

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.