# DemandFlow Technical Recruitment

DEMANDFLOW®

From job spec to placement, with the KID, the shortlist, the interview and the contractor's timesheet in one record set

DATA SHEET

A technical agency runs on a CRM for clients, an ATS for candidates, job boards for sourcing, email and a calendar for interviews, a document tool for CVs and KIDs, and a spreadsheet for placements and margin. The consultant re-keys the same vacancy four times, the Key Information Document is produced late or not at all, and the owner only learns the real margin when the accountant closes the month.

DemandFlow® holds the whole cycle in one place: the client and the won deal, the vacancy and its requirements, the candidates and their verified skills and credentials, the applications, interviews, offers, placements, onboarding and timesheets, and the analytics that come out of them. AI reads the spec and the CV and scores the match; the recruiter decides.

## What it is

An applicant tracking and placement system for technical contract and permanent agencies: vacancies with structured requirements against a shared skills and credentials catalogue; candidates as an overlay of people with verified and claimed skills; matching with a weighted score; a careers site with screening questions, video questions and self-booked interviews; job board posting; client presentation portals; interview scorecards; offers with the Key Information Document enforced; placements, onboarding, a contractor portal with timesheets and expenses; cash flow forecasting; and nightly analytics with trends, league tables, service levels, sources and forecasts.

It sits inside DemandFlow, so a won resourcing deal creates its vacancies, a placement raises its onboarding e-signatures, a timesheet feeds billing, and the client is the same account the CRM and finance modules use.

## What an agency gets

- **A vacancy from a spec in seconds.** Paste the text or drop the file; the required skills and credentials are resolved against the catalogue, and a rate card applies the title, currency, country and charge rate.
- **Candidates scored, not sorted.** Matching scores matched weight over total weight, verified skills at 1.0 and claimed at 0.85, with mandatory skills met and missing reported separately and clearance flagged until verified.
- **CVs read once.** Two-pass parsing writes skills and credentials as unverified, never overwrites a verified row and excludes protected characteristics.
- **The KID is not optional.** Send offer is blocked without a Key Information Document; Create placement confirms it; updated KIDs issue from the placement; wording and rates are versioned with admin approval.
- **Clients decide in the portal.** A tokenised read-only shortlist where the client marks interested, not interested or request interview, with intro and candidate videos.
- **Interviews that run themselves.** Self-booked slots, invites with calendar files from the recruiter's own mailbox, confirm and reschedule from the status page, scorecards per skill per interviewer.
- **Placements with margin.** Weekly revenue and margin, committed revenue, notice windows opening and paperwork outstanding; a cash flow forecast on signed terms.

- **Analytics every night.** Requirements, applications, submissions, interviews, offers, placements and starts per consultant, client, source and vacancy, with SLA met and missed and median days.




FIGURE 1. CANDIDATES SCORED AGAINST ONE VACANCY, MANDATORY SKILLS FIRST, WITH CLAIMED CLEARANCE FLAGGED UNTIL VERIFIED

## Vacancies, candidates and matching

A vacancy carries its requirements as rows against the catalogue: skills with weights, credentials from the credential bodies, screening questions (required, knockout, expected value, operator and weight) and video questions. It is created by hand, from a spec by AI, from a won resourcing deal (one draft vacancy per role line) or from a client presentation. Its panels cover overview with SLA tiles, the pipeline kanban, requirements, matches, description and advert, financials, postings, shortlist, client presentations, interviews and slots, placements, commission, statistics, documents and activity.

A candidate is an overlay of a person record, so the same individual can be a candidate, a contractor and a contact without duplication, and duplicate candidates merge with both histories kept. Skills and credentials sit on the person; credentials are catalogue entries under a credential body with retirement and supersession, so matching compares catalogue identities rather than strings. Hotlists group candidates; background checks are requested from the application; erasure requests and a default retention of 24 months cover GDPR.

**Matching.** Run on demand from the vacancy's Matches panel, scoring each candidate as matched weight over total weight, with verified skills counting 1.0 and claimed ones 0.85. Mandatory requirements met and missing are reported separately, clearance is a flagged filter, and availability is not scored. Fifty results by default, two hundred at most.

**AI application score.** An advisory score on each application, never an automatic rejection, with token cost logged. Smart-move rules let a score band move an application only into a review stage.

**Sourcing.** Idibu posting with pickers and signed webhooks that create candidates and applications; Indeed and Monster XML feeds from the careers site; a LinkedIn post drafted by AI with the apply link, type, country and clearance added, scheduled for the next weekday morning, with applications attributed to the post for thirty days.



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**Candidate** CANDIDATE-0001234

Senior Project Manager

Contact details withheld. Please contact the agency to arrange an introduction.

**PROFILE**

Accredited Prince2 Project Manager successfully delivering a wide range of projects with key understanding of IT infrastructure, Waterfall Delivery Framework and Change Management. Financial accounting, Forecast & Actuals - budgets £1M+. Supplier / 3rd Party management. Planning and delivery of infrastructure projects within budget and timescales. Full project lifecycle experience managing internal and external teams to deliver projects on time and to budget. Producing quality documentation including PIDS, MS Project Plans, and Business Cases. Experienced at requirements gathering, analysis, development, testing and implementation. Knowledge of tender process and transitioning core technology services to newly selected IT suppliers including off site infrastructure services. Adept at communicating and presenting to all levels of stakeholders, both non-technical and technical.

**CORE SKILLS**

Data Centre - Design · VPLS (Virtual Private LAN Service) · Agile · VMware NSX/ESXi/vSphere/vCenter · Office 365 / SharePoint · Project Management · Cisco WLC (Wireless LAN Controller) · Windows Server · Scrum · Netscaler · Cisco Switching (N7K/WS) · Citrix administrator · Microsoft Hyper-V · Cisco ASA (Adaptive Security Appliance) · Cisco Routing (EIGRP/OSPF/BGP) · Juniper networking · Citrix administrator · Cisco networking · ServiceNow · Leadership · Skype for Business · Cisco SD-WAN (Viptela) · MS Project · Cisco Firepower · Netapp Ontap (7 mode and Cluster Mode) · MPLS

FIGURE 2. AN ANONYMISED STANDARD-FORMAT CV: A CANDIDATE REFERENCE IN PLACE OF THE NAME, CONTACT DETAILS WITHHELD

## Careers site, interviews and the client

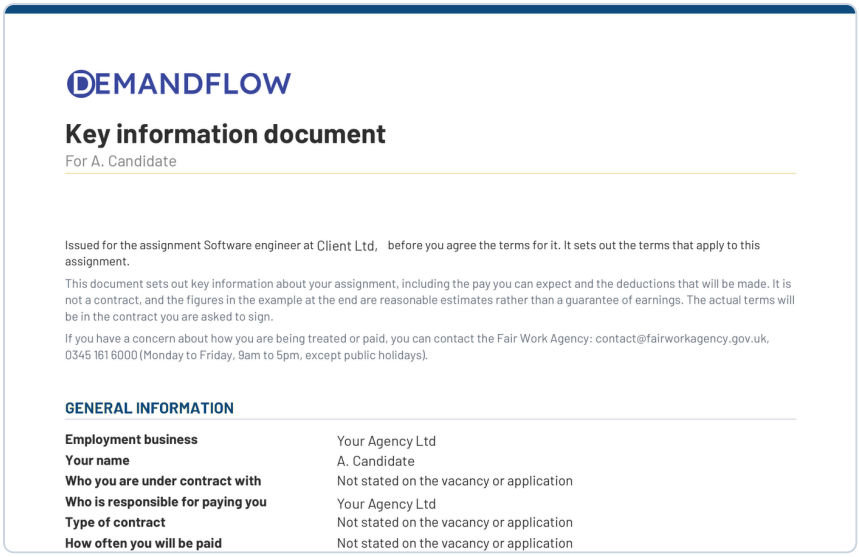
The careers site lists open vacancies with their screening questions, an RSS feed, CV upload up to 10 MB, an application flow with deterministic knockout, interview confirmation and rescheduling with calendar files, a self-booking slot picker, a status page and the tenant's logo. Portal acknowledgements, knockout declines and staff notifications go by email; rejection emails are approved in bulk before an automation sends them; SMS and WhatsApp threads sit on the application.

Video questions carry preparation time, a maximum answer length and retakes; answers are recorded in the browser, transcoded and given an advisory frame check (clear, review or suspect), with optional face liveness. Interview scorecards are generated from the vacancy's skills, one per interviewer, scored 1 to 5 and averaged with weights; the outcome moves the application's stage.

**Client presentation portal.** A tokenised, read-only page per shortlist with a coversheet, an intro video and a video per candidate. The client marks each candidate interested, not interested or request interview, can withdraw, and the shortlist stays in sync with the vacancy.

**Documents.** A standard CV, with an anonymise option, from a CV template editor; a presentation coversheet; and the Key Information Document rendered from the application and placement.

**The KID.** Issue KID renders the Key Information Document from the application. Send offer is blocked without one under Regulation 13A, Create placement confirms it, and an updated KID issues from the placement when terms change. Permanent, non-UK and opt-out engagements are exempt. KID wording and rates live in a versioned configuration that an administrator approves.



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**Key information document**

For A. Candidate

Issued for the assignment Software engineer at Client Ltd, before you agree the terms for it. It sets out the terms that apply to this assignment.

This document sets out key information about your assignment, including the pay you can expect and the deductions that will be made. It is not a contract, and the figures in the example at the end are reasonable estimates rather than a guarantee of earnings. The actual terms will be in the contract you are asked to sign.

If you have a concern about how you are being treated or paid, you can contact the Fair Work Agency: contact@fairworkagency.gov.uk, 0345 161 6000 (Monday to Friday, 9am to 5pm, except public holidays).

GENERAL INFORMATION

| | |
|---|---|
| **Employment business** | Your Agency Ltd |
| **Your name** | A. Candidate |
| **Who you are under contract with** | Not stated on the vacancy or application |
| **Who is responsible for paying you** | Your Agency Ltd |
| **Type of contract** | Not stated on the vacancy or application |
| **How often you will be paid** | Not stated on the vacancy or application |

FIGURE 3. A GENERATED KEY INFORMATION DOCUMENT, ISSUED AND VERSIONED BEFORE TERMS ARE AGREED

## Placements, contractors and money

A placement is created from the offer after the KID check, copies the offer terms and moves the other applicants to the talent pool. Onboarding reuses the checks already held and creates draft e-signature envelopes; IR35 status can be sent to a partner tool. The contractor portal is a signed link with the placement summary, timesheet submission and expenses with receipts up to 15 MB. Active placements show weekly revenue and margin, committed revenue, the notice windows opening and the paperwork still outstanding after start.

The cash flow forecast works on an accrual basis with committed and assumed revenue shown separately; assumed extensions are off by default and run thirteen weeks when on. Client financials and accounts screens show the position per client.

**Analytics.** A nightly roll-up per ISO week and per dimension (tenant, consultant, client, source, vacancy) of requirements received, applications, submissions, interviews, offers, accepted, placements and starts, SLA met and missed, and median days to submission, placement and start, with an alert after two failed nights. Screens: the pipeline dashboard, trends (eleven tiles and a chart), league tables, service levels, sources, forecast and client financials, with PDF and Excel reports on a schedule.

**My next actions** lists what each consultant should do today; **vacancy summary** and **active placements** give the desk its daily view.

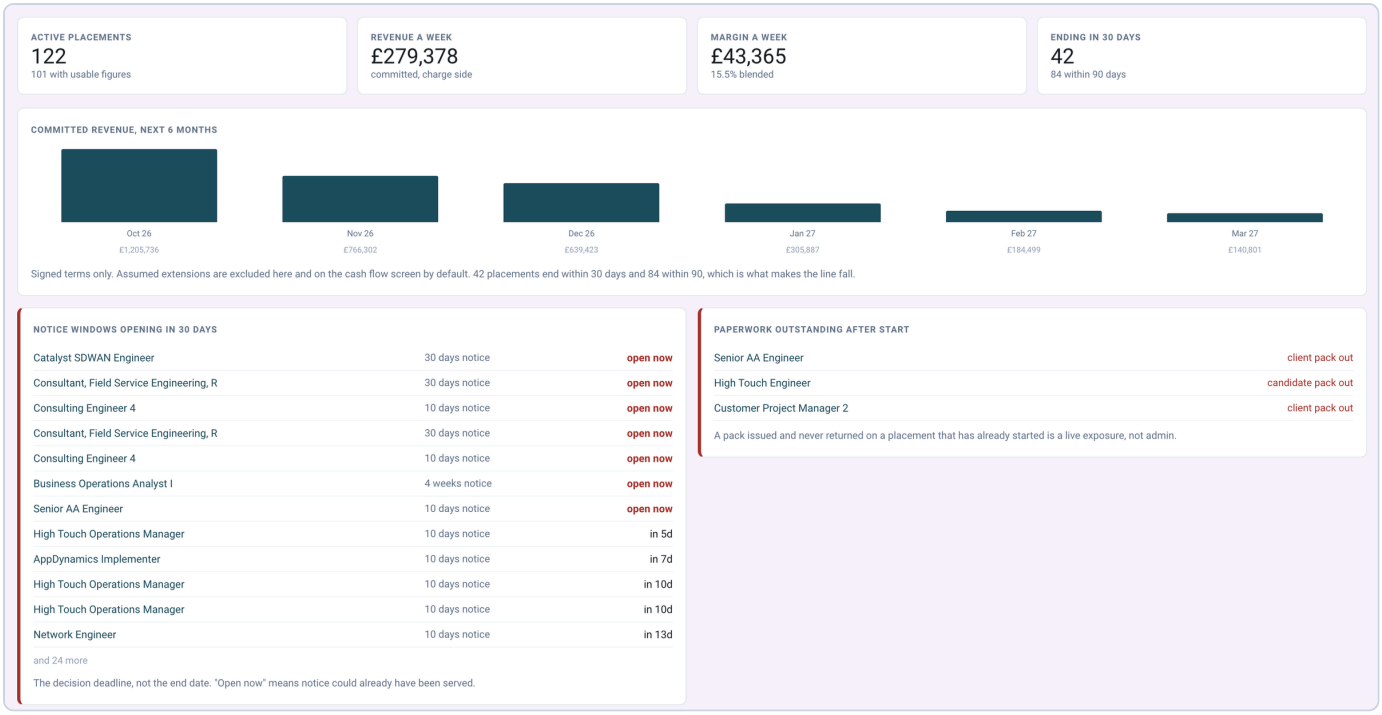



FIGURE 4. ACTIVE PLACEMENTS: WEEKLY REVENUE AND MARGIN, COMMITTED REVENUE, NOTICE WINDOWS OPENING AND PAPERWORK OUTSTANDING AFTER START

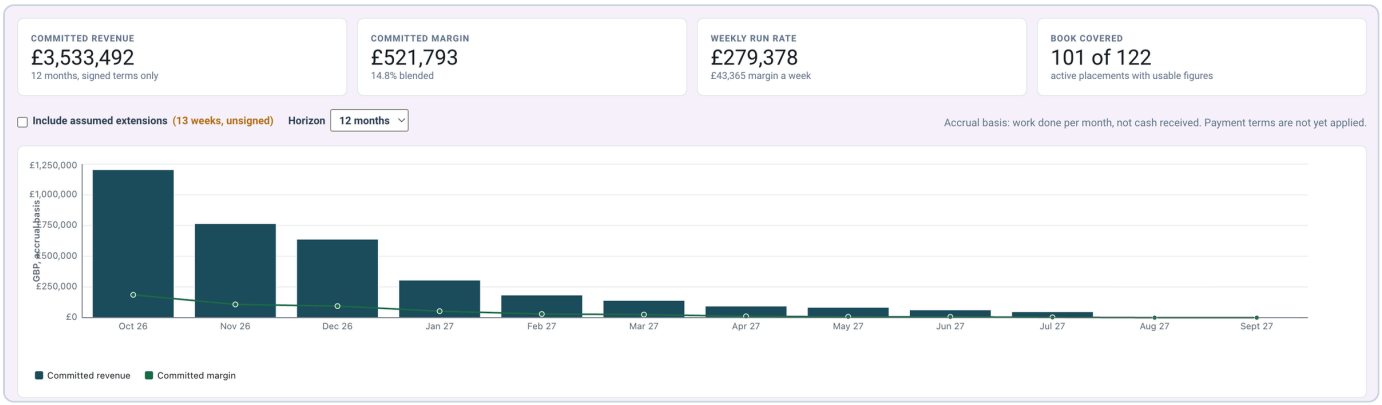



FIGURE 5. COMMITTED REVENUE AND MARGIN OVER TWELVE MONTHS ON SIGNED TERMS, WITH THE WEEKLY RUN RATE

## Summary of specifications

| Item | Detail |
|---|---|
| **Vacancy** | Skills with weights, credentials from the shared catalogue, screening questions (required, knockout, expected, operator, weight), video questions; from spec (AI), won deal, presentation or by hand; rate cards; postings; shortlist; commission |
| **Candidate** | Overlay of a person; verified and claimed skills; credentials by catalogue identity; duplicate merge; hotlists; background checks; erasure requests; retention 24 months default |
| **Matching** | Matched weight over total weight; verified 1.0, claimed 0.85; mandatory met and missing separate; clearance flagged; availability not scored; 50 results default, 200 maximum; on demand |
| **AI** | Spec to draft vacancy; two-pass CV parsing (unverified, never overwrites verified, protected characteristics excluded); advisory application score; LinkedIn post drafting; token cost logged |

| Item | Detail |
| --- | --- |
| **Careers site** | Vacancies, screening, RSS, CV upload 10 MB, deterministic knockout, interview confirm and reschedule with .ics, self-booking, status page, branding; Indeed and Monster XML feeds; Idibu posting and webhooks; LinkedIn attribution 30 days |
| **Interviews** | Slots, invites from the recruiter's mailbox with .ics, scorecards per skill per interviewer 1 to 5 with weighted average, outcome moves stage; smart-move rules |
| **Video** | Prep time, maximum answer, retakes; browser recording; transcoding; advisory frame check clear, review, suspect; optional face liveness |
| **KID** | Rendered from the application; blocks Send offer (Regulation 13A); confirmed on Create placement; updated from placement; exemptions for permanent, non-UK, opt-out; versioned wording and rates with admin approval |
| **Placements** | From offer; talent pool for the rest; onboarding with reused checks and draft e-sign envelopes; contractor portal with timesheets and expenses (15 MB receipts); IR35 hand-off |
| **Money** | Cash flow on accrual basis; committed and assumed separate; assumed extensions off by default, 13 weeks; active placements with margin, notice windows, paperwork; client financials |
| **Analytics** | Nightly per ISO week per tenant, consultant, client, source, vacancy; SLA met and missed; medians to submission, placement, start; trends, league tables, service levels, sources, forecast; scheduled PDF and Excel |

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