Theme: AI in Recruitment

Problem Description

Developments in technology, along with the growing amount of people data, is making it easier for companies to recruit for the jobs with less need of recruiters.

This works well when companies have to fill in candidates for blue collar roles such as factory manpower, truck drivers, customer service, delivery drivers etc.

However, due to the speed at which skill sets are changing and the increasing number of specialized roles in areas which involve creativity or problem-solving or interacting with people, the technology has not been able to keep up. This is the gap where recruiters and big recruitment firms come in and companies pay for gigantic amount of money for their services of finding the right candidate for them.

Companies make a hiring decision based on technical skills and work experience of the candidate as well as the interpersonal skills. Digitising these skills are necessary to match a candidate with the right job.

At Joveo, we help the companies to advertise the job on various social platforms like LinkedIn, Google Ads and job boards like Indeed to help companies reach the right candidate using machine learning algorithms.

The participants of Megathon are given this problem statement of making use of the power of machine learning and AI to help in job searching, helping companies find the right candidate and helping candidate find the company which fits the best.

This could mean using chatbots to talk to drivers or delivery guys and get them hired making use of their phone numbers, or having an effective resume parser which could answer for the candidate's skills and cultural fit, or the precise categorization of jobs into categories on the basis of the titles and job descriptions, or could be helping to detect fraud clicks on the ads, or making applying to jobs easier. The possibilities are endless. You have to come up with an idea where the practical day-to-day knowledge of recruiters, even the slightest amount, could be embedded into technology.

Feel free to think any of the craziest ideas which could bring innovation to the recruitment industry.

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Participants will be given some data sets but they are free to bring their own data sets according to the idea.

Link: https://s3.amazonaws.com/megathon/datasets.zip