

AI Recruiter- AICruit

IBM HACKATHON

Team:
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Introduction

Alcruit such that it shortlists based on various parameters and provides a detailed analysis of skills, experience of the shortlisted candidates along with major personality traits they possess, thus helping the human recruiter as well as taking care that the deserving candidates do not miss a chance, just because of the huge numbers of applicants.

Existing Problem

Unlike what it used to be before the jobs as well as job applicants have increased, and due to online networking options the process of job application as become a lot more easier and feasible, but because of this the hiring managers receive a huge number of applications everyday and shortlisting the best becomes really difficult.

Proposed Solution

1. This is the Home page for our app AICruit has 2 parts.
2. The candidates and recruiters can use it, the recruiters go to the Recruiter portion to post the job description and details, candidates choose from the available jobs and apply with their profile details and resume.
3. In the recruiter's part of the portal, the recruiter can view the applicants and their profile to choose from. If the recruiter chooses to post a new job he can do so by clicking the **Post New Job** button.
4. Our chatbot functions to ask the required job details from the Recruiter and post it to the candidate.

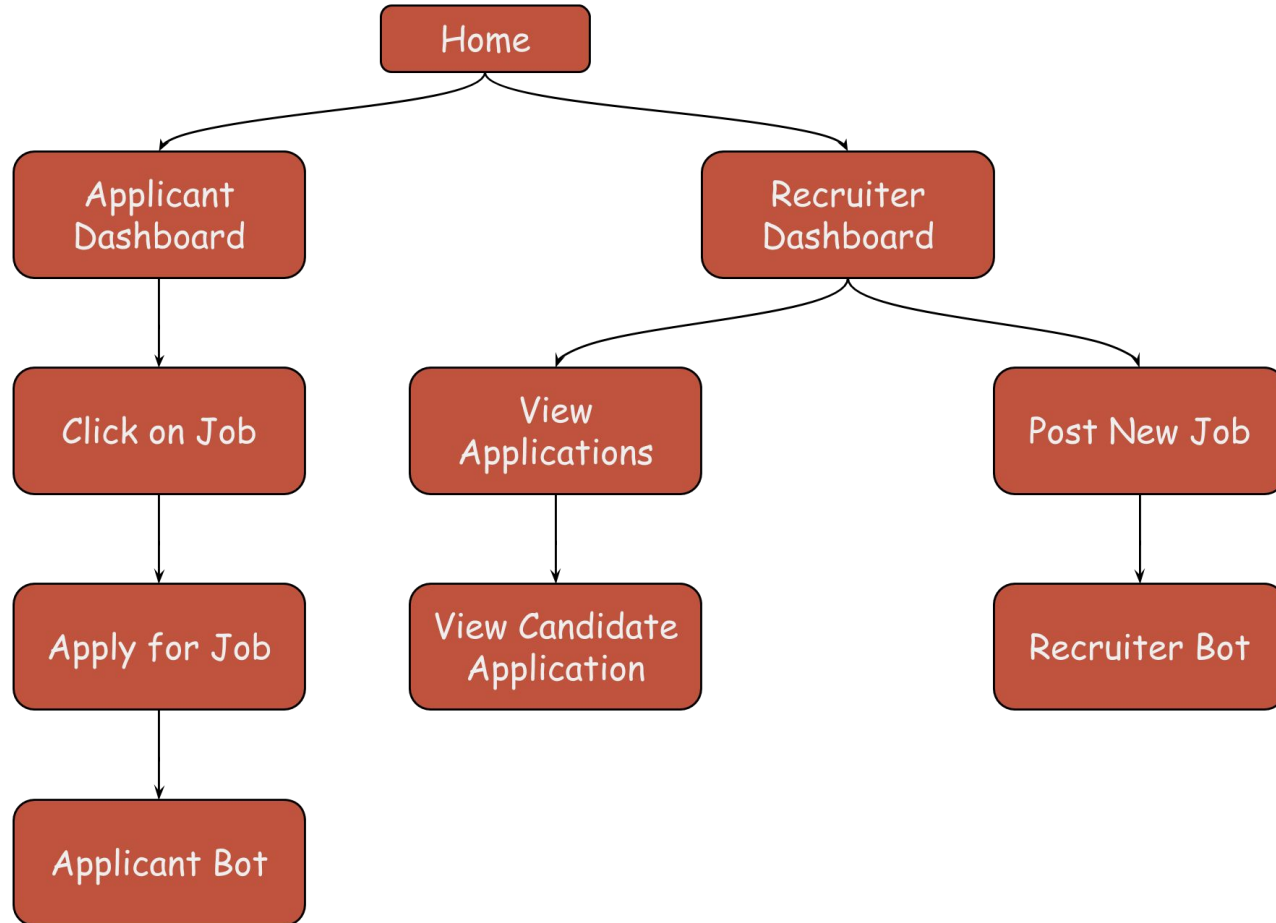
Proposed Solution

5. In the applicant portal, the candidate is about to apply for a posted job, he checks for the job description and required skills before he starts applying for it.

6. After the candidate clicks on **Apply now**, our chatbot interacts with the candidate and asks about his profile details and also asks for his resume.

7. The recruiter can then visit the portal and view the profile of the candidate and check against the required skills.

Work flow of our application



ADVANTAGES

- The recruiter doesn't have to speak to every candidate, our chatbot collects the required details and presents it to the hiring manager in a simple format where the recruiter can easily compare the required skills to the skills the candidates have.
- The candidates can freely chat with our chatbot, and have the experience of chatting with a friend while applying for his/her job.

DISADVANTAGES

- A bot however can't match the shortlisting and understanding skills of a human, a bot might get biased according to the dataset with which it's trained, however the humans can understand that a bias is happening and can retake better decisions.

BIBLIOGRAPHY

1. Ankita Das , Jalpaiguri Government Engineering College

2. Arijit Das , Jalpaiguri Government Engineering College

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And also enthusiastically helping us with any doubt we faced during the whole hackathon period.

We are really grateful for this learning experience.

Main Links

- 9.LINK TO **AlCruit**: (Please copy paste this link to the browser)

<https://aicruitapp-shy-hyena-ce.eu-gb.mybluemix.net/>

- 10.LINK TO SOURCE CODE (The code has been uploaded to the repository)

<https://github.com/SmartPracticeschool/SBSPS-Challenge-4326-AI-Recruiter-Alcruit->

THANK YOU