
PART 1 — CV QUALITY RULE SET

ROLE: STUDENT / FRESHER (INTERNSHIP & ENTRY-LEVEL READY)

EVALUATION: JD-INDEPENDENT, ATS-COMPLIANT

I. RULE CATEGORIES

- MUST_HAVE: Required conditions. If violated, the CV is not acceptable.
 - NICE_TO_HAVE: Quality signals. Missing items weaken the CV.
 - BEST_PRACTICE: Strong indicators for internship and fresher readiness.
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II. MUST_HAVE RULES (BLOCKER)

1. Structure & ATS Compliance

Rule S-MH-01: Required Sections

The CV must contain the following sections:

- Contact Information
- Education
- Skills
- Experience, Projects, or Volunteer / Activities

If any required section is missing, the CV is not acceptable.

Rule S-MH-02: ATS-Compatible Formatting

The CV must follow a simple, readable format:

- Single-column layout
- No tables, images, icons, charts, or text boxes
- Standard fonts
- PDF or DOCX format

CVs that do not meet these conditions are not acceptable.

Rule S-MH-03: Contact Information Completeness

Contact Information must include:

- Full name
- Professional email address
- Phone number

If name or email is missing, the CV is not acceptable.

Rule S-MH-04: Professional Online Presence

The CV must include at least one professional profile:

- LinkedIn or
- GitHub

If no professional profile is provided, the CV is not acceptable.

2. Education & Timeline

Rule S-MH-05: Education Integrity

Education entries must include:

- Institution name
- Degree or program
- Field of study
- Study period or expected graduation date

If two or more elements are missing, the CV is not acceptable.

Rule S-MH-06: Date Presence Requirement

Education, project, activity, and experience entries must include a clear time period or duration.

CVs with multiple entries missing time information are not acceptable.

3. Skills

Rule S-MH-07: Skills Section Requirement

The CV must include a clearly labeled Skills section.

The section should mainly list hard skills such as tools, technologies, or technical methods.

A Skills section containing only soft skills is not acceptable.

4. Practical Work Evidence

Rule S-MH-08: Evidence of Practical Work

The CV must show evidence of at least one form of practical work, such as:

- Academic or personal projects
- Volunteer or extracurricular roles with responsibility
- Internship or entry-level work

If no practical work is shown, the CV is not acceptable.

Rule S-MH-09: Bullet-Based Descriptions

All experience, project, and activity entries must use bullet points with clear action verbs. Paragraph-only descriptions are not acceptable.

Rule S-MH-10: Personal Contribution Clarity

Each entry must clearly describe the candidate's personal contribution. Descriptions that only mention participation or team involvement without individual contribution are not acceptable.

Rule S-MH-11: Project Verifiability

At least one academic or personal project must include a link to:

- A source repository
- A live demo
- Or a personal portfolio

If no project includes a verification link, the CV is not acceptable.

III. NICE_TO_HAVE RULES (QUALITY BOOST)

1. Projects and Achievements

Rule S-NH-01: Project Timeframe Disclosure

Projects should include a clear time period or duration.

Rule S-NH-02: Team Context Disclosure

Projects should indicate whether they were individual or team-based, and team size if applicable.

Rule S-NH-03: Outcome Description

Projects should explain what was built, improved, or achieved.
Task-only descriptions reduce CV quality.

Rule S-NH-04: Achievements and Competitions

The CV may include achievements such as:

- Participation in competitions
- Academic challenges
- Technical or non-technical awards

Achievements should describe the context and outcome.

2. Learning & Commitment

Rule S-NH-05: Learning Beyond Coursework

The CV should show learning outside formal coursework, such as self-study, side projects, or additional training.

Rule S-NH-06: Commitment Over Time

Activities or projects showing sustained involvement over time are stronger than one-time participation.

3. Volunteer & Activities

Rule S-NH-07: Clear Activities Section

Volunteer or extracurricular activities should be grouped under a clear section.

Rule S-NH-08: Meaningful Contribution in Activities

Activity entries should describe the role, actions taken, and value delivered.
Participation-only descriptions reduce CV quality.

IV. BEST_PRACTICE RULES (STRONG SIGNALS)

1. Experience Quality

Rule S-BP-01: Experience Presence

Having internship or entry-level work experience is a strong positive signal.

Rule S-BP-02: Experience Content Quality

If experience is included, its content should:

- Describe concrete actions
- Show clear responsibilities
- Indicate outcomes or results

Experience entries with vague or task-only descriptions weaken the overall evaluation.

2. Impact and Ownership

Rule S-BP-03: Measurable or Observable Impact

Strong CVs include work with measurable results or clearly observable outputs.

Rule S-BP-04: Role Ownership or Initiative

Clear ownership, initiative, or leadership in at least one project, activity, or experience strengthens the CV.

V. CLASSIFICATION LOGIC

(APPLICABLE TO INTERNSHIP AND FRESHER LEVEL)

Not Ready

The CV violates one or more MUST_HAVE rules.

Needs Improvement

The CV meets all MUST_HAVE rules but:

- Lacks clear outcomes, or
 - Has experience with weak or unclear content, or
 - Misses most NICE_TO_HAVE signals.
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Ready for Internship / Fresher

The CV meets all MUST_HAVE rules and:

- Shows clear practical work
 - Has understandable contributions
 - Includes some quality signals such as outcomes, achievements, or initiative.
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This rule set is designed so that a CV meeting the standard is suitable for both **internship** and **entry-level (fresher)** opportunities, while still allowing differentiation based on content quality and experience depth.