# PART 2 — JD MATCHING RULE SET

APPLICABLE TO: STUDENT / FRESHER
PURPOSE: CV–JD RELEVANCE EVALUATION

This rule set evaluates how well a candidate's CV matches a given Job Description after the CV has already passed the CV Quality Rule Set.

---

# I. MATCHING PRINCIPLES

- JD matching does not override CV quality requirements
- A high-quality CV can still be a weak match for a specific JD
- Matching is evaluated based on **skills, experience signals, and context**, not formatting

---

# II. MUST_MATCH RULES (CORE FIT)

## 1. Skill Alignment

### Rule JD-MH-01: Required Skill Coverage
The CV must demonstrate familiarity with the core skills explicitly required in the Job Description.

Core skills include:

- Technologies
- Tools
- Programming languages
- Domain-specific methods

If the CV does not mention any required skill from the JD, it is considered a weak match.

---

### Rule JD-MH-02: Skill Usage Evidence
At least one required skill should appear in a practical context within:

- Projects
- Experience
- Activities

Skills listed only in the Skills section without usage context reduce matching quality.

## 2. Role Context Alignment

**Rule JD-MH-03: Role Type Consistency**
The CV should reflect work or projects relevant to the role type described in the JD, such as:

- Software development
- Data analysis
- Product support
- Research or operations

Completely unrelated experience reduces match quality.

## 3. Level Appropriateness

**Rule JD-MH-04: Level Fit**
The CV content should align with an internship or entry-level scope, including:

- Learning-focused tasks
- Execution-level responsibilities
- Supervised or guided work

CVs that are clearly underqualified or misaligned in scope reduce match quality.

# III. NICE_TO_MATCH RULES (QUALITY OF FIT)

## 1. Skill Depth

**Rule JD-NH-01: Skill Depth Alignment**
The CV shows more than surface-level exposure to at least one required skill, such as:

- Repeated use
- Applied in multiple projects
- Used to solve a problem

## 2. Tool and Environment Similarity

**Rule JD-NH-02: Tool or Environment Overlap**
The CV mentions tools, platforms, or environments similar to those described in the JD.

Exact matches are not required; related tools are acceptable.

### 3. Responsibility Similarity

**Rule JD-NH-03: Task and Responsibility Alignment**
The CV includes tasks or responsibilities that resemble those mentioned in the JD, such as:

- Building features
- Analyzing data
- Writing documentation
- Supporting systems or users

### 4. Domain Exposure

**Rule JD-NH-04: Domain Familiarity**
The CV shows exposure to the domain or problem space referenced in the JD.

Examples include:

- Web applications
- Mobile systems
- Business data
- Educational or community platforms

# IV. STRONG MATCH SIGNALS (BEST PRACTICE)

## 1. Direct Experience Signals

**Rule JD-BP-01: Directly Relevant Experience or Project**
The CV includes at least one project or experience closely aligned with the JD's main responsibilities.

## 2. Achievement or Outcome Alignment

**Rule JD-BP-02: Relevant Outcomes**
The CV describes outcomes or results that are meaningful in the context of the JD.

## 3. Learning Readiness

**Rule JD-BP-03: Learning and Adaptability Signals**
The CV shows readiness to learn tools or skills mentioned in the JD, even if not fully mastered.

---

# V. JD MATCH CLASSIFICATION

## Low Match

- Few or no required skills mentioned
- No practical usage evidence
- Weak alignment with role type

---

## Partial Match

- Some required skills mentioned
- Limited usage context
- General alignment with role type

---

## Good Match

- Most required skills covered
- Clear usage in projects or experience
- Responsibilities and context align with JD

---

## Strong Match

- Directly relevant project or experience
- Clear outcomes aligned with JD expectations
- Strong signals of readiness and adaptability

---

# VI. COMBINED DECISION LOGIC (CV + JD)

- CV must first be **Ready for Internship / Fresher**
- JD Match is then evaluated independently

Final outcomes:

- Ready + Strong Match → Strong candidate
- Ready + Good Match → Interview-worthy

- Ready + Partial Match → Consider with training
- Ready + Low Match → Not suitable for this JD
- Not Ready → Reject regardless of JD match

---

This JD Matching Rule Set is designed to work as a second evaluation layer, ensuring that candidates are both **qualified in general** and **relevant to a specific role**, without introducing unnecessary complexity or noise.