

## HR Recruitment

The Expert in Our System is Dr. Jorge Martinez-Gil. He is a computer scientist working in the Data and Knowledge Engineering field. He got his Ph.D. in Computer Science at the University of Malaga (Spain) in 2010.

He has held several positions across some European countries: Austria (Linz), Germany (Leipzig), Spain (Extremadura and Malaga), as well as several stays in Austria (Innsbruck), Germany (Bremen), and Spain (Mallorca). He wrote a paper in e-Recruitment which attracted a lot of attention using his expertise and his computer science knowledge.

Overall, Dr. Jorge Martinez-Gil is a highly knowledgeable and experienced professional who is well-equipped to handle a wide range of System and recruitment challenges and opportunities. He is committed to staying up-to-date on the latest developments in the field and is always looking for ways to improve their skills and knowledge.

In fact, last years have been even more intense in terms of research on new Recruitment techniques. This is mainly due to the need for computer-based intelligent techniques for recruiting employees in a highly competitive global market that have grown significantly during recent times. A number of works have detected the need of smarter e-recruitment systems for making the recruitment process more effective and efficient. Most of them agree with us to point that some kind of explicit knowledge could help to address this challenge. So we developed our system with the intention of assisting job candidates with their job searches by assessing their qualifications against the job specifications and notifying them of their suitability for any position.

We obtained information from Dr. Jorge Martinez-Gil that assisted us in creating our system, which include the following:

We acquired that a job has 3 main features in requirements which are the candidate's years of experience, degree and certifications.

Work experience is one of the main factors that decides if the candidate is applicable for the job position. From the knowledge we acquired. A candidate

without a degree can still be applicable for technical and non technical jobs by having work experience .

In Software Engineering: the candidate without a degree must have at least 3 years of experience to be qualified for the job.

In Data Science: the candidate without a degree must have at least 4 years of experience to be qualified for the job.

In Cyber security: the candidate without a degree must have at least 3 years of experience to be qualified for the job.

In IT : the candidate without a degree must have at least 2 years of experience to be qualified for the job.

In Sales: the candidate without a degree must have at least 1 years of experience to be qualified for the job.

In Accounting: the candidate without a degree must have at least 1 years of experience to be qualified for the job.

The degree and experience helps us in dividing the jobs into technical and non technical jobs. The non-technical jobs are for the candidates that have a degree or certificate in one of the non-technical fields available and it is the same for the technical jobs.

The non technical fields in our system are Sales and Accounting

The technical fields are Software Engineer ,Data Scientist , Cybersecurity and Information Technology

The roles of the jobs are divided into : Intern, Junior, Senior

In Software Engineer : The intern requires 0 years of experience , The Junior requires 2 years of experience, The senior requires 5 years of experience .

In Data Science:The intern requires 0 years of experience , The Junior requires 4 years of experience, The senior requires 8 years of experience.

In IT : The intern requires 0 years of experience , The Junior requires 3 years of experience, The senior requires 8 years of experience.

In Cyber security:The intern requires 0 years of experience , The Junior requires 5 years of experience, The senior requires 10 years of experience.

In Sales: The intern requires 0 years of experience , The Junior requires 2 years of experience, The senior requires 6 years of experience.

In Accounting: The intern requires 0 years of experience , The Junior requires 2 years of experience, The senior requires 5 years of experience.

Any job needs at least 1 certificate to be applicable for any job.

A candidate without a degree or certificates or experiences in any field is applicable for working in security if he is a male and in service if she is a female.