STARselect | Recruitment software for agencies and employers | starselect.ai

STARselect: the detective work, done for you.

Talk to it. Map the market. Score and rank every applicant. Check the evidence in their resumes. Pre-screen, interview and check references. Send one combined resume document. Find new clients and jobs. The whole hire, in one workspace, for recruitment agencies and employers.

AI that follows our rules. **STARselect**'s own scoring rules decide what each job asks for and what counts as met. The AI reads every resume and profile and applies them, so the same resume and job get the same score, every time, with the reason for every grade.

01 Talk to STARselect

- Say what you want and **STARselect** does it: add a vacancy, run a market map, score someone, move a candidate, draft a message, start a reference check, thank everyone who applied.
- It checks with you first ("Yes, do it"), and finds the right person in your records even when a name sounds like another word.
- Ask your own records: "remind me what a candidate was doing between 2018 and 2022", where a vacancy is up to, how much of your allowance is used, who did what this week.
- Say "send Kate Davis's interview guide to the panel" and it goes from your own mailbox.
- Say a client emailed you a role description, and it creates the vacancy, and the client if new.

02 LinkedIn search

- Writes the search from your job and runs it on your own LinkedIn or Recruiter account, including Recruiter Lite.
- Every person graded A, B or C with the evidence, best first, each grade confirmed from their full profile. Priority search words move up anyone who mentions them.
- Quick review: see each profile and mark Good fit or Not a fit.
- Find more like them, or add someone the search missed: graded like everyone else.
- See who has already been contacted, and when, from your own LinkedIn, Recruiter and email inboxes and your team's messages.
- A gold Email tag on anyone who is in your emails, in any folder or year, lists those emails. Only you see it.
- Link a vacancy to a Recruiter project, message the good fits, or download the whole map.

03 LinkedIn outreach

- Send connection requests with a note, LinkedIn messages and Recruiter InMail from your own account, each written from the role description.
- A message can wait for each person to accept your request, and Already messaged about this role shows who has been asked.
- Sent on weekdays, a few minutes apart, within your limits. See each one waiting and sent, and send any one next.
- Save your best messages and pick them in any message window.

04 Market maps in Excel

- The whole map in one download: title, employer, location and connection for each person, graded against every requirement.
- Point at a name for their LinkedIn profile, or at Contacted for every message you have had with them, over the years, by inbox.
- Every message on its own Messages sheet, plus your notes. Leave out anyone marked Not a fit.

05 Phone calls and messages

- LinkedIn, Recruiter and email conversations together, so nobody is contacted twice. You are alerted when they reply, and you can reply from the same screen.
- Log calls and texts, typing or dictating your notes and adding files. Every call, text, email and LinkedIn message is in the person's contact history.
- Messages you send in LinkedIn itself mark them Contacted on the market map.

06 Research

- Ask in your own words for the people in a field at the companies you name, by place, or for the projects just approved or starting and the companies behind them.
- It searches the public web, never LinkedIn, and gives every result with its source page and date.
- Anyone already in **STARselect**, and any company already a client, is highlighted. Every search is saved for your team and downloads to Excel.

07 Find new clients and jobs

For agencies

- See the companies advertising roles on LinkedIn right now, filtered by industry, location and size.
- Add the hiring managers behind them to your client contacts in one press.
- Send a first message you can customise, from your own account. On paid plans, be told when a client advertises a role you do not have.
- Grow your LinkedIn network, for agencies and employers: search standard LinkedIn by job title, industry and employer, see each person's photo, and send connection requests with a note.

08 Market this candidate

For agencies

- On a candidate's record, **STARselect** reads their resume and finds the jobs advertised now on LinkedIn and the job boards that suit it.
- Each ad is scored against the resume, and those scoring 80 or more are kept.
- Add the company as a client and the ad as a vacancy in one press. Each job scored against the resume counts as one resume scored.

09 Applicant scoring

- Import resumes from any job board or system, up to 300 at once, in PDF, Word or text, and score them straight away or later, after a Boolean search.
- Each scored out of 100 against your must-haves and nice-to-haves (Met , Partly met or Not met), with the reason for every requirement and a one-sentence verdict.
- Lives too far from the role? It is flagged with a question to ask: "Lives in Perth; the role is in Sydney. Check they're prepared to move." The score never changes.

10 Evidence check

- **STARselect** investigates the claims in the resumes you choose.
- What is well backed, what is vague or unsupported, and anything worth checking.
- Up to 10 evidence-based questions: up to 5 to test the strongest claims and up to 5 to test the weakest, ready for the pre-screen or interview.

Every question brings you closer to the truth.

11 Pre-screens

- Send a link by email or text: a short details form, then 4 or 5 questions, written for each candidate or the same for everyone so the scores compare.
- Answered on a phone or computer, typed, spoken or on camera: their words are scored, never how they look or sound.
- Each answer scored out of 5 and summarised against the role, then kept in the candidate's record and the combined document.

12 One combined resume document

- One click combines the cover sheet, the resume, the score against your role description, the evidence check, and the pre-screen questions and answers.
- Make one for each vacancy you put them forward for: its own score and cover sheet, labelled with the vacancy and its Ref, saved in the candidate's record.
- Send it to a client or colleague, or download the PDF. Or send the resume alone, with contact details removed if you choose.

13 STAR interview guides and templates

- A tailored interview guide for each candidate, from their resume, with prompts to dig deeper and a scorecard for your panel.
- Share the guide as a Word document from your own mailbox, with the panel or anyone outside your team.
- Interview invitations with the time booked, and a role interview kit of STAR questions.
- Ready-made templates for role descriptions, candidate screening, STAR guides with scorecards and candidate scoring.

14 Shortlists for hiring managers

- Send a shortlist and each hiring manager marks every person Interested or Not, with a comment and no sign-in.
- Links work for 30 days, and answers come straight back to you.

15 Reference checks

- A private link for each referee, sent from your own email or phone.
- They type or dictate their answers, and the completed reference lands on the candidate's record.
- One automatic reminder if they have not answered.

16 Browser extension

- Rank applicants straight from a job board page or a browser-based applicant tracking system: open the application, then right-click the page and choose Rank this page with **STARselect** (or right-click the link to their resume and choose Rank this CV with **STARselect**).
- The candidate and their score come straight into **STARselect**, under that vacancy. Works in Google Chrome, Mac included (Microsoft Edge too, though only Chrome is tested so far).

Add to Chrome Included in your first month.

Also in **STARselect**: an applicant tracking system with a pipeline for every vacancy (list or board), job ads written for you, offer letters and contracts signed online, placements with time to hire, clients and contacts, a Today list of what needs you, reports by team member, your own currency, and on any device.

17 FOR JOB SEEKERS, RECRUITERS AND EMPLOYERS

STARselect Check: solve the mystery in any resume.

Job seekers: take back control. Let the detective inspect your resume.

Upload any resume, yours or an applicant's, with the role description. **STARselect** Check scores it against the role, with the reason for every requirement, then investigates its claims. No **STARselect** or applicant tracking system needed.

	Recruiters and employers	Job seekers
Score against the role	Yes, with the reasons, and a question to ask if they'd need to move for the role	Yes, with the reasons, for example: **70 out of 100**, with no project over 2 million shown and no project certification
Find jobs that suit the resume	No: **STARselect** Match is for job seekers	Yes, with **STARselect** Match: free job board searches, and current job ads where your resume already scores 60% or more, before you've improved it (the scored jobs not yet in Australia, New Zealand, Ireland and some other countries)
Evidence check	Yes, with up to 10 evidence-based questions: up to 5 on the strongest claims and up to 5 on the weakest	Yes: every finding (up to 15), each with a prompt to fill the gaps, correct errors and strengthen your resume

One-off packs of 1, 5, 10, 50 or 100 checks. No subscription. See pricing

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