Intrvu Resume Fit Analyzer

**Goal:**

Help the candidate assess the fit of their resume to a job posting on Linkedin and optimize for better fit

**What it is?**

A Chrome extension that analyzes a job posting and generates a match score with the resumed uploaded to assess the fit. The match score is calculated based on a set of weighted criteria. The analysis can be repeated by uploading an optimized version of the resume. More in dept analysis with recommendation can be obtained separately.

**How it works?**

When you click on the extension, it checks if you have a resume uploaded. Based on the resume uploaded, it analyzes it against job description on the page to give you an overall match score and a breakdown scores for each of the criteria.

For detailed view, a side bar can open or a new tab opens with the in-dept details and recommendation. > Is this feasible?

**Resume Fit Criteria**

Keyword Match: The presence of specific job-related skills and terms.

Job Title & Experience: Alignment with required roles and years of experience.

Skills & Certifications: Technical and soft skills relevance.

Structure: Proper formatting & Readability for ATS parsing

Action words usage : Highlight skills and accomplishments on the resume

Measurable results: Quantifiable accomplishments that demonstrate your skills and value

Bullet point effectiveness: Concise, simple, and includes as much value as possible

Details

Keyword Match: The presence of specific job-related skills and terms.

* What's matching & missing

Job Experience: Alignment with job requirements and responsibilities

* What experience is a strong match, partial match and missing

Skills & Certifications: Technical and soft skills relevance

* What's matching & missing

Resume Structure: Proper formatting & Readability for ATS parsing

* Sections Breakdown: A resume is divided into 11 distinct sections, each representing a specific aspect of the professional profile. These sections typically include:
  + 🛑 Personal Information: Name, email, phone number and location are included.
  + 🛑 Website and Social Links: Linkedin profile url is included
  + 🛑 Professional Summaries: Should be Concise, clear and impactful
  + 🛑 Work Experience
  + 🛑 Education
  + 💡 Certification
  + 💡 Awards and Achievement
  + 💡 Projects
  + 🛑 Skills and Interests
  + 💡 Volunteering
  + 💡 Publication
* Completion Indicators: Each section is marked with an icon that indicates its completion status: ✅ Completed: This section is fully completed and meets the necessary criteria.
* 💡 Nice-to-Have: This section contains optional information that can enhance your resume but is not critical.
* 🛑 Must-Have: This section is essential and must be completed to ensure a competitive resume.
* Weighting of Sections: The Must-Have sections carry a greater weight in the computation of the Resume match Score. Completing these sections is crucial for achieving a higher score. The Nice-to-Have sections, while beneficial, have a lower impact on the overall score. Focusing on completing the Must-Have sections first will help you maximize your score. Scoring
* Calculation: The Resume match Score is calculated based on the percentage of completed sections, with a heavier emphasis on the Must-Have sections. For example, if the resume contains 11 sections and you complete all Must-Have sections, your score will increase significantly. Each Must-Have section completed adds more points than Nice-to-Have sections.
* Example Calculation: If you complete: 🛑 Personal Information 🛑 Work Experience 🛑 Skills and Interests Your score will reflect a more significant percentage of points compared to completing only Nice-to-Have sections like Certifications or Awards.

Action words usage : Highlight skills and accomplishments on the resume

* Consistent and effective use of action words in bullet points
* Highlight usages of buzzwords, cliches and catchphrases like “results oriented team player” or “passionate growth marketer”

Measurable results: Quantifiable accomplishments that demonstrate your skills and value

* Resumes with five or more instances of measurable metrics “pass” and get additional points towards their total resume match score. To clarify, five instances is still fewer than recommended in an ideal world, but to make it achievable for all candidates since many people don't include metrics at all.

Bullet point effectiveness: Concise, simple, and includes as much value as possible

* Bullet points length: Recommended bullet length between 12-20 words.
* Bullet points characters: Recommended bullet length between 85-120 characters.
* Bullet points skim test: Impactful first four words and the last four words of a bullet

**Scoring Method**

|  |  |  |
| --- | --- | --- |
| Criteria | Weight (%) | Logic for Calculation |
| Keyword Match | 20 | Score based on % of job keywords found in the resume. 90%+ match = 20, 70-89% = 15, 50-69% = 10, Below 50% = 5, Below 30% = 0. |
| Job Experience Alignment | 20 | Evaluates alignment with job responsibilities. Strong match = full points, Partial match = half points, Missing = 0. |
| Skills & Certifications Match | 15 | Compares job-required skills and certifications with those in the resume. Missing skills lower the score. |
| Resume Structure & ATS Readability | 15 | Checks completion of Must-Have and Nice-to-Have sections. Must-Have sections carry more weight in scoring. |
| Action Words Usage | 10 | Analyzes the percentage of strong action words vs. weak/buzzwords. More strong action verbs = higher score. |
| Measurable Results | 10 | Counts measurable achievements (e.g., % increase, revenue impact). 5+ measurable results = full points. |
| Bullet Point Effectiveness | 10 | Assesses bullet point length, character count, and impact. Well-structured bullets score higher. |

**Detailed View of the Resume Match Scoring System**

**1️⃣ Keyword Match (20%)**

**Definition:** Compares job-related skills and terms from the job description to those in the resume.

**Scoring Breakdown**

|  |  |  |
| --- | --- | --- |
| **Match Percentage** | **Points Awarded** | **Rating** |
| 90%+ match | 20 points | Excellent ✅ |
| 70-89% match | 15 points | Good 👍 |
| 50-69% match | 10 points | Fair ⚠️ |
| Below 50% match | 5 points | Needs Improvement 🛑 |
| Below 30% match | 0 points | Poor ❌ |

**Detailed View**

* **Matched Keywords** (✅): Lists all job-related keywords found in the resume.
* **Missing Keywords** (🛑): Lists job-related keywords missing from the resume.
* **Suggested Improvements:** Highlights missing keywords and suggests adding them naturally in relevant sections.

🔍 **Example:**

|  |  |
| --- | --- |
| **Job Requirement Keywords** | **Found in Resume?** |
| Project Management | ✅ Yes |
| Agile Methodology | ✅ Yes |
| SQL | ❌ No |
| Data Analysis | ✅ Yes |
| Stakeholder Communication | ❌ No |

**Suggested Improvement:** Add missing keywords like "SQL" and "Stakeholder Communication" in work experience or skills.

**2️⃣ Job Experience Alignment (20%)**

**Definition:** Evaluates how well work experience aligns with job responsibilities.

**Scoring Breakdown**

|  |  |  |
| --- | --- | --- |
| **Alignment** | **Points Awarded** | **Explanation** |
| 80%+ match | 20 points | Strong match ✅ |
| 60-79% match | 15 points | Good alignment 👍 |
| 40-59% match | 10 points | Partial match ⚠️ |
| Below 40% match | 5 points | Weak match 🛑 |
| Below 20% match | 0 points | No relevant experience ❌ |

**Detailed View**

* **Strong Match (✅):** Identifies job responsibilities from the job description that are well covered in the resume.
* **Partial Match (⚠️):** Identifies responsibilities that are mentioned but lack depth.
* **Missing Experience (🛑):** Lists responsibilities missing from the resume.
* **Suggested Improvements:** Recommends adjusting descriptions to better reflect job responsibilities.

🔍 **Example:**

|  |  |  |
| --- | --- | --- |
| **Job Responsibility** | **Match in Resume?** | **Notes** |
| Leading a team of engineers | ✅ Strong Match | Experience managing 5 engineers |
| Conducting market research | ✅ Strong Match | Research experience mentioned |
| Python programming | ⚠️ Partial Match | Only mentioned, no detailed experience |
| Customer interaction | ❌ Missing | Not mentioned in resume |

**Suggested Improvement:** Add details about customer interaction and provide examples of using Python in projects.

**3️⃣ Skills & Certifications Match (15%)**

**Definition:** Evaluates whether the resume contains the required technical and soft skills, as well as certifications.

**Scoring Breakdown**

|  |  |  |
| --- | --- | --- |
| **Match Percentage** | **Points Awarded** | **Rating** |
| 90%+ match | 15 points | Excellent ✅ |
| 70-89% match | 12 points | Good 👍 |
| 50-69% match | 8 points | Fair ⚠️ |
| Below 50% match | 4 points | Needs Improvement 🛑 |
| Below 30% match | 0 points | Poor ❌ |

**Detailed View**

* **Matched Skills (✅):** Lists all job-related skills present in the resume.
* **Missing Skills (🛑):** Highlights skills missing from the resume.
* **Certification Match (🎓):** Identifies whether required certifications are listed.
* **Suggested Improvements:** Recommends including missing skills in relevant sections.

🔍 **Example:**

|  |  |
| --- | --- |
| **Skill** | **Found in Resume?** |
| Data Visualization | ✅ Yes |
| Machine Learning | ❌ No |
| Python | ✅ Yes |
| Leadership | ❌ No |

**Suggested Improvement:** Include “Machine Learning” in skills or experience sections.

**4️⃣ Resume Structure & ATS Readability (15%)**

**Definition:** Evaluates how well the resume is structured for ATS parsing and readability.

**Scoring Breakdown**

|  |  |
| --- | --- |
| **Completion** | **Points Awarded** |
| All Must-Have sections complete | 15 points ✅ |
| 3 out of 4 Must-Have sections complete | 12 points 👍 |
| 2 out of 4 Must-Have sections complete | 8 points ⚠️ |
| 1 out of 4 Must-Have sections complete | 4 points 🛑 |
| 0 Must-Have sections complete | 0 points ❌ |

**Detailed View**

|  |  |
| --- | --- |
| **Section** | **Status** |
| Personal Information | ✅ Completed |
| LinkedIn URL | ✅ Completed |
| Work Experience | ✅ Completed |
| Education | ✅ Completed |
| Certifications | ❌ Missing |
| Awards & Achievements | ❌ Missing |

**Suggested Improvement:** Add missing "Certifications" and "Awards" sections for a higher score.

**5️⃣ Action Words Usage (10%)**

**Definition:** Measures the use of strong, impactful action verbs.

**Scoring Breakdown**

|  |  |
| --- | --- |
| **Percentage of Action Verbs Used** | **Points Awarded** |
| 80%+ strong action words | 10 points ✅ |
| 60-79% strong action words | 8 points 👍 |
| 40-59% strong action words | 5 points ⚠️ |
| Below 40% strong action words | 2 points 🛑 |

🔍 **Example:**

|  |  |
| --- | --- |
| **Bullet Point** | **Uses Strong Action Word?** |
| "Led a team of 5 engineers" | ✅ Yes |
| "Worked on a project about AI" | ⚠️ Weak (Replace "Worked on" with "Developed") |
| "Responsible for customer interactions" | ❌ No (Use "Managed customer relationships") |

**6️⃣ Measurable Results (10%)**

**Definition:** Evaluates whether the resume includes quantifiable metrics.

**Scoring Breakdown**

|  |  |
| --- | --- |
| **Instances of Measurable Metrics** | **Points Awarded** |
| 5+ measurable results | 10 points ✅ |
| 3-4 measurable results | 7 points 👍 |
| 1-2 measurable results | 4 points ⚠️ |
| 0 measurable results | 0 points ❌ |

🔍 **Example:**

|  |  |
| --- | --- |
| **Bullet Point** | **Includes Metric?** |
| "Increased sales by 30%" | ✅ Yes |
| "Managed team operations" | ❌ No (Add measurable result) |

**7️⃣ Bullet Point Effectiveness (10%)**

**Definition:** Evaluates the conciseness and impact of bullet points.

**Scoring Breakdown**

|  |  |
| --- | --- |
| **Bullet Points Meeting Criteria** | **Points Awarded** |
| 90%+ bullets effective | 10 points ✅ |
| 70-89% bullets effective | 8 points 👍 |
| 50-69% bullets effective | 5 points ⚠️ |
| Below 50% bullets effective | 2 points 🛑 |

🔍 **Example:**

|  |  |  |
| --- | --- | --- |
| **Bullet Point** | **Length (Words)** | **Meets Criteria?** |
| "Developed a machine learning model to improve accuracy by 20%" | 14 words | ✅ Yes |
| "Was responsible for overseeing daily operations" | 10 words | ❌ No (Too vague) |

**Final Score Example**

|  |  |
| --- | --- |
| **Category** | **Score** |
| Keyword Match | 15/20 |
| Job Experience | 14/20 |
| Skills & Certifications | 12/15 |
| Resume Structure | 10/15 |
| Action Words | 8/10 |
| Measurable Results | 7/10 |
| Bullet Point Effectiveness | 8/10 |
| **Total Score** | **74/100 (74% Match Score)** |

**Final Recommendation:** Add missing keywords, measurable results, and refine job descriptions with strong action words. 🚀

**Formula for Calculating the Final Resume Match Score**

The **final score** is a **weighted sum** of individual category scores, calculated using the following formula:

Final Score=∑(Criteria ScoreMax Score×Weight)\text{Final Score} = \sum \left( \frac{\text{Criteria Score}}{\text{Max Score}} \times \text{Weight} \right)Final Score=∑(Max ScoreCriteria Score​×Weight)

Where:

* **Criteria Score** = The actual score obtained in a category.
* **Max Score** = The maximum possible score for that category.
* **Weight** = The percentage weight assigned to the category.

**Breaking Down the Formula**

Given the **weights** assigned to each criterion, the formula becomes:

\text{Final Score} = \left( \frac{\text{Keyword Match Score}}{20} \times 20 \right) + \left( \frac{\text{Job Experience Score}}{20} \times 20 \right) + \left( \frac{\text{Skills & Certifications Score}}{15} \times 15 \right) + \left( \frac{\text{Resume Structure Score}}{15} \times 15 \right) + \left( \frac{\text{Action Words Score}}{10} \times 10 \right) + \left( \frac{\text{Measurable Results Score}}{10} \times 10 \right) + \left( \frac{\text{Bullet Point Effectiveness Score}}{10} \times 10 \right)

**Example Calculation**

Let’s assume a resume receives the following scores:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Criteria** | **Max Score** | **Actual Score** | **Weight (%)** | **Weighted Score Contribution** |
| **Keyword Match** | 20 | 16 | 20% | (16/20)×20=16(16/20) \times 20 = 16(16/20)×20=16 |
| **Job Experience Alignment** | 20 | 14 | 20% | (14/20)×20=14(14/20) \times 20 = 14(14/20)×20=14 |
| **Skills & Certifications Match** | 15 | 12 | 15% | (12/15)×15=12(12/15) \times 15 = 12(12/15)×15=12 |
| **Resume Structure & ATS Readability** | 15 | 10 | 15% | (10/15)×15=10(10/15) \times 15 = 10(10/15)×15=10 |
| **Action Words Usage** | 10 | 8 | 10% | (8/10)×10=8(8/10) \times 10 = 8(8/10)×10=8 |
| **Measurable Results** | 10 | 7 | 10% | (7/10)×10=7(7/10) \times 10 = 7(7/10)×10=7 |
| **Bullet Point Effectiveness** | 10 | 8 | 10% | (8/10)×10=8(8/10) \times 10 = 8(8/10)×10=8 |

**Final Score Calculation**

16+14+12+10+8+7+8=75/10016 + 14 + 12 + 10 + 8 + 7 + 8 = 75 / 10016+14+12+10+8+7+8=75/100

**Final Score = 75% Resume Match** ✅