

# SKILL JOB/RECOMMENDER

IBM

## Project ID

**IBM-Project-38193-166037651**

WEB APPLICATION CAPABLE OF DISPLAYING THE CURRENT JOB OPENINGS BASED ON THE SKILLSET OF THE USERS.

## Abstract

In the last years, job recommender systems have become popular since they successfully reduce information overload by generating personal-ized job suggestions. Although in the literature exists a variety of tech-niques and strategies used as part of job recommender systems, most of them fail to recommending job vacancies that fit properly to the jobseekers profiles. Thus, the contributions of this work are threefold, we: i) made publicly available a new dataset formed by a set of job seekers profiles and a set of job vacancies collected from different job search engine sites; ii) put forward the proposal of a framework for job recommendation based on professional skills of job seekers; and iii) carried out an evaluation to quantify empirically the recommendation abilities of two state-of-the-art methods, considering different configurations, within the proposed framework. We thus present a general panorama of job recommendation task aiming to facilitate research and real-world application design regarding this important issue.

## Overview

Nowadays, job search is a task commonly done on the Internet using job search engine sites like LinkedIn<sup>1</sup>, Indeed<sup>2</sup>, and others. Commonly, a job seeker has two ways to search a job using these sites: 1) doing a query based on keywords related to the job vacancy that he/she is looking for, or 2) creating and/or updating a professional profile containing data related to his/her education, professional experience, professional skills and other, and receive personalized job recommendations based on this data. Sites providing support to the former case are more popular and have a simpler structure; however, their recommendations are less accurate than those of the sites using profile data.

## Proposal

We describe our framework for job recommendation. We narrow down the scope and focus on recommendation of job vacancies for Information Technology (IT) professionals acting in the Brazilian market. The proposed framework, is composed by three stages: data collection, data preparation and recommendation.

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