AI HACKATHON PROBLEM STATEMENT

Problem Statement:

The traditional hiring process is often inefficient, leading to delays, mismatches between job descriptions (JDs) and candidate profiles, and biases in candidate selection. To address this, participants are challenged to develop an AI-powered **JD & CV Matching and Screening System** that accurately filters, ranks, and selects the most relevant candidates for a given job role.

The AI model should:

- Parse and analyze job descriptions and CVs to identify key skills, experience, and qualifications.
- Use Natural Language Processing (NLP) and Machine Learning (ML) techniques to match CVs with job requirements.
- Rank candidates based on relevance and suitability.
- Provide insights into the matching process and ensure transparency.
- Address and mitigate biases in candidate selection.
- Be scalable for handling large datasets with efficiency.

The solution should demonstrate high accuracy in matching, be user-friendly, and be scalable for real-world applications in HR and recruitment.

Key Considerations:

- **Data Handling:** The system should be capable of processing diverse CV formats and job descriptions.
- **Bias Mitigation:** The AI should ensure fair and unbiased candidate selection.
- **Scalability:** The solution should be able to handle large datasets efficiently.
- **Integration Possibilities:** Consider how the solution can integrate with existing recruitment platforms.
- **Performance Metrics:** Define key performance indicators (KPIs) to measure matching accuracy and system efficiency.

Expected Outcomes:

Participants must present a well-defined approach to AI-driven JD & CV matching that improves hiring efficiency, reduces biases, and enhances accuracy in candidate selection. The system should ideally result in faster and more precise hiring decisions.