**模型训练使用特征:**

'gender\_final': 候选人性别; 'age': 候选人年龄; 'final\_nationality': 候选人国籍

'english\_level', 'french\_level','arabic\_level', 'chinese\_level', 'russian\_level', 'spanish\_level'：

候选人语言能力 High/Intermediate/Low/No分别转化为 3/2/1/0

'lawflag', 'church\_flag', 'academic\_flag', 'firm\_flag','internationalorg\_flag', 'ngo\_flag', 'state\_flag'：

候选人背景信息 0/1

'academic\_current\_flag', 'internationalorg\_current\_flag','ngo\_current\_flag', 'state\_current\_flag',

'firm\_current\_flag', 'church\_current\_flag', 'la\_current\_flag'：

候选人最近一次工作类别 1/0

'mandate'：工作描述 转化为类别

'english\_level\_diff', 'french\_level\_diff', 'arabic\_level\_diff','chinese\_level\_diff', 'russian\_level\_diff',

'spanish\_level\_diff','lawflag\_diff', 'church\_flag\_diff', 'academic\_flag\_diff','firm\_flag\_diff',

'internationalorg\_flag\_diff', 'ngo\_flag\_diff','state\_flag\_diff', 'academic\_current\_flag\_diff',

'internationalorg\_current\_flag\_diff', 'ngo\_current\_flag\_diff','state\_current\_flag\_diff',

'firm\_current\_flag\_diff','church\_current\_flag\_diff', 'la\_current\_flag\_diff', 'age\_diff'：

候选人特征值与其面试组内平均特征值的差

**模型训练使用标签:**

**简历筛选轮：**

'是否进面试'：Yes/No转化为1/0

**面试轮：**

’selected‘：Yes/No转化为1/0

**模型训练方法：**

**传统机器学习：**

对于每一轮面试，将该轮面试以外的全部数据作为训练数据，该轮面试的数据作为测试数据。对于测试数据，提取每轮面试对应的面试通过人数，通过模型预测得到每个候选者通过面试的概率并将每轮面试对应候选者的通过概率进行排序。根据每轮面试的通过人数，选出概率从高到低相同数量的行预测为通过，其余则预测为不通过。最后，通过比较测试数据原本的面试通过情况来计算预测的准确率。

**大模型：**

1. 无样例：对于仅出现过一次的职位信息，仅将候选人信息输入大模型，提示语如下：

You are a member of the UNHRC, based on the information of candidates, select who can be shortlisted for interview. Their mandate is Expert Mechanism on the Right to Development (EMRTD), member from African States.

Please select 4 candidates using the candidates information below.

Give the ID numbers of the candidates that you have selected,do not explain why you have chosen the candidates nor rank them in order, just the ID numbers.Please respond with the following format: @@@ The candidates ID are: @@@"

The candidates information are:

Candidate ID: 781, She is a 34 years old citizen of Uganda. She has high english level. She has legal background. Her educational background is as following: ... Her working background is as following: ...

........

1. 有对应样例：对于出现过超过一次的职位信息，将除此轮面试外的候选人信息以及候选情况作为样例伴随本轮候选人信息输入大模型，提示语如下：

You are a member of the UNHRC, based on the information of candidates, select who can be shortlisted for interview. Their mandate is Expert Mechanism on the Right to Development (EMRTD), member from African States.

Before selecting the candidates, this mandate has been mentioned in previous UNHRC meetings.

The candidates information in these meetings are:

"Candidate ID: 2529, She is a 44 years old citizen of Nigeria. She has high english level. She has legal background, academic background, IGO background, government background. Her current job is academic and IGO and government and law related. Her educational background is as following: ... Her working background is as following: ...

.......

In this case, the candidates that were shortlisted are: 2529, 2530, 2535.

Now that you have had some experience with this task, please select 4 candidates using the candidates information below.

Give the ID numbers of the candidates that you have selected, do not explain why you have chosen the candidates nor rank them in order, just the ID numbers. Please respond with the following format: @@@ The candidates ID are: @@@

The candidates information are:

Candidate ID: 781, She is a 34 years old citizen of Uganda. She has high english level. She has legal background. Her educational background is as following: ... Her working background is as following: ...

.......

1. 有对应样例的总结文本：对于出现过超过一次的职位信息，将样例信息单独一次输入大模型并让其生成对应职位信息候选人的特质作为指导伴随本轮候选人信息输入大模型，提示语如下：

You are a member of the UNHRC, based on the information of candidates, select who can be shortlisted for interview. Their mandate is Expert Mechanism on the Right to Development (EMRTD), member from African States.

Before selecting the candidates, this mandate has been mentioned in previous UNHRC meetings.

Here is the commentary summary of the selected candidates in these previous UNHRC meetings:

The shortlisted candidates for the Expert Mechanism on the Right to Development (EMRTD) from African States exhibit a combination of strong legal expertise, extensive academic credentials, and significant experience in international and governmental organizations. They possess a deep understanding of human rights, commercial law, and international development, supported by advanced degrees from prestigious institutions across various countries. Their professional backgrounds include roles in academia, government, and international bodies, where they have engaged in teaching, research, policy formulation, and advocacy related to human rights and development. This blend of legal acumen, academic excellence, and practical experience positions them well to contribute effectively to the mandate of the EMRTD, ensuring the promotion and protection of the right to development within the African context.

Referring to this information, please select 4 candidates using the candidates information below.

Give the ID numbers of the candidates that you have selected,do not explain why you have chosen the candidates nor rank them in order, just the ID numbers.Please respond with the following format: @@@ The candidates ID are: @@@

The candidates information are:

Candidate ID: 781, She is a 34 years old citizen of Uganda. She has high english level. She has legal background. Her educational background is as following: ... Her working background is as following: ...

.......

**XGBoost：**

**简历筛选轮：**

准确率：0.6778964667214462

**面试轮：**

准确率：0.6630824372759857

**DeepSeek大模型：**

**简历筛选轮：**

无样例准确率: 0.6536565324568612

无样例准确率(有细节信息)： 0.6774856203779787

有样例准确率: 0.6450287592440427

有样例准确率(有细节信息)： 0.6713229252259655

有总结文本准确率： 0.7041906327033689

**简历筛选轮：**

无样例准确率: 0.6798088410991637

无样例准确率(有细节信息): 0.6833930704898447

有样例准确率: 0.6738351254480287

有样例准确率(有细节信息): 0.6690561529271206

有总结文本准确率(细节): 0.6714456391875747