

QE RESUME SCANNER

AI-powered resume evaluation engine with structured scoring, prompt orchestration, and fallback analysis logic

Consistent, scalable recruiter-style resume assessments for Quality Engineering Talent

Architecture

- Claude Code (development workflow)
- Gemini 3.5 Flash (analysis engine)
- WordPress plugin architecture
- JavaScript + PHP REST API
- PDF.js + Mammoth.js document parsing

Evaluation Framework

- 6 hiring dimensions
- 100-point weighted scoring model
- Resume-specific findings
- Automated rewrite recommendations
- Prompt-driven evaluation logic
- Fallback logic for incomplete AI responses



See your resume through the lens of a recruiter before it reaches one



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Built to think like a recruiter who only has 10 seconds and no patience for fluff

AI Evaluation Engine

- Recruiter-persona AI configured as a mid-senior QE
- Optimized for 10-second resume scan behavior (top-down evaluation)
- Structured evaluation model focused on impact, context, and clarity
- Predefined signal detection (red flags + shallow pattern recognition)
- Low-temperature, consistent outputs with strict JSON formatting
- Designed to mirror real recruiter decision-making, not keyword matching

Fallback Pattern Engine

- Deterministic rules engine that mirrors AI evaluation logic when unavailable
- Extracts structured signals (language, metrics, gaps, structure) from resumes
- Applies weighted pattern scoring using regex + heuristic rules
- Flags the same recruiter-relevant insights as the AI system
- Outputs identical JSON schema for seamless UX continuity



Hybrid architecture combining recruiter-guided AI analysis with deterministic rules-based validation



QE RESUME SCANNER

Built in layers so it stays fast, reliable, and chill, even when AI isn't



Frontend

- Vanilla JavaScript single-page app
- DOCX & PDF parsing via PDF.js + Mammoth.js
- Browser-based processing (no backend dependency for parsing)
- Dynamic, single-flow workflow

Middle

- WordPress REST API integration
- API key validation + request handling
- Rate limiting (8 requests / 60 sec)

AI Analysis

- Gemini 3.5 Flash as reasoning engine
- Structured JSON output schema
- Controlled token + temperature settings
- Consistent evaluation format across resumes

Fallback

- Client-side scoring engine when AI is unavailable
- Regex-based scoring + rule detection
- Still returns structured JSON output
- Detects skills, gaps, tone, and business signals
- Keeps system functional during outages

Resumes are never written to the database and discarded once the scan completes

