

# 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**



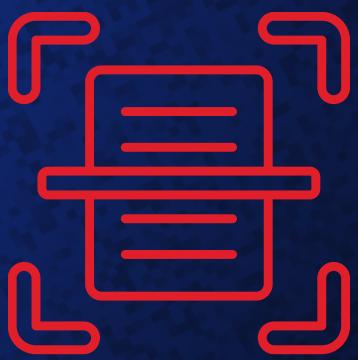
**Vibe Coders**

## Discovery & Matching

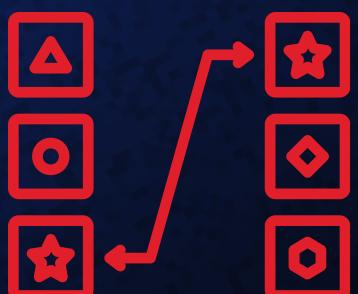
---

**Step 1**

# AI-Powered Discovery



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



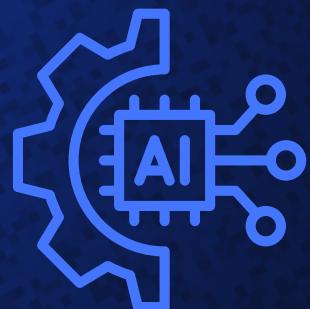
Predictive matching based on  
skills, experience & potential

## Discovery & Matching

---

**Step 2**

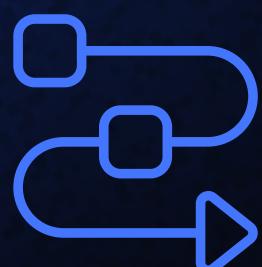
# AI Capability Profiling



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**

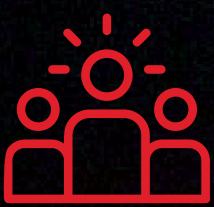
# Double Validation

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



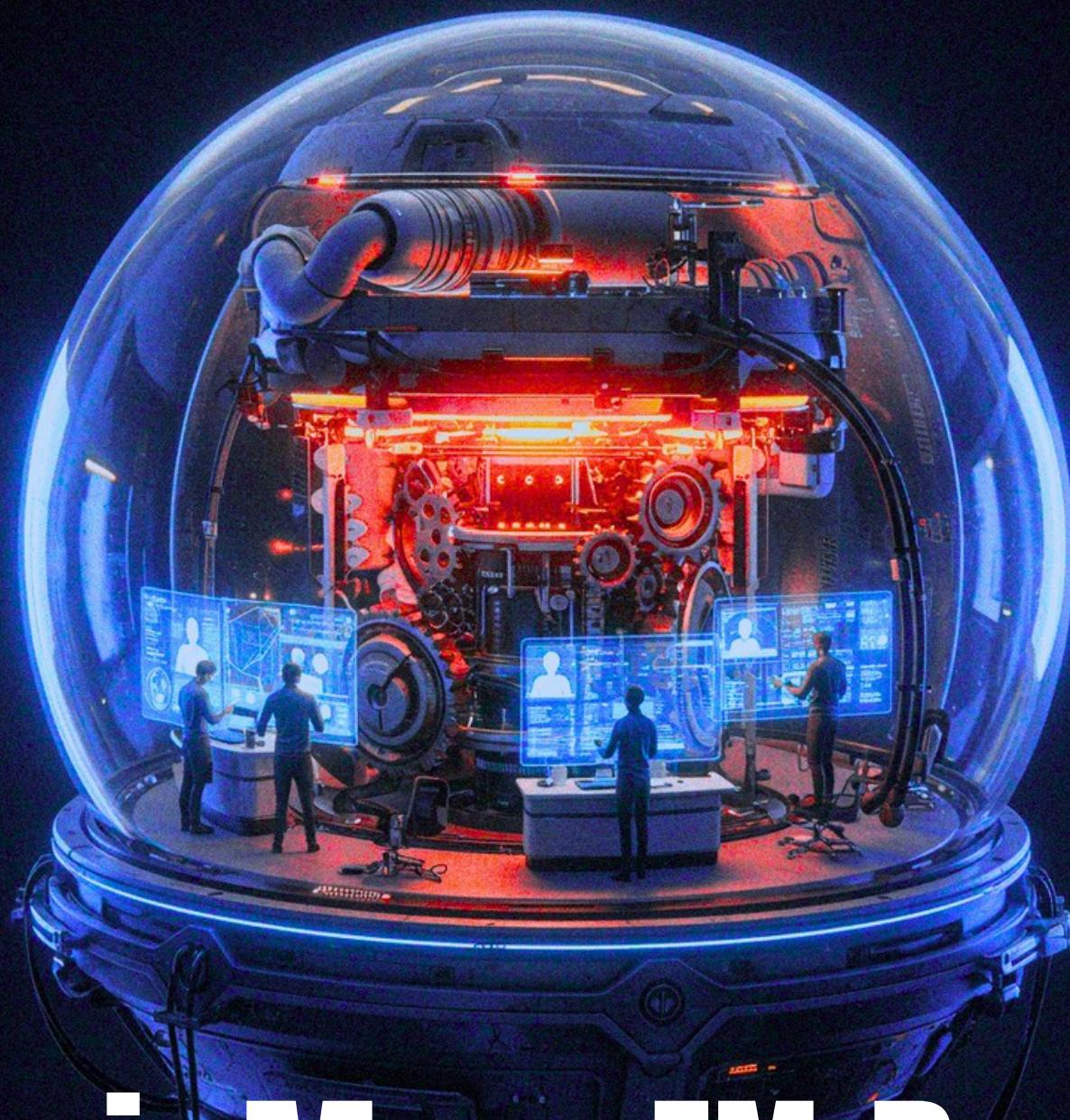
## HR Review

- 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**