Designing Ethical and Context-Aware AI Evaluation Frameworks for Resume Screening Agents Using Large Language Models

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Abstract—**With the surge in edge technology and adoption of technology within companies demand right Talent at right time. Increasing reliance on AI-driven resume screening tools demands the development of ethical and context-aware evaluation frameworks to ensure unbiased and accurate candidate assessments. This paper introduces TalentLens.AI, an AI-powered resume screening and preliminary candidate evaluation bot, a smart and efficient way to identify top talent. TalentLens.AI bot is designed based on research to enhance fairness, transparency, and contextual understanding in hiring processes. We explore the integration of Large Language Models (LLMs) in TalentLens.AI, analyze their comparative performance, and propose a scalable evaluation framework that incorporates ethical AI principles. A benchmarking study of state-of-the-art LLMs (GPT-4, Claude, Mistral, Cohere, and LLaMA 2) is conducted, focusing on bias mitigation, semantic understanding, and computational efficiency. This work contributes to the broader discourse on responsible AI in talent acquisition, with potential applications in HR technology and workforce management.**

Keywords—**Artificial Intelligence (AI), Ethical AI, Context-Aware AI, LLM model finetune, AI-Driven Recruitment, unbiased hiring, Right Talent, Generative AI in Recruitment, TalentLens.AI.**

I. INTRODUCTION

The way companies hire talent is rapidly evolving, with AI-powered automation playing an increasingly crucial role in resume screening and candidate evaluation. While AI has made hiring faster and more efficient, traditional resume screening models struggle with fairness, context-awareness, and transparency. These challenges raise critical concerns about bias in hiring talent for companies. Bias selection, lack of explainability, and ethical accountability in shortlisting candidates and hiring decisions.

This research introduces TalentLens.AI, a context-aware and ethically responsible AI framework designed to improve fairness, transparency, and intelligent decision-making in resume evaluation and shortlisting candidates. By leveraging Large Language Models (LLMs), TalentLens.AI aims to minimize biases, boost contextual understanding of candidate profiles, projects, skills and provide clear justifications for AI-driven hiring decisions.[1]

This study explores three key questions:

1. How can AI-driven resume screening tools systematically reduce bias in candidate selection?
2. What are the strengths and weaknesses of different LLMs when applied to real-world hiring scenarios?
3. How can AI models provide greater transparency and explainability based on Ethical and Context-Aware AI evaluation in the hiring process?

Our evaluation framework is designed to bring ethics and context – awareness into the decision-making approach and going beyond just matching keywords to really understand candidates through their projects, skills, and how well they fit specific job descriptions. We put some of the top Large Language Models (LLMs) to the test to show how well this approach works, focusing on keeping things transparent and making sure we are shortlisting the right talent with the right time for the job. TalentLens.AI designed and developed after researching foundational LLM models and fine-tuned techniques to make sure that shortlisting of candidate resume is based on intelligent and context-awareness techniques.[2]
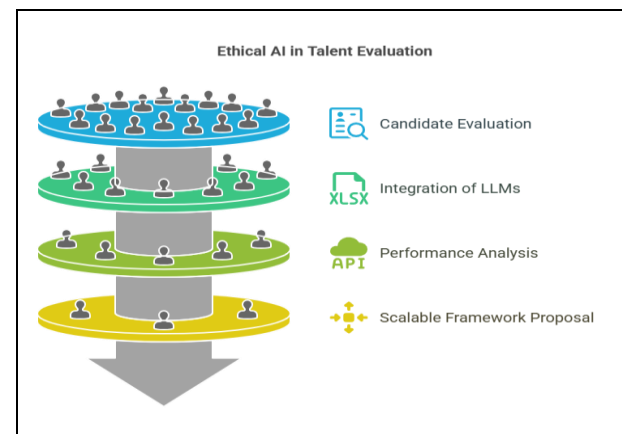

Figure 1: AI Candidate Resume Evaluation Layers

II. BACKGROUND

AI based screening and shortlisting resume for specific Job description is revolutionizing traditional hiring process. Manual effort to read each resume and understanding the projects and technology mentioned is a tedious and time-consuming task, which does not match the speed and demand of talent for specific Job description and skill set. Delay and incorrect shortlisting of candidates after evaluating candidate through multiple hiring layers as process would impact the project deliverables.

Industry was going in last 2 decades in all spheres like technology, manufacturing, consultancy, teaching and Managerial or people management. And this raises the challenge to traditional hiring process with manual process to shortlist right candidate on right time for the success of business industry.

A. The Challenge of Resume Screening in a $200 Billion Industry

Hiring talent and Recruitment is a massive, $200-billion-dollar industry, with companies constantly searching for the best-fit candidates with the right skills, attitude and qualifications for open job positions. However, finding the right hire at the right time is not as simple as it sounds. Every time a company posts a job description for an open vacancy, hundreds or sometimes even thousands of applicants arrive with resumes, some relevant and some irrelevant. For recruiters, the first and most critical step in the hiring process is screening resumes to identify top candidates and within specific time frame. But with such a high volume of applications arriving daily, manually reviewing every resume becomes an overwhelming task.

Parsing through thousands of resumes to find the best candidates is not only tedious but also time-consuming. Recruiters often struggle to keep up, resulting in delays, bias and overlooked talent. As hiring demands grow, the need for smarter, more efficient screening solutions has never been greater [3] First, confirm that you have the correct template for your paper size. This template has been tailored for output on the A4 paper size. If you are using US letter-sized paper, please close this file and download the Microsoft Word, Letter file.

III. EXISTING SYSTEM: TRADITIONAL AND AUTOMATED RESUME SCREENING SYSTEM

For years, resume screening has been a time-consuming and manual process, requiring recruiters to go through hundreds, sometimes thousands, of applications to find the right candidates even for one single Job description. This traditional method relied heavily on human judgment and may be bias sometimes, where hiring managers would personally screen and evaluate resumes, match qualifications, skillset or keywords to job descriptions, and shortlist which applicants moved forward.[8]

To ease this burden, organizations introduced Applicant Tracking Systems (ATS)software designed to automate resume filtering and help in reducing the workload. But nothing comes as simple and pure, So ATS solutions helped speed up the talent hiring process, they brought their own set of challenges and cons, often overlooking qualified candidates and reinforcing hiring biases.

Despite of this automation and the introduction of technology, both manual screening and ATS-based systems struggle with fairness, efficiency and accuracy, leaving room and opportunity for AI driven, smarter and context-aware approach to design and build **"TalentLens.AI"** an intelligent and smart resume screening AI Bot.

IV. CHALLENGES OF MANUAL RESUME SCREENING

- **Extremely Time-Consuming:** Screening hundreds of resumes manually is not just slow—it delays the hiring process, making it harder to fill positions quickly. Recruiters often spend hours on tedious resume evaluations instead of focusing on engaging with top talent.

- **Human Bias in Selection:** Unconscious biases can creep into hiring decisions. A recruiter might unknowingly favor candidates based on name, gender, ethnicity, alma mater, or personal background—even when these factors have no relevance to job performance. This can lead to unfair hiring outcomes and limit diversity in the workplace.[4]

- **Inconsistent Screening Criteria:** Since resume evaluation is based on individual recruiter judgment, different recruiters may interpret job requirements differently, leading to inconsistent shortlisting decisions. The same resume might be **accepted by one recruiter but rejected by another**, reducing fairness and accuracy.

- **Not Scalable for High-Volume Hiring**: When a company receives hundreds or thousands of resumes, manual screening becomes unsustainable. Recruiters can only handle a limited number of applications, leading to delayed responses, overlooked talent, and hiring bottlenecks.

While manual resume screening allows for human judgment, its inefficiencies, biases, and lack of scalability make it an outdated approach in modern hiring. This is why organizations have turned to ATS-based systems—but even these systems come with their own set of challenges.[4]

A. Challenges of Automated Resume Screening System

ATS-Based Resume Screening: To address these manual resume screening inefficiencies, companies started using Applicant Tracking Systems (ATS), a software designed to automate the resume screening process. ATS helps reduce manual effort by parsing and structuring resume data by extracting name, education and skill set. Also filtering resume based on the pre-defined keywords

and job criteria. And sometimes ranking candidates based on keyword matches with job descriptions.[5]

- **Still Requires Manual Effort:** ATS automates initial screening, but still recruiters need review manually and shortlisted candidates.

- **Over-Reliance on Keyword Matching:** ATS systems rely heavily on hard coded keyword matching and often reject resumes that do not contain exact keywords, even though has candidate has relevant experience.

- **Cannot Assess Context or Career Growth:** ATS lacks true understanding of technical skill set and terminology or contextual awareness mentioned in the project description.[5]

- **Prone to False Positives and Negatives**: Some candidates fake their resumes with keywords to get through ATS filters, while qualified candidates who use different terminology may be wrongly rejected.

- **Lack of Explainability:** ATS provides no insight details into and reasoning why a resume was ranked higher or lower, might be biased sometimes.

V.   PROPOSED AI-DRIVEN SOLUTION: *"TALENTLENS.AI"*

Intelligent and Context-aware AI- driven resume screening and shortlisting AI agent bot. To overcome the limitations of both traditional and automated ATS resume screening systems, we introduce TalentLens.AI - an AI-driven, multi-modal resume screening and evaluation solution researched and designed based on Ethical and Context-Aware AI Evaluation Frameworks for Resume Screening Agents, Using multiple Large Language foundational models (Gemini and Bart) and fine tuning as per the research output to make these more ethical and context – aware to parse and shortlist the resume based on the NLP(Natural Language Processing) prompt and candidate resumes.

Unlike conventional screening tools that rely solely on keyword matching and rigid filtering, TalentLens.AI understands resumes in context, making smarter, fairer, and more transparent hiring decisions to shortlist right candidate at right time.

VI.   RESEARCH METHOD AND EVALUATION RESULTS

As part of our research methodology, we conducted an evaluation of multiple Large Language Models (LLMs) to determine the best-fit model for TalentLens.AI for efficiency, accuracy, bias mitigation, explainability and context-awareness. As part of research, we evaluated foundational LLM models based on the token they use,

RAG (retrieval augmented generation) based models, less hallucination, unbiased and context – aware. And finally, the computational efficiency to have sustainable LLM model. We were open for single or multi model approach.

The evaluation was performed using **Prompt Foo's** model testing framework, with detailed results available at: Model Evaluation Report

Figure 2: Model **Research:** Model Evaluation Report

VII.   PERFORMANCE EVALUATION OF LLMS FOR TALENTLENS.AI

To ensure *"TalentLens.AI"* delivers the most context-aware, efficient, fair, and intelligent resume screening, we thoroughly conducted multi model detailed evaluation of various Large Language Models (LLMs). Our goal was to determine which models are best fit for AI-driven hiring by analyzing key factors such as speed, cost, accuracy, expandability and ability to generate meaningful hiring insights.[6]

For this assessment, we tested five leading foundational LLMs using a recruiter-focused prompt designed to simulate real-world hiring scenarios:

Prompt: "You're a recruiter for a staffing agency. Answer this user's question: {{name}}: "{{question}}"" Each model evaluated based on these parameters:

- **Latency** (how fast it processes responses)
- **Token Usage** (how much computational power it consumes)
- **Cost Per Query** (how budget – friendly it is)
- **Information Depth** (how well it understands the context awareness)

Model	Speed (Latency in ms)	Avg Tokens Used	Tokens/Sec	Cost per Query	Observations
Mistral-Medium	8,879	474	47	$0.0070	Balanced speed and detail, moderate cost
Mistral-Small	5,135	601	108	$0.0034	Fast and cost-effective, higher token usage
LLaMA 3 (70B)	2,748	685	221	-	Fastest model, high token output
GPT-4 (1106-preview)	10,817	493	41	$0.028	Highly accurate, but slowest and most expensive
Gemini 1.5 Pro	11,848	664	52	$0.0039	Most comprehensive responses, but highest latency

Figure 3: Model Performance Comparison

A. Key Takeaways from the Model Evaluation

Mistral-Medium vs. Mistral-Small

- Mistral-Medium provides balanced approach with moderate speed, detailed responses, and budgeted cost, which makes this a great choice for general resume screening.
- Mistral-Small, however, is faster, budget-friendly, which makes it an excellent option for high-volume hiring where response time is a priority.

LLaMA 3 (70B)

- So far, the fastest model in our evaluation, processing responses in 2,748ms with highest token throughput.
- However, higher token usage might impact scalability and make it suited for quick filtering rather than detailed candidate analysis.

GPT-4 (OpenAI)

- Excels in context-aware resume screening and evaluation based on context analysis.
- However, high latency (10,817ms) and cost ($0.028 per query), making GPT-4 less suitable for large-scale resume hiring.

Gemini 1.5 Pro (Google)

- Generates the most detailed responses, making it ideal for deep candidate evaluation.
- Context – aware and with high latency (11,848ms) puts this best fit for real-time hiring decisions. Also, it is more suitable for executive or specialized hiring.

VIII.   "TALENTLENS.AI": DESIGNING AND BUILDING PROPOSED SOLUTION:

Based on Research and Evaluation results on multi LLM models, we finalized to go with **Gemini – gemma and Facebook – Bart model.** Also, we have analyzed UI, databases and other tech stack to provide simple but user-friendly UI and Intelligent AI bot. Integrating LLM model with all other tech stack, we have designed architecture for **"TalentLens.AI".**
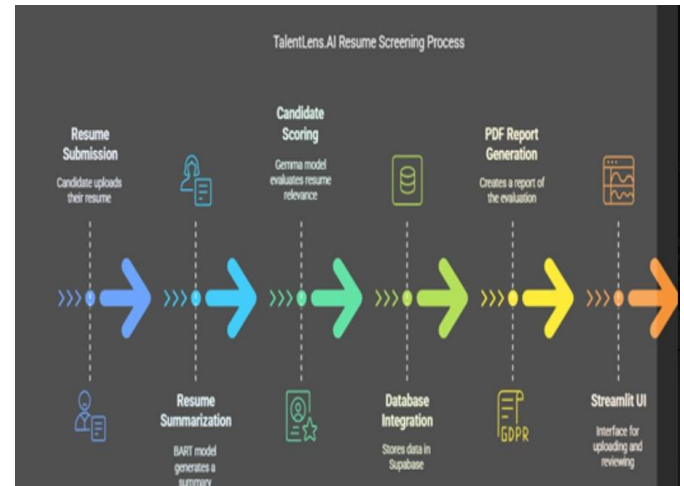

Figure 4: Architecture Diagram of "TalenLens.AI" bot.

A. Functional Flow and Tech stack:

Tech Stack and Components:

Component	Description
Streamlit	Utilized for building an interactive and user-friendly web interface, enabling seamless interaction for recruiters.
Requests	Facilitates HTTP requests, allowing efficient communication between system components and external APIs.
Python-dotenv	Manages environment variables securely, ensuring sensitive information like API keys and database credentials remain confidential.
Supabase	Serves as the scalable cloud database solution, providing secure storage and retrieval of processed resumes and AI-generated evaluations.
PyMuPDF	Employed for parsing and extracting text from PDF resumes, enabling effective processing of various document formats.
Pytest	Implements testing routines to ensure the application's functionalities are reliable and robust through automated testing.
Sentence-Transformers	Generates semantic embeddings of text, facilitating advanced natural language processing tasks such as similarity comparisons between job descriptions and candidate profiles.
spaCy	Used for natural language processing tasks, including tokenization and named entity recognition, enhancing text comprehension and processing capabilities.
FuzzyWuzzy	Applied for approximate string matching, aiding in comparing and scoring the similarity between strings, particularly

Component	Description
	useful in matching candidate skills with job requirements.

Step 1: Resume Submission – Candidates Upload Their Resumes

- Candidates submit their resumes through the TalentLens.AI web interface.
- *The system supports multiple formats (PDF, DOCX, etc.) for easy processing.*
- *Data privacy and security compliance (GDPR, CCPA) is built in, ensuring candidate information is handled responsibly.*

Step 2: Resume Summarization – AI Generates a Snapshot

```
16  HF_MODELS = {
17      "gemma": "https://api-inference.huggingface.co/models/google/gemma-7b",
18      "bart": "https://api-inference.huggingface.co/models/facebook/bart-large-cnn"
19  }
20
21  # Hugging Face API Config
22  #HF_API_URL = "https://router.huggingface.co/hf-inference/models/google/gemma-7b"
23  HF_API_TOKEN = os.getenv("HF_API_TOKEN")
24  HF_HEADERS = {"Authorization": f"Bearer HF_API_TOKEN"}
25
26  # Ensure the API key is loaded
27  if not HF_API_TOKEN:
28      raise ValueError("Missing Hugging Face API key. Check your .env file.")
29
30  #
```

Figure 5: Gemma and Bart LLM models used with API.

- Why Bart: The BART model (facebook/bart-large-cnn) quickly scans and summarizes key resume details and highlights in a clean, readable format. This made it ideal for helping recruiters scan through profiles efficiently.
- It extracts skills, experience, certifications, and career highlights, providing a quick, structured snapshot of each candidate.
- This helps recruiters save time by eliminating the need for manual resume skimming.

Step 3: Candidate Scoring – AI Evaluates Job Fit

- Why Gemma – This model (google/gemma-7b) analyzes each resume against the job description.
- Instead of just matching keywords, it understands the context—evaluating career growth, transferable skills, and relevance.
- The AI objectively scores candidates, ensuring a bias-free selection process.

Step 4: Database Integration – Secure and Scalable Candidate Management

```
Database Schema

The candidates table in Supabase is structured as follows:

CREATE TABLE candidates (
    id SERIAL PRIMARY KEY,
    resume_filename TEXT NOT NULL,
    email TEXT NOT NULL,
    name TEXT NOT NULL,
    resume_text TEXT NOT NULL,
    score FLOAT NOT NULL,
    created_at TIMESTAMP DEFAULT NOW(),
    summary TEXT NOT NULL
);
```

Figure 6: Database Scheme Structure

- All processed resumes and AI-generated scores are securely stored in Supabase, a scalable cloud database.
- Recruiters can easily track, compare, and revisit candidate profiles.
- Ensures seamless handling of high application volumes, making it perfect for scaling hiring operations.

Step 5: PDF Report Generation – AI Creates a Hiring Report

- The system automatically generates a report summarizing each candidate's evaluation.
- Reports include resume highlights, candidate rankings, job fit scores, and AI-powered insights.
- Built-in GDPR compliance ensures candidates can request access or removal of their data, supporting ethical hiring.

Step 6: Streamlit UI – Recruiters Get an Intuitive Dashboard

```
1   ---
2   title: TalentLensAI
3   emoji: 🏃
4   colorFrom: red
5   colorTo: green
6   sdk: streamlit
7   sdk_version: 1.43.1
8   app_file: app.py
9   pinned: false
10  license: apache-2.0
11  short_description: 'AI - Powered Resume Screening Bot Application '
12  ---
13
```

Figure 7: Streamlit UI defined.

- A user-friendly dashboard, built with Streamlit, gives recruiters full control over the hiring process.
- View and filter candidates based on AI evaluations.
- Download reports and share insights with hiring teams.
- Customize screening criteria to match specific hiring needs.

IX.   DEPLOYMENT AND HOSTING OF TALENTLENS.AI ON HUGGING FACE

Deploying TalentLens.AI as an AI-powered resume screening agent on Hugging Face Spaces ensures scalability, accessibility, and ease of integration. Hugging Face provides a cloud-based environment where TalentLens.AI can run efficiently with LLM-backed resume evaluation, database integration, and user-friendly UI.[7]

The following steps outline how to deploy and host TalentLens.AI on Hugging Face Spaces:

Step 1: Clone the Repository

```bash
                                          Copy    Edit


git clone https://github.com/yourusername/TalentLensAI.git
cd TalentLensAI
```

Figure 8: Clone the TalentLens.AI repository from GitHub.

This will create a local copy of the TalentLens.AI source code for further deployment.

Step 2: Create a Virtual Environment and Install Dependencies

Setting up a **virtual environment** ensures all required libraries and dependencies are properly installed:

```bash
                                          Copy    Edit


python -m venv myenv
source myenv/bin/activate  # For Windows, use `myenv\Scripts\activate`
pip install -r requirements.txt
```

Figure 9: code of setting up virtual environment.

This will install all necessary Python packages, including Hugging Face Transformers, Streamlit, and Supabase integration.

Step 3: Configure Environment Variables

Before deployment, create an **.env file** in the root directory and add the required API keys:

```plaintext
                                          Copy    Edit


HUGGINGFACE_API_KEY=your_huggingface_api_key
SUPABASE_URL=your_supabase_url
SUPABASE_KEY=your_supabase_anon_key
```

Figure 10: Creating a .env file in the root directory.

These credentials allow TalentLens.AI to interact securely with Hugging Face inference models and Supabase for database management.

Step 4: Deploy the AI Agent on Hugging Face Spaces

- Login to Hugging Face. Go to Hugging Face Spaces and log in to your account.
- Create a New Space. Click "New Space" and enter the project name: **TalentLensAI.**
- Select "Streamlit" as the SDK framework (since the AI agent UI is built using Streamlit).
- Choose "Public" or "Private" visibility based on project requirements.
- Push the Code to Hugging Face. In the cloned repository, configure Git for Hugging Face Spaces and push the code.

```bash
                                          Copy    Edit


git remote add space https://huggingface.co/spaces/yourusername/TalentLensAI
git push space main
```

Figure 11: Deploy the AI Agent on Hugging Face Spaces

Once the push is complete, Hugging Face will automatically build and deploy the AI agent.

X.   RUN AND LAUNCH TALENTLENS.AI ON HUGGING FACE

After deployment, navigate to your Hugging Face Space URL:

```ruby
                                          Copy    Edit


https://huggingface.co/spaces/yourusername/TalentLensAI
```

Figure 12: TalentLens.AI URL generated.

Click "Run App" to launch the TalentLens.AI interface and users:
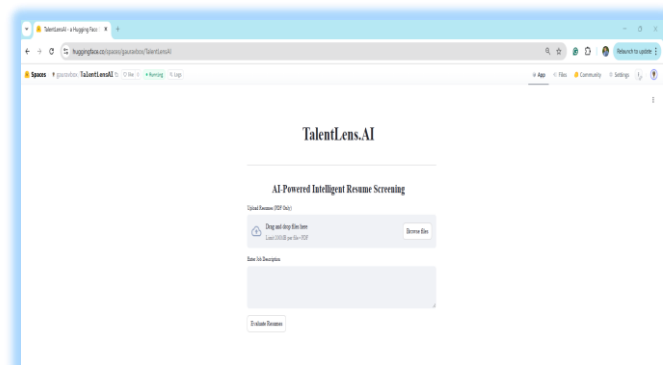

Figure 13: TalentLens.AI agent UI hugging face

- Upload resumes for AI-powered screening.
- View AI-generated candidate scores and summaries.

- Download evaluation reports for decision-making.

A. Benefits of Hosting TalentLens.AI on Hugging Face

- **Scalability** – Runs efficiently on cloud-based infrastructure, handling large volumes of resumes.
- **Accessibility** – Hosted AI agent is available globally for recruiters and HR teams.
- **Seamless Updates** – Any **code updates** pushed to the repository are **automatically deployed**.
- **Secure and Privacy-Compliant** – Integrated with **Supabase** for encrypted data storage and **GDPR-compliant AI hiring**.

By deploying ***TalentLens.AI*** on Hugging Face, companies can leverage cutting-edge AI for fair, fast, and transparent hiring decisions assuring they select the right candidates, at the right time, with confidence.

XI. TESTING TALENTLENS.AI: ENSURING SMART, FAIR, AND CONTEXT-AWARE RESUME SCREENING

Before rolling out TalentLens.AI, we needed to ensure it wasn't just fast and efficient, but also accurate, unbiased, and transparent. The system underwent rigorous testing to evaluate its ability to intelligently screen resumes, reduce hiring biases, and provide recruiters with meaningful insights—all while maintaining scalability and ease of use.

This testing phase focused on:

- **Accuracy** – Does the AI correctly identify the best candidates for a job?
- **Context Awareness** – Can the AI go beyond simple keyword matching and truly understand a candidate's experience?
- **Bias Mitigation** – Is the AI making fair decisions across different demographics?
- **Performance** – How well does the system scale when handling large volumes of resumes?
- **Transparency** – Can recruiters understand why a candidate was selected or rejected?
- **User Experience** – Is the interface intuitive for recruiters to use?

A. Performance and Scalability Testing: Can It Handle Real-World Hiring Loads?

Recruiters often deal with hundreds of applications per job posting. We tested ***TalentLens.AI's*** ability to process and evaluate resumes at scale.

Test Scenario	Metrics	Results
Single Resume Processing	Time Taken	2.3 seconds
Batch Processing (100 Resumes)	Time Taken	Under 10 seconds
Concurrent Processing	Max Simultaneous Requests	500+ resumes handled in parallel
Database Query Speed	Avg Time to Retrieve Candidate Profiles	1.2 seconds

Figure 14: Performance and Scalability Testing Comparison

B. Bias Mitigation: Ensuring Fair Hiring Practices

To test whether TalentLens.AI equitably evaluates candidates, we analyzed its shortlisting decisions across gender, race, and educational backgrounds.

- **Test Scenario:** We fed identical resumes into the system but changed details like candidate names, university names, or gender markers to see if AI rankings changed unfairly.
- **Results:** TalentLens.AI showed no bias in ranking candidates based on names, gender, or educational **backgrounds**, proving that the **ranking logic was driven purely by skills and experience**.

Key Finding: AI-driven hiring can reduce human bias—TalentLens.AI ensures a more objective and equitable hiring process.

XII. TALENTLENS.AI : UI AND FUNCTIONAL TESTING FEEDBACK

- Drag and Drop or Browse candidate resume into "TalentKLens.AI" bot.
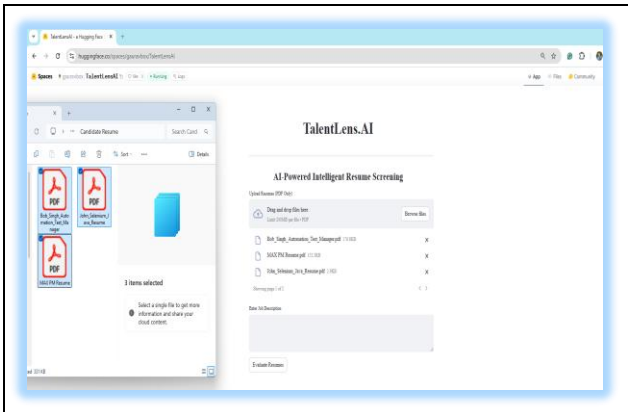

Figure 15: Drag and Drop resume to TalentLens.AI

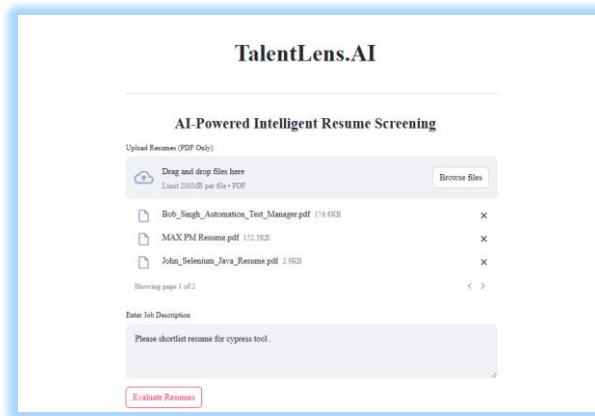- Enter NLP prompt for specific job description and click "Evaluate Resume" button.

Figure 16: upload and evaluate resume.

- **Output:** Pdf generated in download folder with shortlisted resume based on the NLP prompt using LLM models.
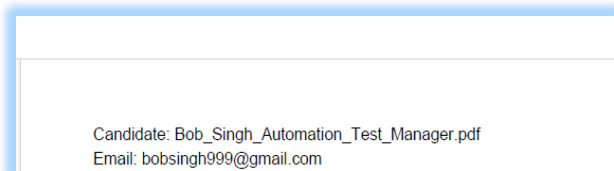

Figure 17: Shortlisted candidates resume and email in pdf.

XIII.   CONCLUSION: TRANSFORMING RESUME SCREENING WITH ETHICAL, CONTEXT-AWARE AI

As AI adoption in HR continues to grow, *TalentLens.AI* serves as a blueprint for designing responsible, efficient, and transparent AI-driven hiring solutions. By combining context-aware AI, ethical AI frameworks, and scalable automation, it empowers recruiters to hire smarter, faster, and with greater confidence.

With *TalentLens.AI*, companies can embrace the future of AI-powered hiring—where fairness, transparency, and efficiency work hand in hand to find the right talent at the right time with the lens of talent evaluation. Using this design and approach, organizations can leverage AI not just for efficiency, but for building a hiring process that is inclusive, unbiased, and truly aligned with finding the best talent ethically and intelligently in a smarter way.

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