# Morning watch — 4 flags

LINDBERGH FORMATION — 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114

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**Fictional document — demonstration example**

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**Fictional document**, produced for demonstration. **Three of the four flags concern the adverts**, not the candidates — that is this agent's deliberate imbalance.

| # | Flag | What triggered it | At stake | Recipient | Chase |
|---|---|---|---|---|---|
| 1 | **6 unverifiable requirements of 14** | **Reading the advert** | **They sort nothing** | **The drafter, before publication** | **Before publication** |
| 2 | **12 years asked for** | **Postholders at 4, 6 and 7** | **168 of 214 CVs** | Recruitment lead | 7 d |
| 3 | **1 "essential" not applied** | **4 of 6 hired without it** | **163 of 214 CVs** | Recruitment lead | 7 d |
| 4 | 11 employees with no crossing vacancy | Declared skills | **They see nothing go by** | **Internal mobility, never the manager** | 7 d |

> **The fourth flag does not go to the employee's manager.** An employee whose skills cross an internal vacancy does not need their department to hear about it.

## What is upheld on every vacancy, and what recruitment gains

| What is upheld | What recruitment gains |
|---|---|
| **Every application is set against the vacancy's requirements, one by one and in writing** | **The candidate can contest what is held against them: it is the only way to work through 214 CVs without exposing the company to a ranking it could not justify** |
| **Every requirement comes back to you with what it actually rules out** | **The 12 years asked for ruled out 168 CVs of 214 when your post-holders have 4, 6 and 7 — a fit percentage would have added up requirements that do not add up, and hidden it** |
| **Two close wordings come back matched, with the question put to you** | **It is for whoever reads to say whether they are equivalent, and they do it in a minute instead of reopening 214 files** |
| **What is read in a CV is the verifiable facts** | **Your 6 unverifiable requirements of 14 are flagged before publication, when fixing the advert costs nothing: searching for "autonomous" would measure who wrote the CV, not who will do the job** |
| **Internal vacancies are matched against declared skills, and the alert goes to the employee** | **Your 11 employees finally see a vacancy that fits them, without their department learning they looked — which is what makes them apply** |



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Legal notice (in French): bluelemonagent.ai/mentions-legales

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This document is a fictitious example. To see the agent work on your own documents, request a demo from its page.

https://bluelemonagent.ai/en/entreprises/cas-usage/agent-danalyse-de-cv-matching-offres

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