Unbiased CV  
16-10-2023  
  
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# Stack:

Programming language: Java script / typescript

# 

# 1st day:

# Brianstorm mvp

1. What is the scope of this project?
   1. Both resumes and CV should be an option to “process”
   2. What is in a Resume/CV that tells personal information.
      1. See: Table 3: What is on a resume/CV that tells biased information
   3. How to contact the right contender with an annominized CV without personal contact data.
      1. Use an ID and attach it to the end product, keep the original and they can match up back.
      2. This has been changes to the URL link that is
2. How is this going to look technical?
   1. Who is the user of this?
      1. The hiring manager
   2. What is the file format?
      1. PDF
      2. This PDF is getting normalized and we might use OCR to convert this.
      3. After this we show a preview to the person if the outcome looks OK?
   3. How to convert this PDF and keep the structure?
      1. This is the hardest part, and the team is working on solutions to fix the structure loss problem.
   4. What happens after this process?
      1. This has to be discussed as well. The Link might be an option that is generated by the BE.

# Tables

## Table 1: Teams

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | 1.Front end and design | 2. BE framework Send  Generate Apply URL  Integratie | 2.BE Resume and tokenized text | 3.BE Redact | 4. Testing team  And Design team |  |
| People: | 4p | 6p | 6p | 6p | 3p |  |
| Task and responsibilities | Create a upload page or 2 links generated by the backend with the correct parameters | Negotiate with al the rest  Send emails to HM  What data to send and receive  And connect everything | Takes PDF in.  Parse to text  And send to Redact team | Convert text to unbiased |  |  |
|  |  |  |  |  |  |  |

## Table 2: The Complete process

Person: Email Resume and CV

User: Hiring manager

Application Unbiased

File format PDF

Person uploads the Resume/CV for 1 job opening. This is done by a redirect to an URL specific for that Job. This Job has a Job description and the company has an email address.

Unbiased is processing this Resume/CV and filters all the “stars” data and give an output file with the unbiased Resume/CV.

The URL will contain specific information about the company, job title and email.

Unbiased.com/apply/jobtitle/email

This URL is for the user and can add that everywhere on his website or pages they wants.

Unbiased.com/hire/jobtitle/email

The flowchart is made by the teams and will look something like this:

The FE will send the file with the link to the BE. This will be used in the same BE by the Resume tokenized team. They will parse the PDF to a file with text that can be used by the Redacted team.

## Table 3: What is on a resume/CV that tells biased information

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Needed** | **Include** |  |  | **Parked** |
| Full name \* | Email address\* |  |  | University names |
| Photo\* | Language |  |  | Visa status |
| Age / DoB \* | Skills |  |  |  |
| Address | Education |  |  |  |
| Phone number\* | Work experience |  |  |  |
| Time Stamps/Lengths |  |  |  |  |
| Gender\* Mom/dad\* father of |  |  |  |  |
| Profile |  |  |  |  |
| Scholarship/program names |  |  |  |  |
| Hobby\* |  |  |  |  |
| Nationality\* |  |  |  |  |
|  |  |  |  |  |
| Maritial status\* |  |  |  |  |
|  |  |  |  |  |