6 View Results

- Bot returns a below form with final **Scrutinize: Yes / No**




A screenshot of a web application window titled "Candidate Screening Summary". It displays a form with several sections: "Overall Assessment" with a text box containing "Potential fit"; "Recommendations" with a text box containing "Consider additional training or experience in banking systems integration and security compliance documentation."; "Recommended Roles" with a text box containing "Sr. RPA Developer, RPA Lead, Automation Architect"; "Scrutinize" with a text box containing "YES"; and "Additional Comments" with a text box containing "The candidate has strong experience and skills in RPA development and leadership, aligning well with the job requirements, but lacks specific experience in banking systems integration." Below these sections are four buttons: "Draft Email", "Get Sample Question", "Retry", and "Close".



3.7 Draft Email functionality

- Based on the Scrutinize result, AI generates email content.

 Evaluation Email Trigger Form

Email Content

Subject Line: Update on Your Application for Sr. RPA Automation Anywhere Developer

Email Body:

Dear Mr. Mishra,

I hope this message finds you well. Thank you for your application for the Sr. RPA Automation Anywhere Developer position at our company. We appreciate the time and effort you invested in your application and the insights you shared about your experience.

After a thorough review of your resume and qualifications, we are pleased to inform you that your skills and experience in RPA development and leadership align well with the requirements of the role. However, we noted that there is a gap in specific experience related to banking systems integration, which is a critical aspect of this position.

We would like to encourage you to consider gaining additional training or experience in banking systems integration and security compliance documentation. This will not only enhance your candidacy for future opportunities but also broaden your expertise in the field.

Thank you once again for your interest in joining our team. We wish you all the best in your career endeavors and hope to have the opportunity to consider your application again in the future.

Warm regards,

[Your Name]
[Your Position]

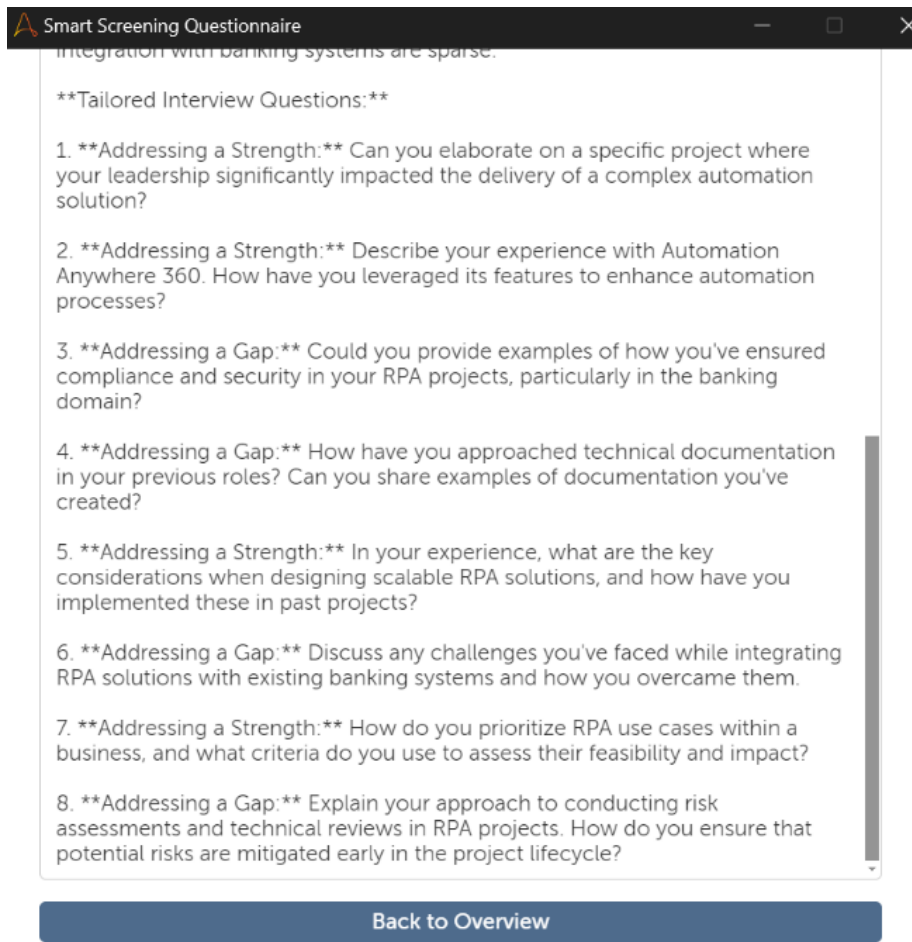
Back to Candidate Summary Page

- Click **Back to Candidate Summary Page** to return to results



3.8 Get Sample Question functionality

- Click **Get Sample Question**
- Bot generates:
 - A question based on candidate's strength
 - A question addressing a gap or unclear area
- Also displays:
 - Resume summary
 - Key strengths
 - Potential gaps or concerns



Smart Screening Questionnaire

Integration with banking systems are sparse.

****Tailored Interview Questions:****

1. ****Addressing a Strength:**** Can you elaborate on a specific project where your leadership significantly impacted the delivery of a complex automation solution?
2. ****Addressing a Strength:**** Describe your experience with Automation Anywhere 360. How have you leveraged its features to enhance automation processes?
3. ****Addressing a Gap:**** Could you provide examples of how you've ensured compliance and security in your RPA projects, particularly in the banking domain?
4. ****Addressing a Gap:**** How have you approached technical documentation in your previous roles? Can you share examples of documentation you've created?
5. ****Addressing a Strength:**** In your experience, what are the key considerations when designing scalable RPA solutions, and how have you implemented these in past projects?
6. ****Addressing a Gap:**** Discuss any challenges you've faced while integrating RPA solutions with existing banking systems and how you overcame them.
7. ****Addressing a Strength:**** How do you prioritize RPA use cases within a business, and what criteria do you use to assess their feasibility and impact?
8. ****Addressing a Gap:**** Explain your approach to conducting risk assessments and technical reviews in RPA projects. How do you ensure that potential risks are mitigated early in the project lifecycle?

[Back to Overview](#)



3.9 Outputs

Output Type	Description
Screening Result	Final decision based on resume vs JD
Email Draft	Personalized content for selection/rejection
Interview Questions	Tailored to candidate profile
Resume Summary	Strengths and gaps overview

3.10 Reusability & Scalability

- Can be used as a **reusable component** in larger workflows
- Ideal for **Talent Acquisition Group (TAG)** processes
- Future versions can support **batch processing**



4. Support & FAQs

4.1 Support

Free bots are not officially supported. You can get access to Community Support through the following channels:

- You can get access to Community Support, connecting with other Automation Anywhere customers and developers on [APeople](#) – the [Bot Building Forum](#), the [Bot Store Support Forum](#), or the [Developers Everywhere Group](#).
- Automation Anywhere also provides a [Product Documentation portal](#) which can be accessed for more information about our products and guidance on [Enterprise A2019](#).

4.2 FAQs

Q1: Can I make changes to this bot?

Absolutely. Free bots are for you to make use of, customize, and/or include in your builds as you see fit.

Q2: Can I upgrade the packages for this bot?

Yes – but know that the bot was created/tested on a specific package version. Any modifications to that may result in unexpected outcomes – so make sure to test the bot/subtask after making any package version modifications.

Q3. What does the bot do?

It compares resumes against job descriptions, identifies skill matches and gaps, generates Go/No-Go decisions, drafts personalized emails, and creates tailored interview questions.

Q4. What file formats are supported for resume and JD uploads?

Supported formats: .docx, .doc, .pdf.

Q5. Can I run the bot for multiple candidates at once?

This version supports single resume and JD uploads. Batch processing is planned for future releases.

Q6. How are interview questions generated?

AI analyzes the resume and JD to create questions targeting strengths and addressing gaps or unclear areas.



Q7. Can I customize the email template or interview questions?

Yes, templates and logic are modular. You can modify them in the Task Bot or AI Skill configuration.

Q8. How do I link the AI Skill to the bot?

Use AI Agent Studio to create a Model Connection and assign it to the relevant AI Skill. Detailed steps are included in the documentation.

Q9. What happens if the AI Skill fails or times out?

The bot includes error handling to catch failures and return fallback messages. Ensure timeout settings are configured appropriately.

For questions relating to Enterprise A2019: See the [Enterprise A2019 FAQs](#).



Appendix A: Record of Changes

No.	Version Number	Date of Change	Author	Notes
<i>1</i>	<i>1.0.0.0</i>	<i>11/11/2025</i>	<i>Ashish R Mishra</i>	<i>Initial version of Bot</i>



Appendix B: References

No.	Topic	Reference Link
1	Overview of Enterprise A2019	Click here
2	Guidance: Building basic A2019 bots	Click here
3	Guidance: Building A2019 action packages	Click here
4	APeople Community Forum	Click here
5	Automation Anywhere University	Click here

