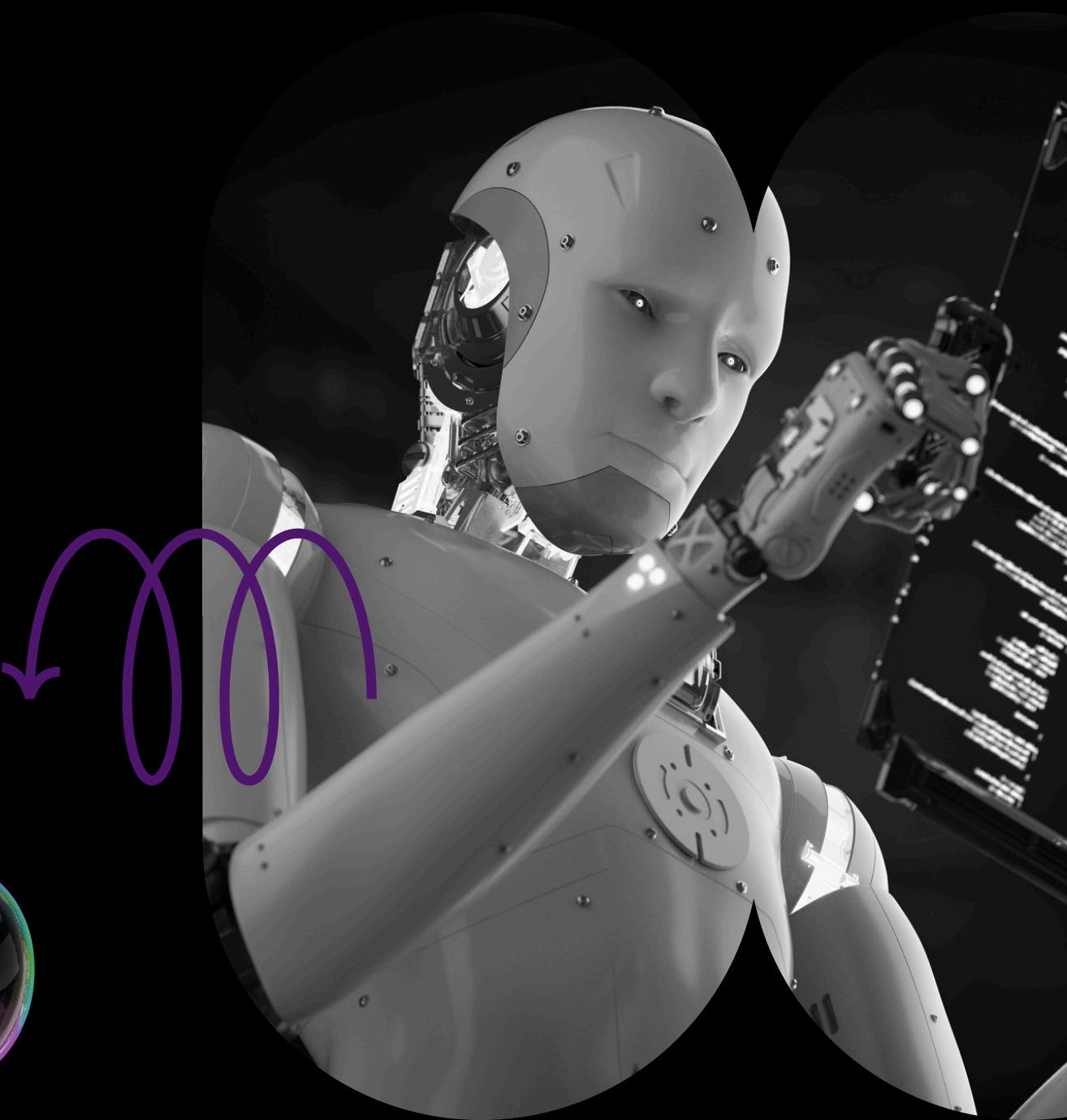


# AI-Driven Resume Screening and Talent Matching

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# Problem Statement

## HIGH VOLUME OF APPLICATIONS

Handling a high volume of job applications overwhelms HR teams, causing delays and increasing the risk of inconsistent evaluations and missed top talent.

## BIAS IN HIRING

Unconscious or conscious preferences affect recruitment decisions, leading to unfair treatment, reduced diversity, and missed opportunities to hire the best talent.

## SKILLS MISMATCH

Skills mismatch happens when a candidate's qualifications don't align with job requirements, leading to reduced productivity and higher turnover.

AI can automate the recruitment process by screening resumes, assessing qualifications, and matching candidates to job descriptions, reducing time and effort while improving accuracy in identifying the best talent.



# Integrating GenAI into HR Managing Recruitment with API's

AI should be integrated into existing HR frameworks to streamline and enhance recruitment processes, complementing rather than replacing traditional methods.

## Traditional Methods

- Uploaded documents must be well-structured
- Have a lot of limitations

## With GenAI's

- **Easily Customizable**
- **More flexibility**
- **Real-Time Adjustments and Continuous Learning**

# Key Features

## Automatic Resume Parsing

Enables the extraction of key information from candidate CVs with minimal manual effort. This includes essential details such as the candidate's name, contact information, job titles, etc.

## Skills Matching

This process identifies key skills in resumes and matches them with job requirements, using synonyms and related terms to ensure accurate candidate matching.

## Resume Scoring

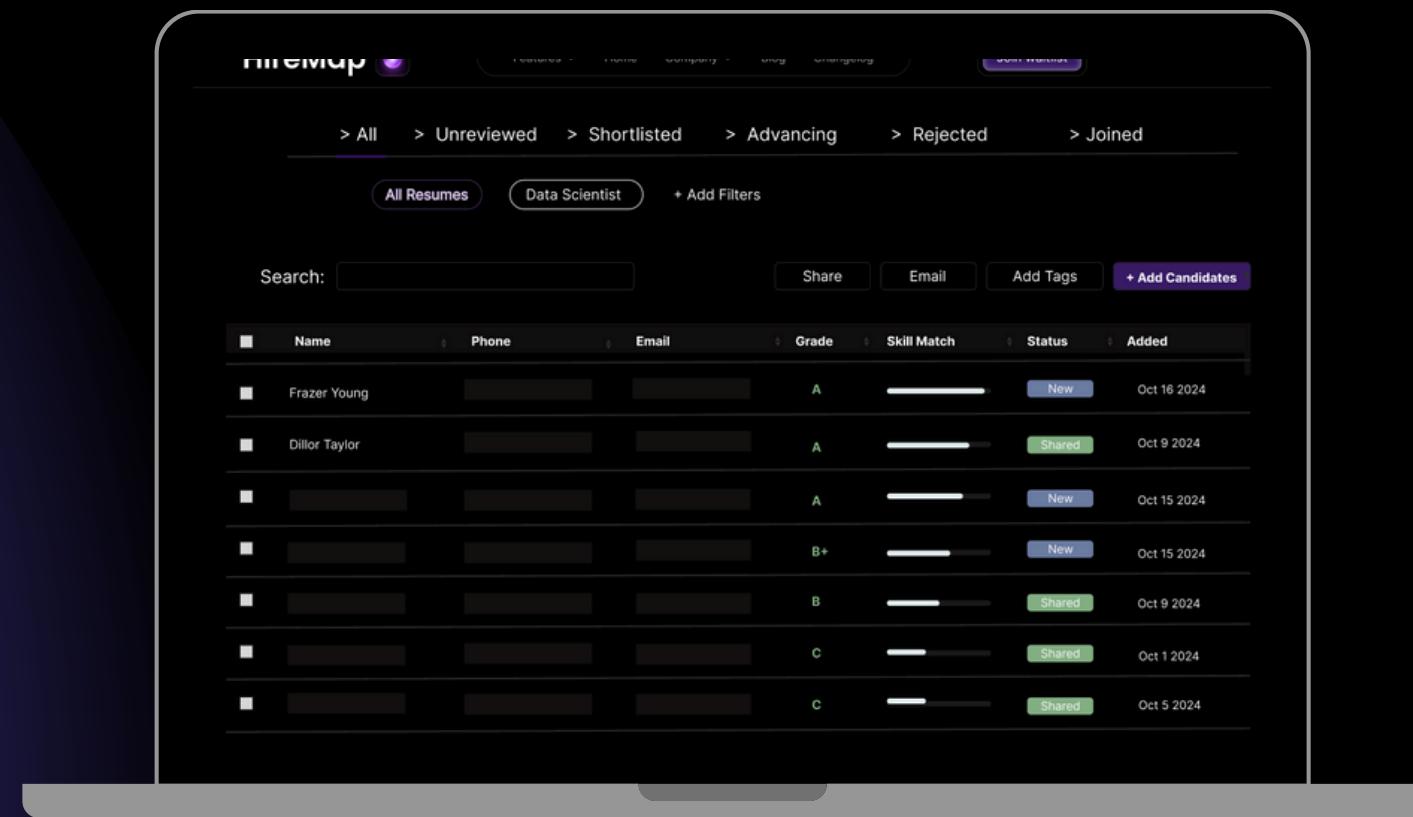
Assign a score to each resume based on how well it matches the job description. Factors that could influence the score could include skills match or relevant work experience.

## API for External Platforms

By leveraging OpenAI Azure, an API can be provided for recruitment platforms to integrate large-scale resume screening directly into their systems.

## Drag and Drop Feature

Simplifies the recruitment process by allowing users to easily upload resumes and documents by dragging files directly into the platform



# How did we implement our code?

01

## Upload Documents

Job seekers would upload their required CV's or resumes (PDF format) by dragging and dropping.

02

## Setting the Standards

HR managers would set the standards by defining their minimum expectation.

03

## Call API To Scan

Utilizing AI to know how much the resume matches the job description.

04

## Provide Insights and Summarize

HR managers would get the summary and key points of the resume, removing all the unnecessary information.

05

## Compile Best Fit Resumes

HR managers can choose the most suitable resume based on the assigned score.

# UI PROTOTYPE DEMO

# Conclusion and Key Takeaways

Integrating GenAI into HR recruitment systems is not just a technological improvement—it's a transformative step that revolutionizes the entire recruitment process. By automating time-consuming tasks, reducing bias, and leveraging predictive analytics, GenAI empowers HR teams to make faster, data-driven hiring decisions.

# Q&A

