

CODERPAD QUALIFY · OVERVIEW

Qualify 1,000s of candidates in minutes.

Turn days of manual review into seconds of automated evaluation. **Qualify is the AI reviewer that scales your pre-screening** — without adding recruiter hours.

For high-volume hiring teams, resume review and phone screens have become a tax — **costing at least \$12K per hire** without adding real signal. Qualify replaces both with structured screens candidates complete on their own time, then uses AI to evaluate every response against your rubric. **Same questions, same environment, same standard.**

INSIDE QUALIFY · FROM SUBMISSIONS TO RANKED SHORTLIST

QUALIFY DASHBOARD · AI REVIEWER 847 REVIEWED

QUALIFIED SHORTLIST

Top Matches

Sam Rivera

STRONG · 94

Taylor Morgan

STRONG · 89

Morgan Patel

MIXED · 71

Jordan Chen

MIXED · 68

Riley Wu

WEAK · 42

COMPARATIVE SUMMARY · 528 ANALYZED

Pre-Screening Outcomes

5/15/2026

QUALIFIED

201

38% passed all

REVIEW

264

50% partial

SCREEN OUT

63

12% basic gaps

AVG TIME

18m

Per screen

WHAT QUALIFY DOES



Skip resume reviews and phone screens

Build custom screens candidates complete from home — video, text, or multiple choice. Skip the review step entirely and let your AI reviewer surface the best fits.



AI evaluates every response with precision

Every candidate answers the same questions in the same environment, scored against the same rubric. The AI evaluates — it doesn't interview — making your process defensible and auditable.



Automate hiring from pre-screen to live interview

Review a ranked shortlist, then hand off for a take-home project or a live interview in the same platform. One tool, one signal, one workflow — all connected to your ATS.

90%

FASTER
RESUME REVIEW

33
HRS

SAVED
PER HIRE

\$10K+

LOWER COST
PER HIRE

Trusted by high-volume hiring teams at the world's most demanding engineering orgs

McAfee

Spotify

Snowflake

Shopify

Stripe

Start qualifying candidates.

See how Qualify scales pre-screening to thousands of candidates without adding recruiter hours.

[Book a Demo](#)

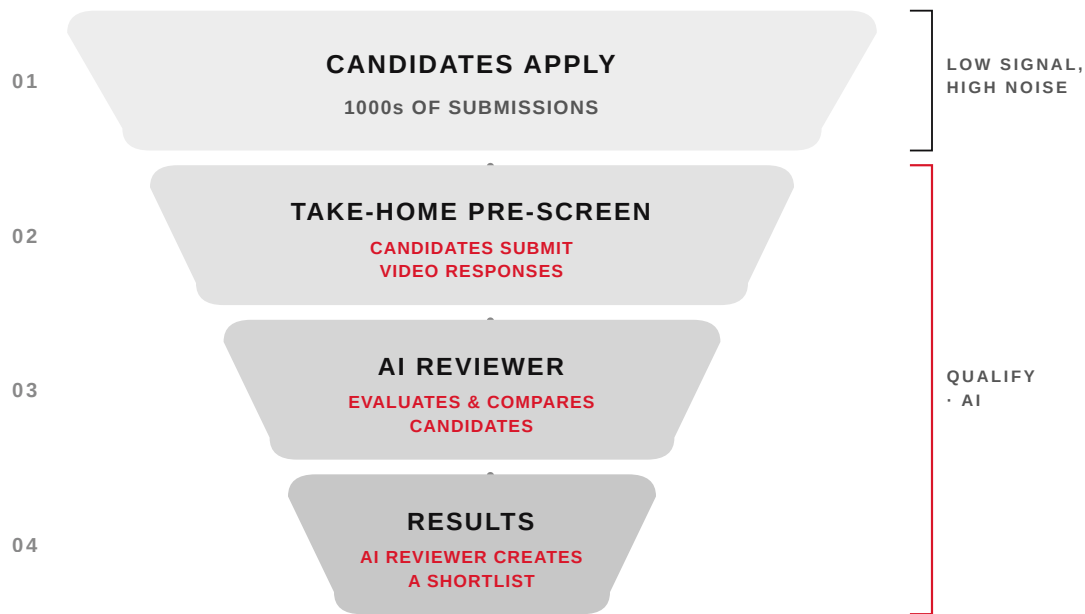
CODERPAD QUALIFY · HOW IT WORKS

Signal, not noise.

Qualify combines take-home tests with an AI reviewer, giving hiring teams an automated way to evaluate every candidate without added hours or a poor experience. **TA teams get summarized insights that help them make the final decision.**

For high-volume hiring teams, resume review and phone screens are a tax that adds **no real signal**. Qualify replaces both with a structured screen candidates complete on their own — then an AI reviewer evaluates, compares, and shortlists every response against your rubric.

THE QUALIFY FUNNEL · FROM SUBMISSIONS TO SHORTLIST



Zero hours lost to resume review & phone screens.

WHAT TA TEAMS NEED AT HIGH VOLUME · SUMMARIZED CANDIDATE INSIGHTS

● QUALIFIED

380

Passed all rubric criteria. Ready to advance to a live technical interview without further screening.

● REVIEW

500

Partial completion or mixed signal. Surface rationale to a human reviewer for a 2-minute decision.

● SCREEN OUT

120

Basic gaps in correctness or approach. Auto-declined with rubric-aligned feedback to the candidate.

High-volume hiring, fully automated —
without sacrificing candidate experience.

\$13K
IN TA HOURS SAVED PER HIRE

See beyond the score.

See how Qualify turns thousands of submissions into a ranked shortlist — automatically.

[Book a Walkthrough](#)

CODERPAD QUALIFY · WHY IT MATTERS

Reviewer, not bot.

AI should never be the interviewer — it's best used to review and collaborate. Qualify replaces resume review and initial phone screens, with a structured pre-screen the candidate completes on their own. **The AI is doing scoring, not the interviewing — a much more defensible role.**

Every candidate answers the **same questions in the same environment**. Identical inputs make adverse impact analysis straightforward — and give every candidate a fair shot at scale.

AI INTERVIEWER VS. CODERPAD QUALIFY · CAPABILITY BY CAPABILITY

CAPABILITY	AI INTERVIEWER	CODERPAD QUALIFY · AI REVIEWER
Role of AI	× AI conducts the interview — an agentic bot replaces the human conversation	✓ AI evaluates responses against a consistent rubric. The AI is scoring, not interviewing.
Structure & Consistency	× Unstructured, off-script conversation — a different experience for every candidate	✓ Every candidate answers the same questions in the same environment — video, text, or multiple choice
Compliance & Bias Risk	× Blackbox, unstructured AI agents create a hiring process that's hard to defend	✓ Identical inputs make adverse impact analysis straightforward
Candidate Experience	× Uncanny bot experience and unpredictable responses damage your employer brand	✓ A fair shot and a great experience for every candidate, at scale
What's Replaced	× Replaces the interviewer — the part of the process candidates value most	✓ Replaces resume review and phone screens — the parts that don't need a human

THE BOTTOM LINE

An AI interviewer replaces the wrong thing.

It hands off the conversation candidates value most to an unpredictable bot — creating a blackbox process that's hard to defend and damaging to your brand.

Qualify replaces what doesn't need a human.

Resume review, phone screens, and initial interviews become a structured screen scored by AI against a consistent rubric — defensible, auditable, and fair at scale.