

THE ENGINE BEHIND ELITE TECH HIRING

This is our framework to hire talent in the AI era.

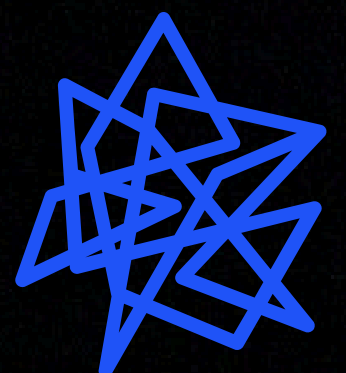
The Challenge:

Vibe Coders Everywhere...

AI changed how we build software.

Now, every developer uses AI tools.
But here's the problem:

**How can you tell who really understands
systems— and who's just copying from
their favorite AI assistant?**



Our Answer:

inMove™ by Inclusion Cloud

inMove™ by Inclusion Cloud reflects how we've adapted our recruiting process to a new reality:

Where AI is everywhere, but great engineering still makes the difference.



Builders

#

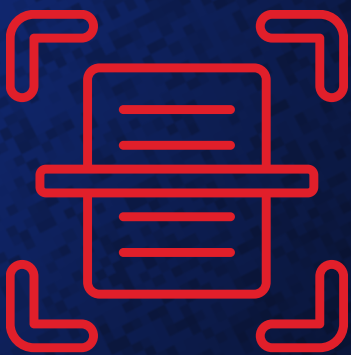


Vibe Coders

Discovery & Matching

Step 1

AI-Powered Discovery



Scans 1M+ profiles across
LinkedIn, GitHub, and databases

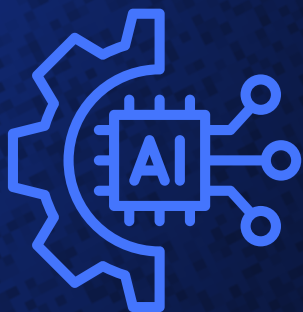


Predictive matching based on
skills, experience & potential

Discovery & Matching

Step 2

AI Capability Profiling



Evaluates AI tools used
(GPT-4, Claude, OSS)



Detects prompt quality, security
awareness, refactoring skills



Scores adaptability to
AI-driven workflows

Human Validation & Assessment

Step 3

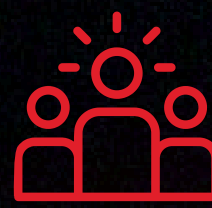
Double Validation

Together, they
filter the Top 1%
of senior,
certified talents.



HR Review

- Validates background, education, and work history
- Assesses communication and English level
- Detects undisclosed AI usage during interviews
- Ensures cultural alignment and emotional intelligence
- Focuses on soft skills and long-term adaptability



Tech Lead Review

- Conducts live coding under real-world constraints
- Evaluates system architecture, scalability, and performance decisions
- Tests pressure handling and decision-making tradeoffs
- Reviews how candidates integrate AI into workflows
- Measures ability to align code with business value



inMove™ By Inclusion Cloud

is the shortest path from idea → impact.

Built for AI. Validated by humans.

CONTACT US