Candidate Ecosystem FAQ

How You See Jobs, Stay Protected, and Control Your Data

This document explains how Winnow protects your privacy, presents jobs to you, handles deduplication, and manages scenarios where multiple recruiters or employers are involved.

1. How You See Jobs

Q: How do I see jobs posted by employers and recruiters?

You never see 'who posted it' — you see the job itself. Winnow's matching engine evaluates every job against your parsed resume across multiple weighted dimensions. Jobs above the quality threshold and posted within the last 15 days appear in your Winnowed matches. Each card shows a 'Found on' badge listing all boards where that job appears.

Q: If the same job is posted by the employer, Recruiter A on Indeed, and Recruiter B on LinkedIn — do I see it three times?

No. You see it exactly once. Winnow's intelligent deduplication engine groups identical and near-identical postings under a single record. You see one job card with a 'Found on: Winnow, Indeed, LinkedIn' badge. The earliest posting becomes the canonical record.

Q: Can I tell if a job was posted by a recruiter vs. the actual employer?

The 'Found on' badge shows source boards but not whether a specific recruiter listed it. If the employer posted directly on Winnow, you'll see 'Winnow' in the source list.

2. Applying & Being Submitted

Q: If I apply directly AND a recruiter also submits me, what happens?

Winnow detects the overlap and flags it to the employer with timestamps. Your direct application takes priority. You see a single application entry in your tracker. You are never penalized by the overlap.

Q: If two different recruiters submit me to the same employer, what do I experience?

You see one application entry. Winnow flags the duplicate submission to the employer with first-in-time timestamps. Your candidacy is preserved regardless of which recruiter 'gets credit.' You are shielded from the recruiter fee negotiation entirely.

Q: Do I know which recruiters have submitted me?

If a recruiter submits you through Winnow, you receive a notification (Starter/Pro tiers) with the job title and company. Pro tier includes the recruiter's name. Free users see submissions in their tracker with basic detail.

3. Privacy & Your Data

Q: What are my profile visibility options?

Public: Full name and profile visible to employers and recruiters. **Anonymous:** Shown as 'Candidate #A7F2' with skills and experience visible but no PII. **Private:** Completely invisible in search. You can still apply to jobs and use all features. Change anytime.

Q: Can employers see my other applications?

No. Each employer sees only their own applicants. Your application history across employers is completely isolated.

Q: Can recruiters see my other applications or which other recruiters I work with?

No. Recruiters operate in fully isolated workspaces. The only cross-recruiter information is the duplicate submission flag shown to employers — and even that doesn't reveal identity.

Q: What data can I export or delete?

GDPR-compliant export (Starter: JSON, Pro: full ZIP with documents). Account deletion cascades through all tables — profiles, resumes, matches, tailored documents, conversations. Nothing is retained.

4. Trust & Safety

Q: How does Winnow protect me from fake jobs?

Every job goes through multi-signal fraud detection. Postings that trigger high-severity signals (scam language, fee requirements, personal info requests) are quarantined and never shown to candidates.

Q: What is the Trust Score?

Winnow verifies candidates across multiple dimensions: identity, resume quality, online presence, and behavioral patterns. Legitimate candidates pass automatically and never see their score.

5. Matching & Interview Probability

Q: What is the Interview Probability Score (IPS)?

IPS predicts your likelihood of getting an interview for a specific job. It combines multiple components including resume fit, cover letter quality, application timing, and network advantage. Pro users get full coaching with actionable tips per component.

Q: What does 'Winnowed' mean?

Quality over quantity. Instead of 500 random jobs, Winnow filters to only those above the match threshold posted within 15 days. Fewer, better applications with higher interview conversion rates.

6. How Winnow Is Different

Q: How is this different from Indeed or LinkedIn?

Indeed and LinkedIn show every keyword match. Winnow analyzes your full resume against each job's parsed requirements across multiple weighted dimensions, then winnows results to only the highest-probability matches. Plus AI-tailored resumes grounded in your actual experience, IPS coaching, and Career Intelligence.

Q: What does 'grounded' mean for tailored resumes?

Winnow's AI reorders, rephrases, and emphasizes your existing experience — but NEVER fabricates skills, certifications, or accomplishments. Every suggestion references your actual profile data.