



with Minimum effort, Maximize your HR KPI

BUYER'S GUIDE

High Quality Recruitment on Scale

When the resumes keep coming, MinMaxHR helps your team decide who deserves attention first, why they fit, what is missing, and where a human should review.

MinMaxHR • Hiring Decision System • minmaxhr.com

01 • THE REAL PROBLEM

Volume was never the real problem. Attention was.

Application volume creates a triage and a decision-quality problem at the same time. Recruiters have limited attention, hiring managers need consistency, and every team eventually has to explain why a candidate moved forward.

THE OLD QUESTION

“How do we get through all these resumes?”

Reading speed becomes the focus, and quality quietly slips.

THE HIGH-VALUE QUESTION

“Who deserves our attention first, and why?”

Decision quality becomes the focus, and speed follows naturally.

02 • WHY TEAMS TRUST IT

Trust sits where value and proof meet.

You will not trust a ranking because it is fast. You will trust it because what you get lines up with what the product can actually show you.

WHAT YOU GET	WHAT CANDIDRANKER PROVES
Less screening effort per role	Role-specific ranking, not generic keyword matching
Better consistency across recruiters	Evidence and gaps, shown side by side
Attention spent where it counts	Human decision control, always the final step

The connected flow: Job definition → Input quality → Candidate evidence → Ranking → Explanation → Human review → Decision history.

03 • DATA SOVEREIGNTY & COMPLIANCE

Your candidates' data was never meant for a public chatbot.

Paste a résumé into a general AI tool and most recruiters think they've found a shortcut. They've actually created a compliance event, and under Indian law, their company owns it.

	A GENERAL AI CHATBOT	MINMAXHR
Where the data goes	Uploaded to servers you don't control, often outside India	Stays on infrastructure built and hosted in India, end to end
Who processes it	A third party with no hiring-specific data agreement	A system purpose-built to handle hiring data responsibly
AI processing itself	Runs on infrastructure located wherever the vendor chooses	Runs on AI infrastructure hosted in India, not routed abroad
Candidate consent	Rarely covers "sent to a general AI tool"	Data used only for the hiring purpose it was collected for

Under the Digital Personal Data Protection Act, 2023, a company collecting résumés is very likely acting as a Data Fiduciary. That comes with real obligations: reasonable security safeguards over personal data, and real restrictions on moving that data outside India. A résumé pasted into a general-purpose AI tool typically leaves your control entirely, processed on infrastructure you never selected, under terms you never reviewed, for a purpose the candidate was never told about.

MinMaxHR was built the other way around. It's built in India, hosted in India, and candidate data never leaves Indian soil, including the AI processing itself. That is not a footnote. It is the foundation: sovereign infrastructure and compliance-grade hiring, not a general chatbot repurposed for a job it was never built to do.

Every résumé your team touches is a compliance event. MinMaxHR is built to make that event safe by default.

This is general information about a real compliance consideration, not legal advice. Talk to your own counsel about your company's specific DPDP Act obligations.

04 • HOW IT WORKS

One connected workflow, not eight separate features.

Every step exists because the one before it changes what your team can trust.

THE MOMENT	WHAT MINMAXHR DOES	WHAT YOUR TEAM REALIZES
A role opens	The job description becomes the evaluation anchor.	"We need a clear definition of fit."
Applications arrive	Every document is identified and assessed for quality.	"Weak evidence shouldn't create false confidence."
Candidates need prioritizing	CandidRanker compares every candidate against the specific role.	"Ranking should be role-specific."
A ranking appears	Matches, gaps, and every contributing factor are inspectable.	"I can actually understand this result."
Recruiters review	Mandatory and optional controls, plus your own terminology, shape the evaluation.	"This reflects how we actually hire."
People decide	Every human decision stays explicit and on record.	"AI assists. We remain accountable."

CandidRanker ranks and explains. Your people decide. MinMaxHR records the evidence.

05 • TWO DIFFERENT QUESTIONS

A strong candidate can have a weak resume.

A polished resume can still be a weak fit. MinMaxHR answers both questions separately, on purpose, instead of collapsing them into one score.

Input quality

- Is enough information actually present?
- Can it be extracted reliably?
- Is the text coherent?
- Is the document really a resume, or really a JD?
- Is the JD specific enough to evaluate fairly?

Candidate fit

- How well does this candidate match the role?
- Which skills and experience match?
- What is missing?
- Which dimensions contributed to the score?
- Which requirements were mandatory, and which optional?

06 • BUILT FOR HOW YOU HIRE

Whatever your team looks like, this is built around it.

YOUR TEAM	WHAT YOU WANT	HOW MINMAXHR DELIVERS IT
Talent acquisition	Faster, more consistent shortlists.	A better first decision, with people still fully in control.
Staffing & recruitment	Repeatable, client-ready shortlists.	Role-specific criteria, evidence, and controls for every client.
High-volume hiring	Attention going where it matters first.	Application volume turned into a prioritized review queue.
Technical & manufacturing	Real handling of complex terminology.	Terminology, aliases, and structured requirements built in.
HR leadership	Quality, consistency, and governance.	Human decisions that stay explicit and inspectable, always.

07 • THE TRANSFORMATION

See the change before you see the feature list.

Before MinMaxHR

After MinMaxHR

- Applications outrun screening capacity
- Review happens file by file
- Logic varies by reviewer
- Evidence stays buried in the resume
- Hiring managers ask for justification after the fact
- Reasoning gets reconstructed later, if at all

- ✓ The job defines the evaluation
- ✓ Every input is checked before it counts
- ✓ Candidates arrive already prioritized
- ✓ Evidence and gaps are visible up front
- ✓ Recruiters focus attention where it matters
- ✓ People make the decision, and it's on record

08 • QUESTIONS YOU'RE ALREADY ASKING

Straight answers, before you have to ask.

We already have an ATS. Why add this?

MinMaxHR is not another system to replace what you have. It's a decision-support layer that sits alongside your existing workflow, doing the ranking and evidence work your ATS was never built to do.

Why not just use ChatGPT?

Because sending a candidate's résumé to a general chatbot is very likely a DPDP Act compliance risk your company now owns, not the AI vendor's. MinMaxHR is built and hosted entirely in India, so candidate data never leaves Indian soil, including the AI processing itself. See Section 03: Data sovereignty & compliance for the full picture.

What if it ranks someone wrong?

You inspect the evidence and the gaps behind every ranking, and your people review and decide. MinMaxHR was built to inform that decision, never to reject a candidate on its own.

Why does Growth cost ₹9,999?

Rather than take our word for it, test it against a real role and a real candidate pool on the Free plan first, then judge the value for yourself before you pay anything.

Is our hiring data safe with you?

Data handling follows our current published security and privacy policies at minmaxhr.com, kept up to date as the source of truth, not a slide in a deck.

09 • GETTING STARTED

Start where you are. Grow as you prove it out.

Test it on a real role before you commit to anything.

FREE	GROWTH	ENTERPRISE
₹0	₹9,999/mo	Custom
100 resumes + 10 job descriptions	For teams hiring on an ongoing basis	For multi-team, multi-location hiring at scale
Prove the value with real hiring work, on a real role, before anything else.	Turn proven workflow value into everyday, recurring usage across your open roles.	Built for the volume, tenancy, and governance that high-quality recruitment at scale actually requires.

10 • YOUR PATH FROM HERE

Where most buyers are, and what comes next.

#	BUYER THINKS	WHAT WE SHOW	NEXT STEP
01	"Screening is overloaded."	Volume, inconsistency, and delay, made visible.	Understand the workflow
02	"How does it actually work?"	JD → input quality → ranking → evidence → decision.	See a ranking
03	"Can I verify this myself?"	Matches, gaps, dimensions, and controls, all inspectable.	Inspect a candidate
04	"Will this replace our process?"	Your existing workflow, plus human control, kept intact.	Ask about the workflow
05	"Can I use our own data?"	The free allowance, evaluated against a real open role.	Start Free
06	"Is this value repeatable?"	Growth capacity, with value you can measure every month.	Move to Growth

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