

HOUSE OF VISIONARIES · COMMUNITY SHOW AND TELL

Candidate packs

How to automatically create high quality candidate job packs for any role, in seconds.

TheRecLab.

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Problem, build, results

01

What was the problem?

- Candidate packs take hours per role, which means they're only a luxury for larger teams.
 - Candidates are researching brands more than ever, and brands are failing to control the narrative.
 - And we're in a noisy market where candidate experience and response rates are down.
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02

How is it solved?

- Generated from the intake call itself, so even a solo recruiter can make one per role.
 - It removes friction for candidates finding out about your brand, giving them a single source of truth that answers 95% of their questions.
 - Transparency as the signal. Sharing the package, team and process up front is the signal that cuts through a noisy market.
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03

What were the results?

- Hours saved per role, so a pack is live as soon as the intake is finished.
- Fewer repeated questions, and candidates arrive at the first call already informed.
- Stronger reply and acceptance rates, with candidates thanking us for the transparency and improved experience. Coming to the calls more open.

One skill and how it works

Intake note in, published pack out, minimal human effort.

1 INPUT

Find the intake call

Searches notetaker for the intake transcript, prioritises notes first, and confirms the right one with me.

2 EXTRACT

Pull the notes apart

Title, salary band, who they report to, interview stages, responsibilities, all read out of the transcript. Make sure your intakes are aligned with your packs

3 TEMPLATE

Duplicate the pack

Spins up a brand new project from a premade pack template. The template itself is never touched. Design quality never changes.

4 POPULATE

Write in the role

Ai writes in the role-specific fields. While company-wide content stays identical across every pack.

5 HUMAN GATE

Human in the loop

Salary band, interview stages, who's on each one. Nothing ships unapproved.

6 REPO

Commit to GitHub

Its own private repo per role, private because the internal salary band lives in there.

7 DEPLOY

Publish on Vercel

Builds, goes live, login wall off, and hands back one link per role. Final human review/edits and ready to go!

SIDE NOTE

The output is flexible

A website is just what I went for. The same process can hand you a PDF, a doc, a Notion page etc.

What it could look like in practice

A short and human message. The pack carries the weight, package, team, interview process, all of it.

One link/document instead of six overwhelming paragraphs, and nobody has to ask what the salary is.

Many other options, but just an example.

NEW MESSAGE · FOUNDING RECRUITER

Heya Jamie,

We're hiring a Founding Recruiter at TheRecLab, and your 8 years across tech recruitment and RecTech caught our CEO's eye.

Priority one for the role is scaling headcount from 50 to 200 off the back of our £25m Series B raise, you'd come in to own the end-to-end process of how we win high quality talent (mostly tech & gtm hires).

You'd be working very closely with our CEO, she's huge on talent which comes from her past life as a Netflix leader. I've put all the info in one place for you, from the package we're offering, through to team, role, product and interview process:

thereclab.ai/careers/founding-recruiter

We'd love to have a casual convo around what's next for you, and seeing if the growth opportunities at TheRecLab are aligned, open to it?

MATERIALS TO HELP YOU BUILD YOUR OWN

The skill example: `Shared as a separate PDF`

An example of a candidate pack: `founding-engineer-pack-snowy.vercel.app`

7 ideas for AI recruiting agents: `linkedin.com/posts/jamiejaylyons_7-ai-agents-to-improve-your-hiring-today`