

Businesses could never function without their human workers. That seems obvious, but if you've read the news lately, it feels less obvious than ever. The rapid adoption of AI in the workplace has brought mass layoffs, mass panic, and somehow, a collective forgetting of just how much the people behind every role actually matter. At the same time, more and more of that human work is being judged by AI, often by general-purpose LLMs that really aren't built to pick up on what makes someone right for a job.

At Anthrolytic, we see nowhere more affected than recruitment and hiring. The average listing on Seek is now pulling over 240 applicants, and somehow, every other week there's another round of articles about "the end of work." But the reality is that jobs are still being created and filled. They're more important than ever, and harder to land than ever.

What's actually happening on the ground is that recruiters and candidates are stuck in a loop, passing AI-generated resumes and cover letters back and forth at each other. There's no real human feedback left in a system that was built around human judgment. And the way AI has been dropped into the industry hasn't helped. It's been bolted on as replacements at random points in the process, instead of built from the ground up as a recruitment AI platform designed around the people it's supposed to serve.

Our mission is to bring the human element back to hiring. To build tools that sharpen human judgment instead of replacing it. We think AI should be a lens that helps people see more clearly, not a gate that stops them from being seen. That's why Anthrolytic is focused on interactive hiring assessments and AI pre-screening for entry-level positions, where what someone *could become* matters a lot more than how their resume reads.

We see the soft skills that make you *you*. Things like communication, adaptability, how you handle pressure. They matter more than ever, but they're still almost impossible to get across on paper. These are the most valuable things a worker brings to a role, especially early in their career, and no AI resume scanner is going to pick up on them fairly. Our whole approach is built to quantify soft skills through real candidate soft skills evaluation. Not keyword matching, but actual behavioural insight from how people respond in the moment.

Because hiring isn't just about filling seats. It's about recognizing what someone is capable of when an algorithm can't see it. A job isn't just a line in a corporate structure. It can be a third of your life, tied up in identity, purpose, and for a lot of people, self-worth — and that deserves more than a keyword scan.