PROBLEM STATEMENT

A number of platforms which make easier the recruitment process are made available tocompanies, from the posting of the advertisement to the management of the applications received. Theuse of the Internet for recruitment has grown considerably since the last two decades, resulting in asimultaneous increase in the number of recruitment channels and the volume of people that can bereached by this media. One of the popular online services for job seekers as well as for employers is E-recruitment. Nevertheless, the recruitment process is not easy, especially when it comes to searching forprofiles and talents, as many approaches are currently limited to keyword research, which is no longereffective when the size of data becomes huge. In Senegal, these online recruitment platforms havebecome the main channel for most companies. Beyond the fact that these platform reduce the time ofrecruitment and the cost of advertising, they suffer from traditional methods, as a result many recruitersmissed the opportunity to recruit talent and job seekers missed the opportunity to be recruited.

Dealing with the enormous amount of recruiting information on the Internet, a job seeker always spends hours to find useful ones. Many times, people who lack industry knowledge are unclear about what exactly they need to learn in order to get a suitable job for them. We address the problem of recommending suitable jobs to people who are seeking a new job. We formulate this recommendation problem as a supervised machine learning problem.

The dataset used for this research are sourced from Stack overflow survey data which is modelled as the user data for this research. Another dataset was created by web scrapping the Job board Using R programming language to fulfill the road map of this dissertation. The research question proposed by this research is "Can an efficient recommender system be modeled for the Job seekers which recommend Jobs with the user's skill set and job domain and also addresses the issue of cold start?". To answer the research question, below are the objectives that need to be satisfied with going forward.