



CORPORATE SERVICES BROCHURE

About Jobsköl:

Jobsköl is an AI-powered HR-Tech and Workforce Development company dedicated to bridging the gap between industry talent requirements and employable professionals.

Established under The Shine Group, **Jobsköl** delivers innovative recruitment, staffing, skilling, upskilling, payroll, and AI-powered hiring solutions that help organizations build future-ready workforces.

Our comprehensive ecosystem supports corporates, MSMEs, startups, educational institutions, and job seekers through technology-driven solutions and industry partnerships.

Vision:

To revolutionize workforce development and talent acquisition through innovation, technology, and collaboration.

Mission:

To make quality employment accessible while enabling organizations to hire, train, and retain the right talent efficiently.

Jobskül's Products and Services

HR Consulting & Recruitment

- Domestic Recruitment (PAN-India)
- Overseas Recruitment
- Payroll Management (Staffing)

Corporate Training & Learning and Development

- Technical and Non-Technical Training

AI-Powered HR Solutions

- **Jobskül Hire** – AI-powered Interview as a Service
- **Jobskül's ResumePal** – AI-powered ATS-friendly Resume Builder
- **Jobskül's HR-Pal** – A platform offering psychometric-based assessments for recruitment, performance management, and learning initiatives
- **Jobskül's BGV** – AI-powered Background Verification

Jobskül's Career Tracker (JCT)

- JCT Placements
- JCT Internships

Ed-Tech Solutions

- Blended Learning & Development for Skilling, Re-skilling, and Up-skilling
- Supported by globally recognized certifications

Jobskül is committed to enhancing workforce efficiency and career growth through innovation and technology.

Innovation at Jobskül – AI-Powered Interview as a Service

Innovativeness of Jobskül HireAI:

Jobskül HireAI is a comprehensive AI-powered interview product engineered to redefine how organizations hire at scale.

Built for internships, campus placements, contract hiring, staffing, fresher recruitment, and lateral hiring, the platform transforms traditional screening and interviewing into a structured, data-driven, and intelligent evaluation process.

At its core, **Jobskül HireAI** combines an advanced AI Job Mapping Engine with an autonomous interview system that converts job descriptions into competency frameworks, skill matrices, and adaptive interview flows.

The platform conducts dynamic interviews, asks contextual follow-up questions, evaluates domain depth, and ensures standardized assessment across candidates. Its integrated real-time AI proctoring layer safeguards interview integrity by detecting impersonation, malpractice, and behavioral anomalies. Simultaneously, the Behavioral & Cognitive Analytics Engine measures communication clarity, confidence, reasoning ability, and problem-solving patterns.

Recruiters gain access to structured scoring dashboards, comparative candidate insights, and bias-reduced evaluation reports, enabling faster and more confident hiring decisions.

Beyond hiring, **Jobskül HireAI** also empowers candidates through an Agentic AI Interview Preparation Module, offering role-based, company-specific, and experience-level simulations to strengthen interview readiness.

As of now, the Bot of **Jobskül HireAI** is capable of taking interviews in 55+ languages including 11 Indian languages especially four major languages to start with such as English, Hindi, Bengali and Odia.