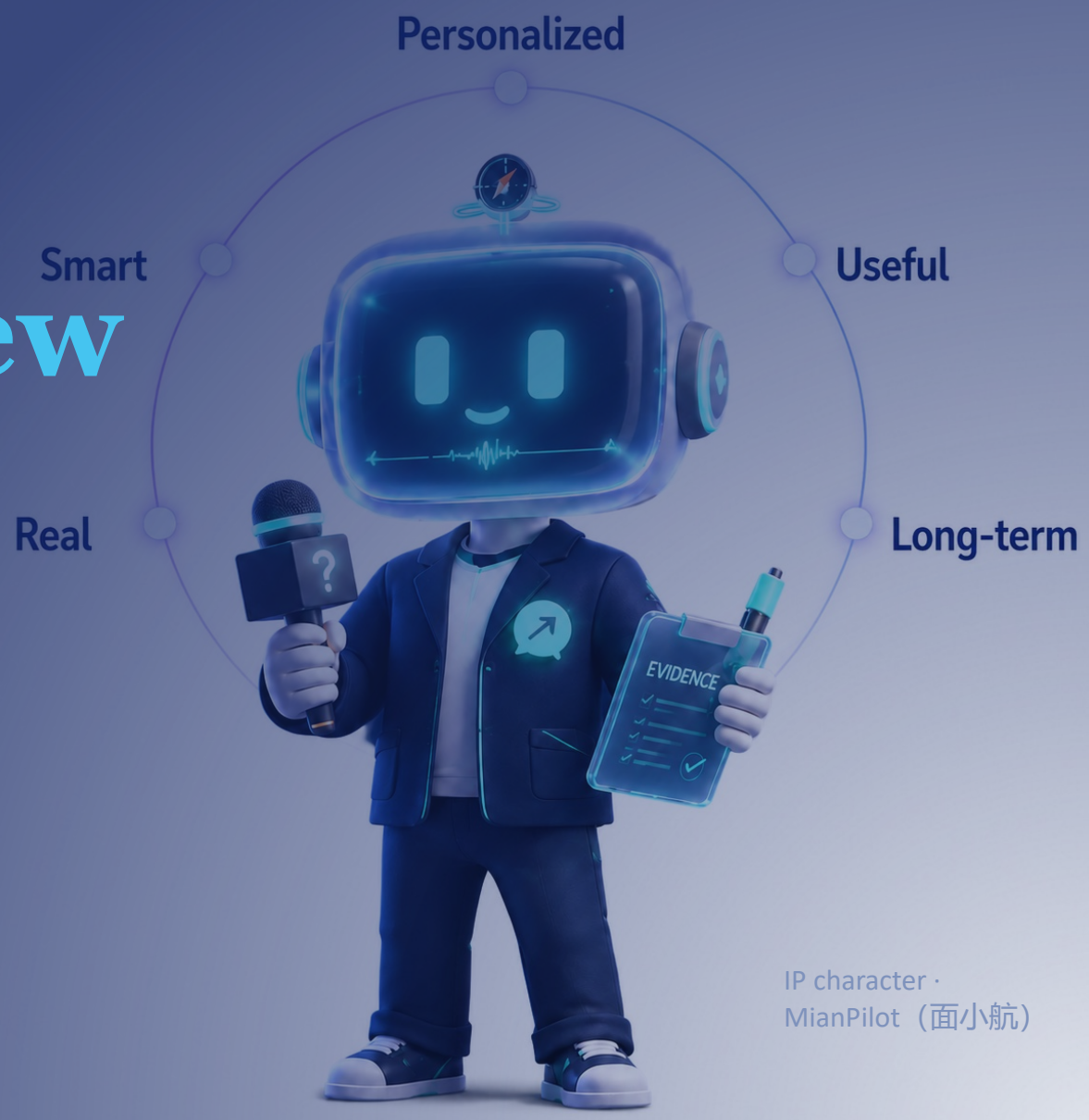
“Daimian”（代面）

Agents as Interview

The more you practice, the smarter it gets. An adaptive AI interviewer that profiles your strengths, tracks your growth, and tailors every session to you.

PLAN · PRACTICE · DIAGNOSE · CONSULT · REMEMBER · IMPROVE



IP character · MianPilot（面小航）

Product: https://www.daimian.top/
White book: https://panos-pang.github.io/InterviewAgent-materials/
Demo Video: https://www.linkedin.com/feed/update/urn:li:activity:7464902667304218627/
MSBA · HKUST

A record graduate cohort is colliding with a shrinking funnel

Peak in 2038

Mainland China university graduates — still climbing

▲ +4M vs 2026

79%

Applications met with silence — ghosted

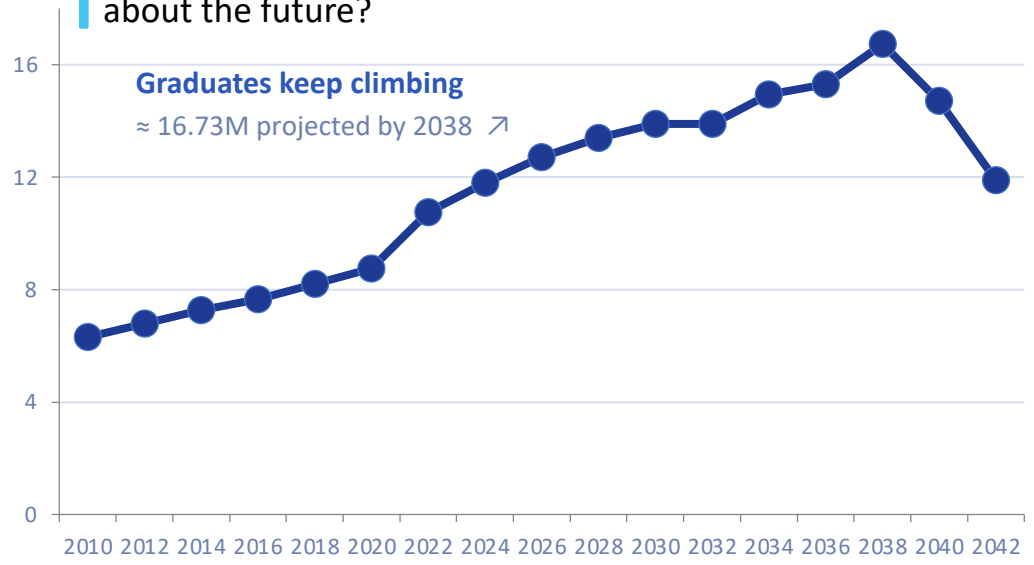
▲ 147 of 186 applications got no reply

0.5%

Applications that convert to an accepted offer

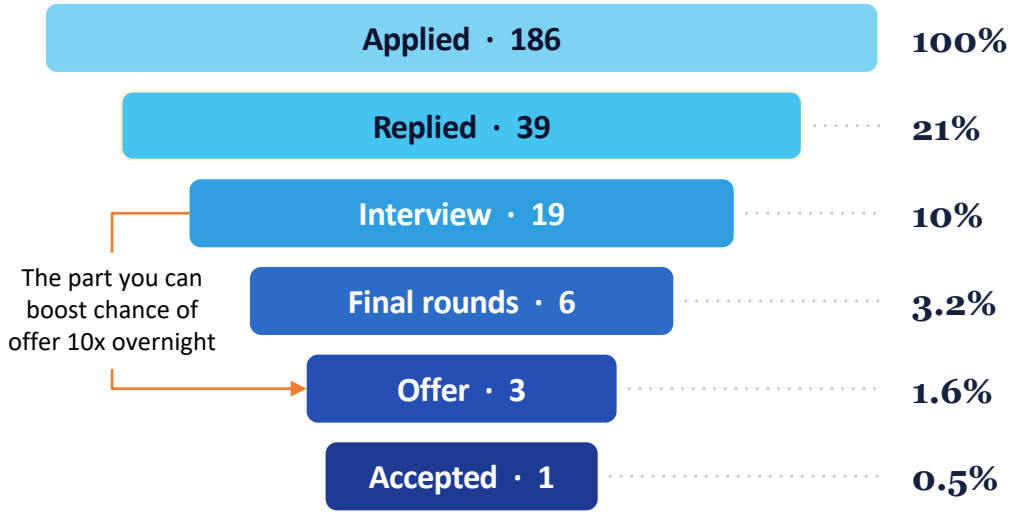
▲ 1 accepted offer per 186 applications

China university graduates (millions). As it is now, what about the future?



Source: Ministry of Education and National Bureau of Statistics, PRC.

One candidate's funnel: 186 applications to 1 acceptance. Small tweaks here = massive offers.



Source: rednote (小红书). An illustrative early-career job-search log.

Today's tools each fix one piece — unsystematic & unintelligent

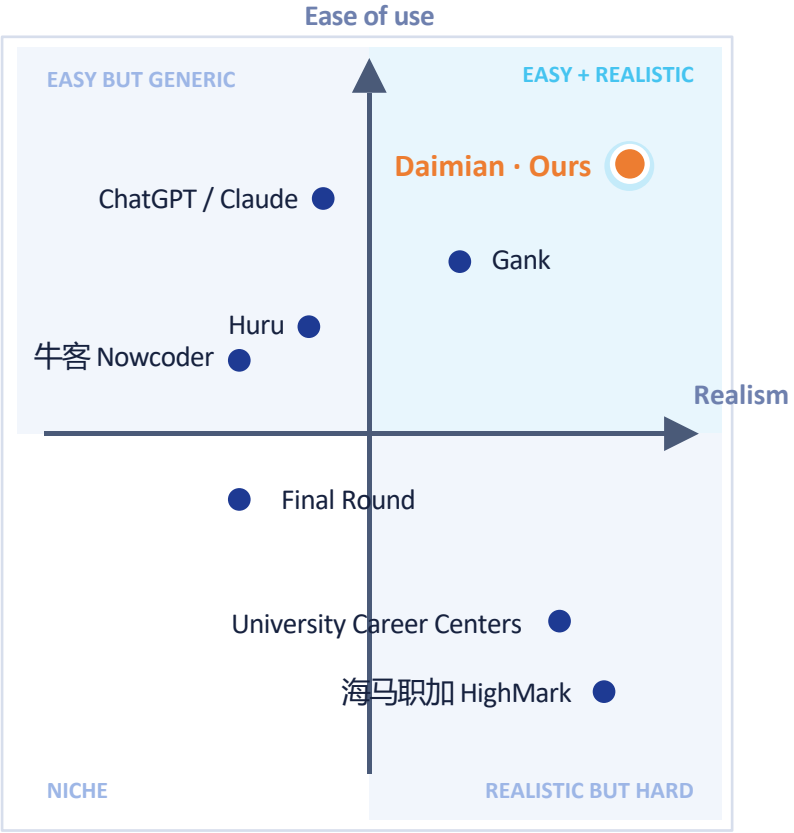
Existing solutions: *Inferior technology, high prices, lack of customization, and inability to provide end-to-end services.*

Built-in · Partial · Gap

Capability →	Résumé + JD tailoring	Adaptive follow-up	AI group interview	Evidence-based report	Memory & consultation
Generic LLMs · ChatGPT / Claude					
AI mock-interview tools · Huru / Nowcoder					
Real-time copilots · Final Round / Gank					
Human coaching · HighMark / 1-on-1 coaches					
University career centers					
Daimian 代面 (ours)	*Personalized*	*Smart*	*Real*	*Useful*	*Long-term*

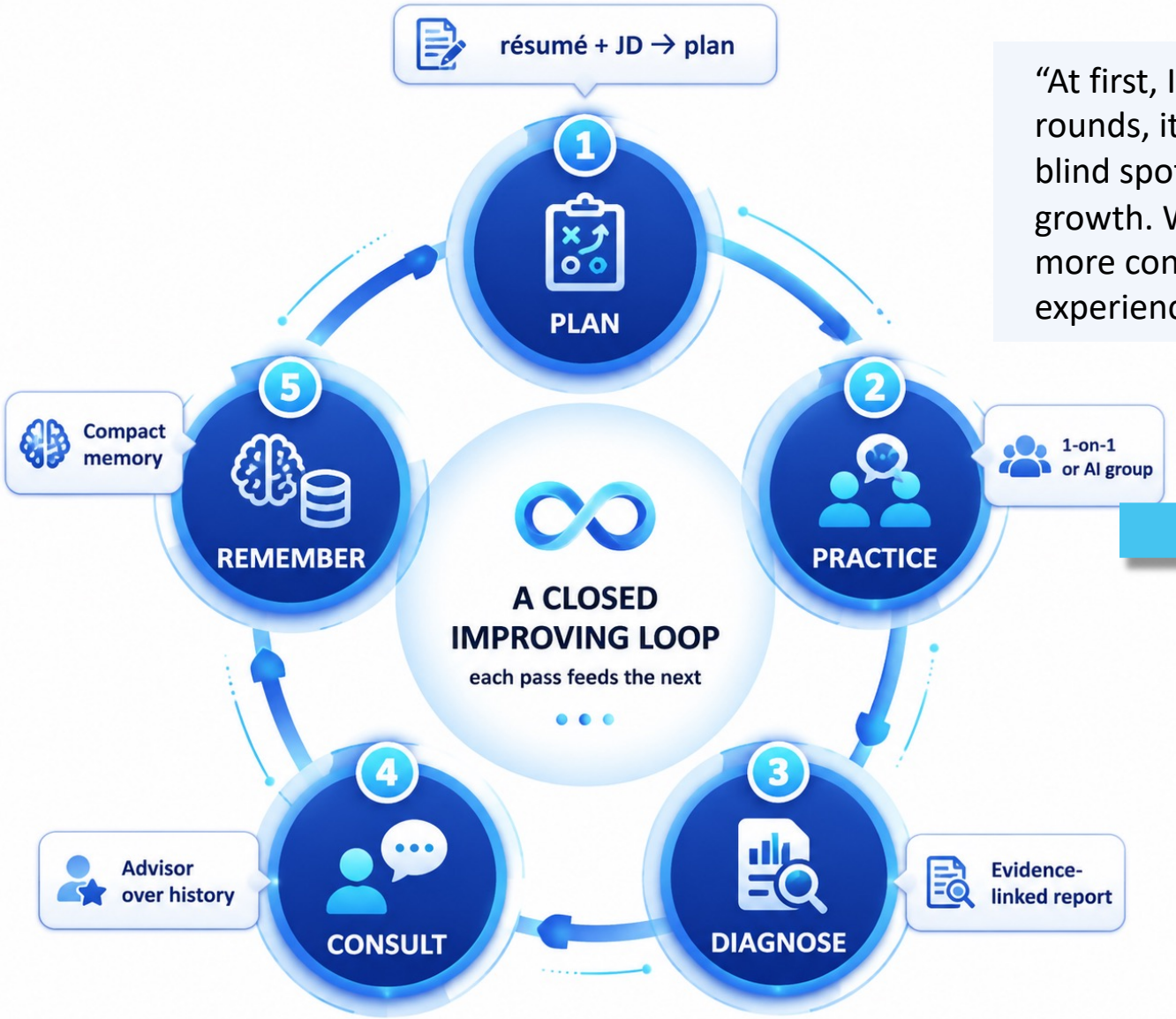
Source: comparison from internal competitor research across 9 alternatives and 20+ fields; shading reflects the team's hands-on testing.

Where each tool sits on the map



The opportunity is workflow ownership: one product that runs the whole loop — responsibly, and at low marginal cost.

Virtuous circle for users — getting better each time



"At first, I thought it was just a one-off mock interview, but after a few rounds, it felt like having a personal coach who actually remembers my blind spots. Every single feedback report became my next game plan for growth. Watching myself step into each new interview sharper and more confident than the last has been the ultimate leveling-up experience!" ——ONE OF OUR USERS

RESULT OF THE LOOP

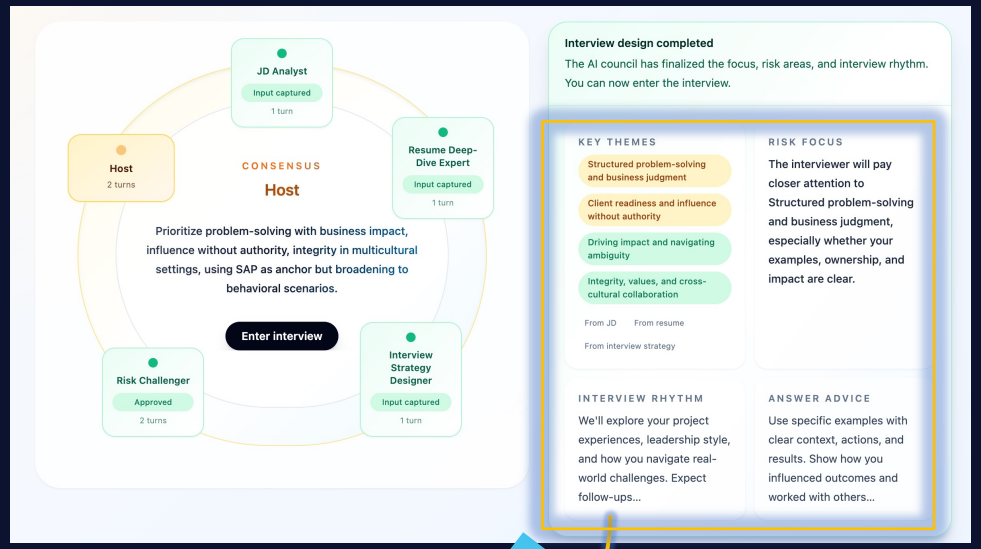
6 IMPROVE

Every pass makes the AI more personalized and the user stronger at their weak points — so the next interview starts smarter than the last.

Encourage users to use it repeatedly.

Inside a 1-on-1 interview: who reasons, when, and on what evidence

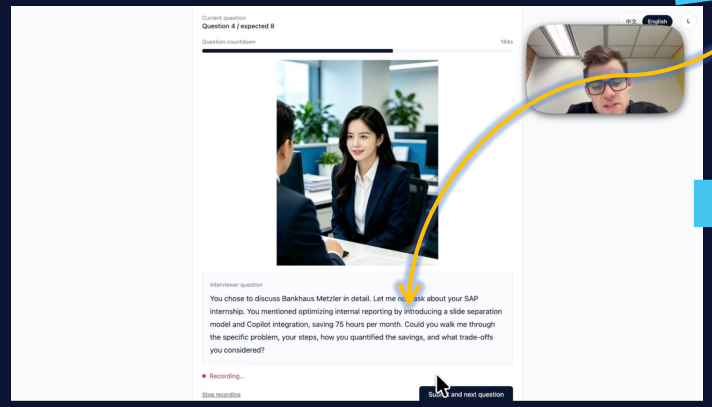
Stage 1.
The discussion of 5 AI interview experts



AI Council maps out interview roadmap.

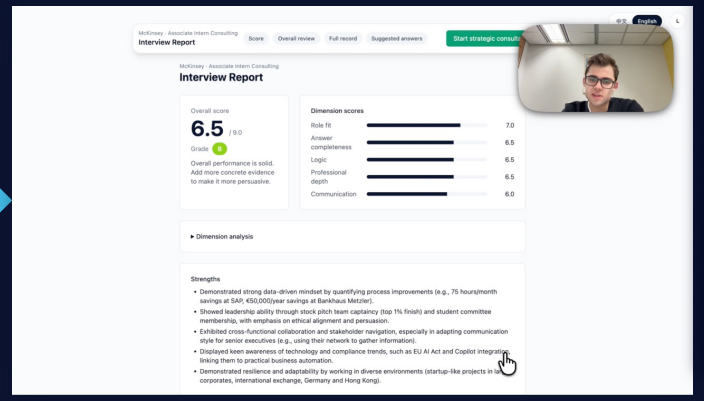
Technology: Agent Harness with "analyze → decide → generate → validate", simulating realistic 1-to-1 human interview interactions.

Stage 2. Adaptive Follow-up

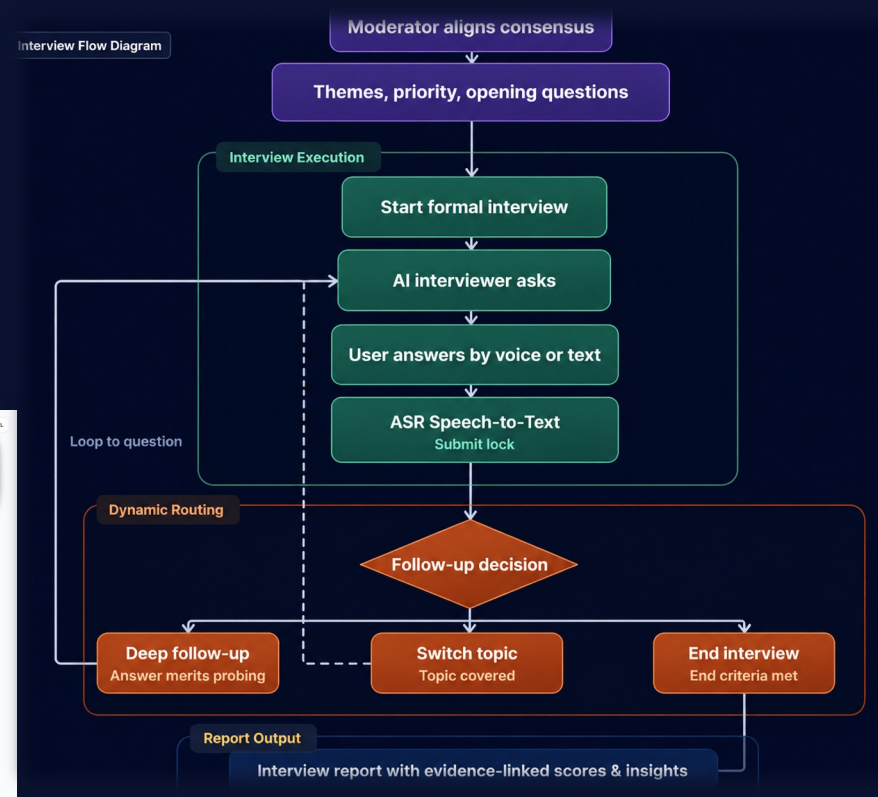


Adaptive interviewer asks & listens.

Stage 3. Report Feedback



Evidence-linked report with scores.

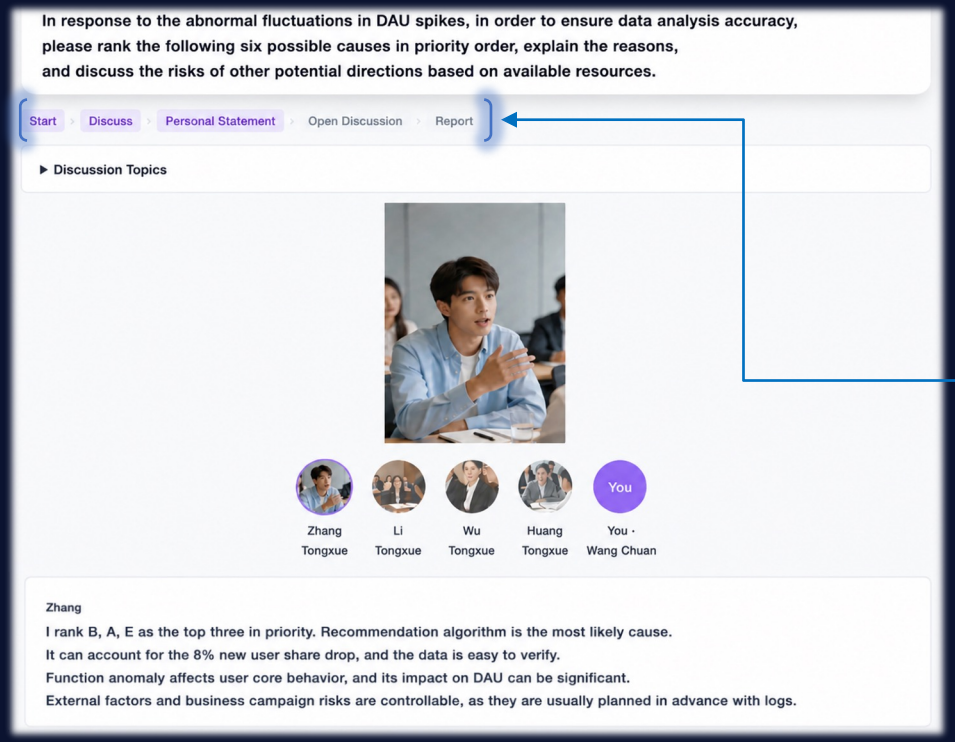


A part of the adaptive workflow of 1v1 interview.

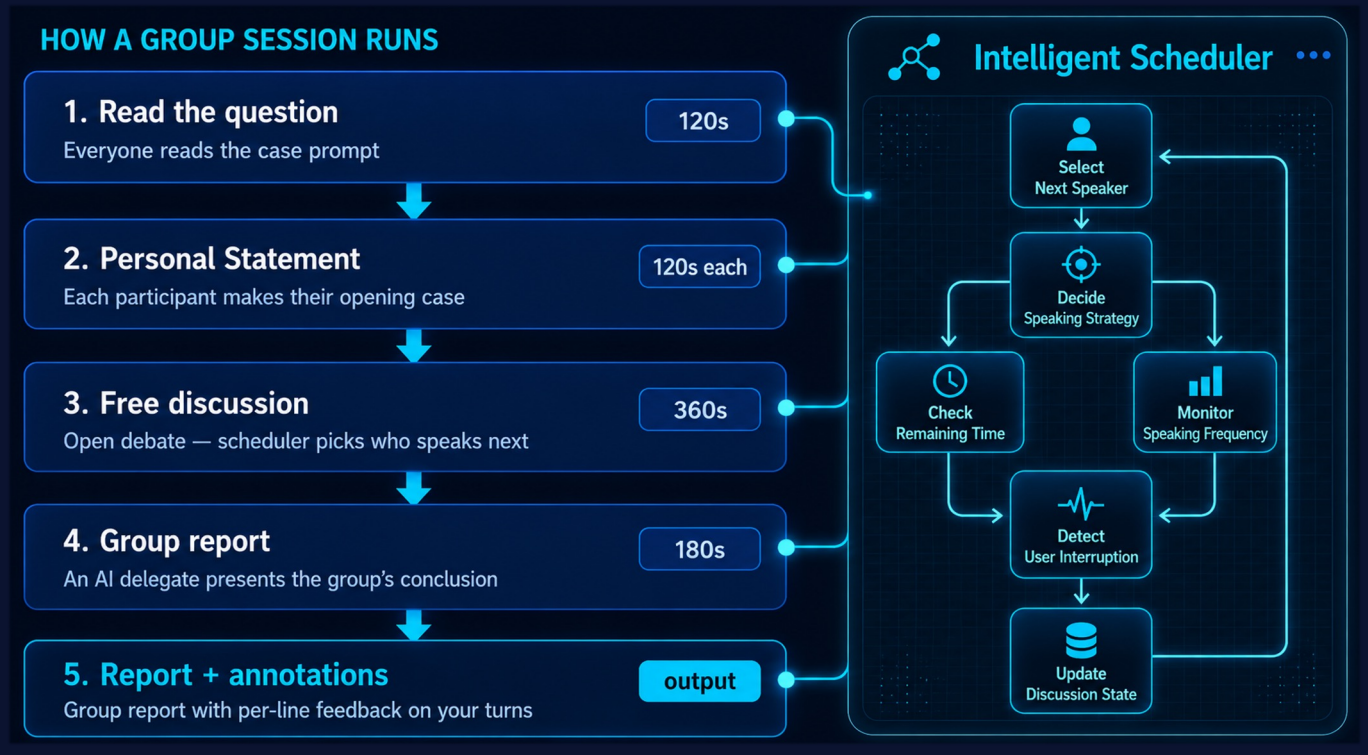
AI group interview: a five-person discussion you can't rehearse alone

A leaderless 5-person panel — 4 AI classmates + you. AI Scheduler decides who speaks next and why, so you practice leading, summarizing and turn-taking.

LIVE PRODUCT · Simulated group interview



Agents take turns; Opening → Personal Statement → Group Discussion → Reporting.



What appears to be a coincidence is, in reality, the result of algorithmic inference.

Beyond SaaS or agent: a callable, AI-native layer

Today we sell interview practice per session. Next, the product becomes infrastructure others call — three surfaces, AI built in.

01 FOR CANDIDATES

Close the job-search loop

All-in-one practice hub with JD-aligned mock interviews, AI group & voice drills, instant feedback and progress tracking. Practice, improve and apply — in one place.

→ a full job-search closed loop

02 FOR ORGANIZATIONS

Résumés become talent insights

Each session creates a structured talent profile. Organizations query via API, find candidates anonymously through chat, and send interview invites in one click.

→ talent knowledge base, via API

03 FOR AI AGENTS

Interview-mode as an API

Expose interview engine as an API so AI agents can run realistic interviews and generate evidence reports on demand — distribution in the agent era.

→ called by the next layer of AI

ONE UNIFIED DATA FOUNDATION UNDERPINNING IT ALL

- Interview transcripts (structured)
- Résumé & profile data (anonymized)
- Practice sessions & interactions
- Evaluations & feedback (signals)
- Evidence reports (on demand)

Every surface compounds the same foundation — structured interview & profile data — the rest of the stack can build on.

- **Privacy-first** — No raw transcripts shared
- **Data minimization** — Aggregate only
- **Compliance ready** — FERPA / GDPR aligned
- **Sustainable revenue** — Licenses, APIs, Services

Capped cost, 63–68% margin, and profit past ~300 orders a month

PRICING & MARGIN · HKD / session

1-on-1 text
83% margin
4.9 – 6.9

1-on-1 voice CORE
63% margin
9.9 – 12.9

Group text
78% margin
6.9 – 9.9

Group voice PREMIUM
68% margin
14.9 – 19.9

110–135 For Package order, paid orders / month to break even

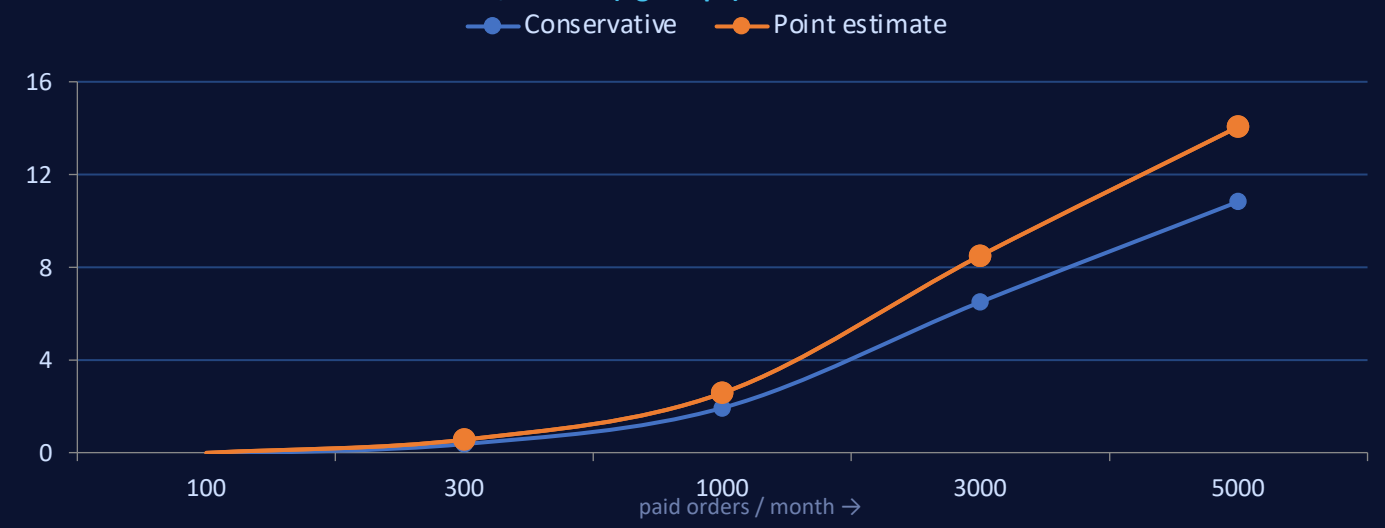
~300 For Package order, orders / month → stable positive contribution

There will be some API usage in the initial stage, but costs will be lower later on by deploying the model locally.

NPV & MODEL ASSUMPTIONS · HKD

Key Assumption	Base Case	Optimistic Case	Pessimistic Case
Enterprise Value (EV)	HKD 1.72M	HKD 2.37M	HKD 0.60M
Year 5 Market Share	1.00%	1.0% (reached by Yr 2)	0.50%
Market Share Ramp-up	+0.25pp/yr (Yr1–2), +0.17pp/yr (Yr3–5)	0.5% in Yr1, 1.0% from Yr2 onward	+0.10pp/yr linear
Net Margin	40%	45%	30%
Year 5 Revenue	HKD 1.26M	HKD 1.38M	HKD 0.62M

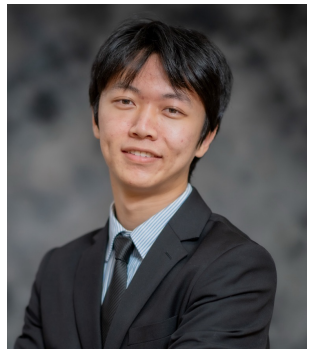
MONTHLY PROFIT OUTLOOK · 10k HKD / month (light-ops)



The above data is based on our team's financial and statistical estimations. Calculation details are shown in appendix.

A team that builds the product, knows the business, and widens access

All five are HKUST MSc Business Analytics builders — spanning AI product, recruiting, research, entrepreneurship and international operations.



Lechuan Wang

Founder · AI Product Design

Built the product end-to-end; AI-agent experience (Harness, Skills, Knowledge base, etc.)

Panos Pang

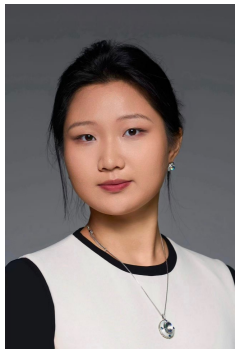
HR, Recruiting & Behavioral Science

ByteDance HR-TA: 58 offers, ranked 1st/14; MiHoYo HR-SSC; SSCI paper (1,069 n)

Stella Wang

Market & Business Research

TK Elevator AI transformation CICC equity research; Multiple Consulting experiences



Scarlett Ying

Go-to-Market & Entrepreneurship

NYU Stern (Business, Tech & Entrepreneurship); social entrepreneurship; CVC startup due diligence

Ilia Voroshilov

AI Operations & International

AI agent design for TK Elevator. SAP Business AI; U. Mannheim GenAI thesis; EU-AI-Act decision tree

IMPACT & SUSTAINABILITY

Equal access

Repeat, personalized practice without mentors, alumni networks or paid coaches. Very Cheap.

Evidence-based

Feedback tied to real answers builds skill, not just confidence.

Responsible AI

Training and reflection — never hidden, real-time interview assistance.

“Daimian”（代面）· Agents as Interview

More features and updates will come soon.

Appendix 01: Very Low Cost for Token —— Pay-per-use payment method

Table: DeepSeek Official USD Pricing, Unit: USD/1 Million tokens

Model	Input cache hit	Input cache miss	Output	Used for Estimation in this Article
DeepSeek V4 Pro	0.003625	0.435	0.87	Input as cache miss, output as official output price
DeepSeek V4 Flash	0.0028	0.14	0.28	Input as cache miss, output as official output price

Table: Single Cost Estimation Formula

Variable	Estimation Formula
LLM Cost	$X_h/1,000,000 \times P_{hit} + X_m/1,000,000 \times P_{miss} + Y/1,000,000 \times P_{out}$
Voice Cost	$A \times 0.075 + C \times 0.0005$
Total Cost	LLM Cost + ASR Cost + TTS Cost + Platform Amortization

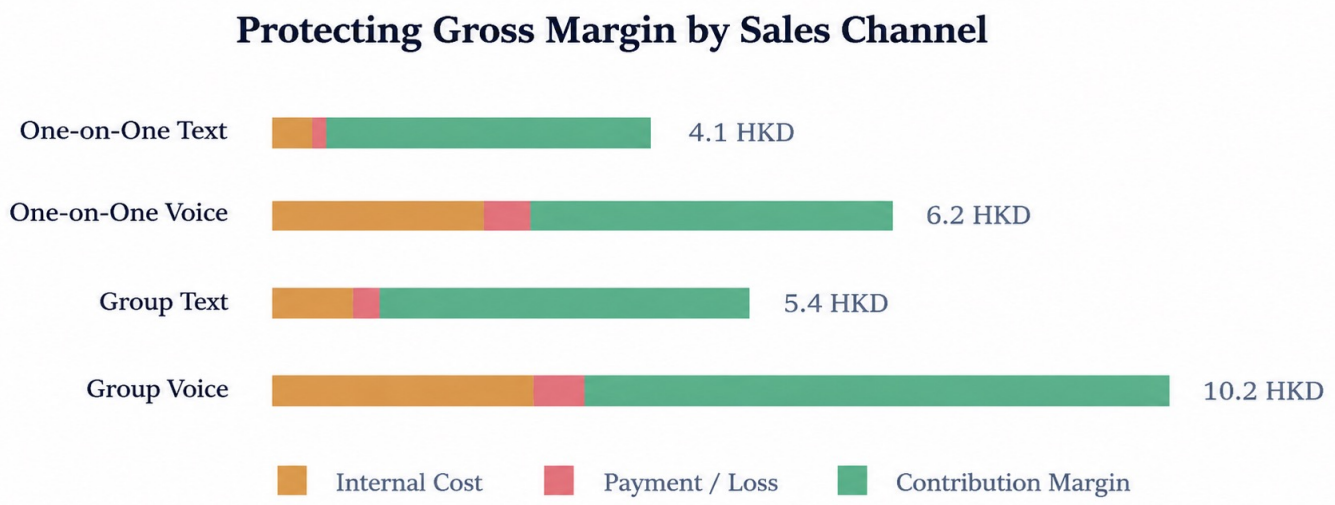


Figure: At low price points, voice SKUs still cover API fluctuations and preserve thicker gross margin.

Appendix 02: Package payment method scenario

Make a lightweight scenario assumption: the monthly order structure is 60% standard package, 25% group interview special package, and 15% starter package; the average order revenue is about 47 HKD. Early-stage fixed platform and light operational expenses are estimated at 3,000 HKD/month, which includes servers, monitoring, storage, a small amount of customer service, and operational tools.

Table: Usage Package Contribution Gross Profit Estimation, Unit: HKD/Order

Package	Selling Price	Point Estimate Gross Profit	Gross Margin	Safety Cushion Gross Profit	Gross Margin
Starter Package	19.9	12.0	**60%**	9.3	**47%**
Standard Package	49.0	27.4	**56%**	19.8	**40%**
Sprint Package	99.0	51.2	**52%**	34.1	**34%**
Group Interview Special Package	59.0	42.1	**71%**	36.1	**61%**

Table: Monthly Contribution Margin Scenarios, Unit: HKD/Month

Monthly Paid Orders	Revenue	Point Estimate Profit	Safety Cushion Profit	Assessment
100	4,714	-128	-774	Close to break-even, mainly verifying conversion
300	14,141	5,616	3,678	Can cover light operational fixed costs
1,000	47,135	25,720	19,260	Has cash flow foundation for a small team
5,000	235,675	140,600	108,300	Can start supporting marketing and channel testing