**NLP and ML Approach**

Text Preprocessing

* Tokenization
* Lowercasing
* Removing punctuation and special characters
* Removing stop words
* Lemmatization or stemming

Feature Extraction

* TF-IDF (Term Frequency-Inverse Document Frequency)
* Word embeddings (Word2Vec, GloVe, or FastText)
* Sentence embeddings (BERT, RoBERTa, or similar transformer models)

Skills Extraction

* Named Entity Recognition (NER) for identifying skills, technologies, and job titles
* Custom skill dictionary or ontology

Semantic Similarity

* Cosine similarity between recruiter's description and CV content
* Sentence-level similarity using transformer models

Classification

* Multi-label classification for categorizing CVs into different skill areas or job roles

Ranking Algorithm

* Weighted scoring based on multiple factors (skills match, semantic similarity, etc.)

Continuous Learning

* Feedback loop to improve matching based on recruiter selections

Explainable AI

* Techniques to provide explanations for why a CV was matched or ranked in a certain way