Intelligent AI-Powered HR Recruitment Assistant

Final Year Project Proposal

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Project Registration

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Project Group Members						
Sr.#	Reg. #	Student Name	CGPA	Email ID	Phone #	Signature
(i)	NUM-BSCS-2022-34	Zunaira Akbar	2.5	bscs22f34@namal.edu.pk	03266504297	
(ii)	NUM-BSCS-2022-36	Umair Ahmad	2.62	bscs22f36@namal.edu.pk	03261218644	
Declaration: FYP group members have cleared all prerequisites courses (mentioned below) for FYP-I as per their degree requirements. (All core courses)						

Plagiarism Free Certificate

This is to certify that, I am <u>Umair Ahmad</u> S/D/o <u>Muhammad Ishfaq</u>, group member of FYP under registration no <u>NUM-BSCS-2022-36</u> at Computer Science Department, Namal University. I declare that my FYP proposal is checked by my supervisor and the similarity index is <u>8%</u> that is less than 20%, an acceptable limit by HEC. Report is attached herewith as Appendix A.

Date: <u>8th Oct 2025</u>

Name of Group Member 1:   <u>Umair Ahmad</u>   Signature: _____

Name of Group Member 2:   <u>Zunaira Akbar</u>   Signature: _____

Name of Supervisor: <u>Mr. Abdul Rafay</u>   Signature: _____
Name of Co Supervisor: <u>Ms. Asiya Batool</u>   Signature: _____

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Abstract

Modern organizations face significant challenges in managing the vast number of CVs received for job openings, leading to time-consuming, error-prone, and often inefficient recruitment processes. This project proposes the design and development of a Comprehensive AI-Powered HR Recruitment System with Advanced Assessment Capabilities aimed at revolutionizing the talent acquisition landscape. Building upon the foundation of an intelligent CV/Resume Analyzer, the system will integrate with existing Human Resource Management Systems (HRMS) to automatically analyse CV databases upon the creation of new job posts. Leveraging advanced Natural Language Processing (NLP) techniques and semantic analysis, the CV/Resume Analyzer will identify, shortlist, and rank relevant candidates by matching CVs against job descriptions. Furthermore, the system will incorporate an AI-based audio/video interviewing system to assess candidates' communication skills, personality traits, and responses through advanced speech and facial expression analysis. The third core component involves integrating with games and quizzes to objectively evaluate candidates' problem-solving and analytical skills. Key features will include automated CV screening, semantic matching with similarity scoring, intelligent insights highlighting candidate strengths, AI-driven interview analysis, and performance assessment through gamified challenges. A user-friendly dashboard will display shortlisted candidates, interview analytics, and assessment results, allowing HR managers to apply further filters and make data-driven decisions. The expected outcomes include significant time and effort savings in recruitment, increased accuracy in candidate matching, enhanced objectivity in candidate assessment, and transparent, explainable AI-based decision support for HR managers. This comprehensive system is designed to enhance efficiency, personalization, and data-informed decision-making across the entire recruitment process, ultimately improving the quality of hire and reducing operational costs.

1 Introduction

The contemporary recruitment landscape is characterized by an overwhelming volume of applications, making the manual screening of CVs a laborious and often ineffective task for HR departments. Organizations frequently store thousands of CVs in their HRMS, and the process of sifting through these to find suitable candidates for new job openings is not only time-consuming but also prone to human error, potentially leading to the oversight of highly qualified individuals [1]. This inefficiency directly impacts the speed and quality of hiring, which are critical factors for organizational growth and competitiveness. Artificial Intelligence (AI) offers a transformative solution to these challenges by automating and augmenting various stages of the recruitment process. AI-powered tools can streamline repetitive tasks, provide personalized experiences, and offer data driven insights, thereby enabling HR teams to focus on more strategic initiatives [2]. The proposed Comprehensive AI-Powered HR Recruitment System with Advanced Assessment Capabilities aims to address the core inefficiencies in traditional recruitment by developing a multi-faceted system that can intelligently process and match candidate CVs with job descriptions, assess soft skills through AI-driven interviews, and evaluate cognitive abilities via gamified assessments. This project will focus on designing and developing an AI-powered system that seamlessly integrates with existing HRMS. The primary objective is to automate and enhance candidate evaluation across multiple dimensions. The system will comprise three main components as below.

CV/Resume Analyzer: Employing state-of-the-art NLP and semantic analysis models, such as BERT and Sentence Transformers, to accurately match candidate profiles with job requirements, considering various parameters like skills, educational background, work experience, and the recency of the CV. The output will include similarity scores and intelligent insights, presented through an intuitive user dashboard, to facilitate rapid and informed decision-making by HR professionals.

AI-based Audio/Video Interviewing System: Utilizing advanced AI techniques for speech analysis, facial expression recognition, and sentiment analysis to assess candidates' communication skills, confidence, and emotional responses during virtual interviews. This component will provide objective insights into non-verbal cues and spoken content.

Games/Quiz Integration for Skills Assessment: Integrating gamified assessments and quizzes to objectively evaluate candidates' problem-solving, critical thinking, and analytical skills. This will provide a standardized and engaging method to gauge cognitive abilities beyond traditional interviews.

The main sub-tasks involved in this project include researching and selecting appropriate open-source AI/NLP/Computer Vision models, developing robust algorithms for CV preprocessing and cleaning, building sophisticated similarity scoring mechanisms, designing and implementing AI models for audio/video interview analysis, developing or integrating gamified assessment modules, and designing a user-friendly prototype interface. The success of this project will be measured by its ability to significantly reduce the time and effort expended in the recruitment process, enhance the accuracy and objectivity of candidate matching and assessment, and provide transparent, explainable AI-based decision support, ultimately leading to an improved quality of hire.

2 Related work

The integration of Artificial Intelligence (AI) and Natural Language Processing (NLP) into Human Resources (HR) has seen significant advancements, particularly in the domain of recruitment. The primary motivation behind this integration is to enhance efficiency, reduce bias, and improve the overall quality of hire by automating and optimizing various stages of the talent acquisition process [2]. This section provides an analytical review of previous scientific works and current achievements in AI-powered recruitment. Early applications of AI in recruitment primarily focused on keyword matching and basic rule-based systems for resume screening. However, these methods often lacked the sophistication to understand the semantic context of job descriptions and CVs, leading to suboptimal matches and the potential exclusion of qualified candidates [3]. The advent of more advanced NLP techniques and machine learning models has revolutionized this landscape.

Natural Language Processing (NLP) plays a crucial role in parsing and understanding unstructured text data from resumes and job descriptions. Techniques such as tokenization, part-of-speech tagging, named entity recognition (NER), and text classification are employed to extract relevant information like skills, educational qualifications, work experience, and contact details [4]. This structured data then forms the basis for further analysis and matching.

Deep Learning Models for Semantic Matching: The limitations of keyword-based matching have been largely overcome by deep learning models, particularly those based on transformer architectures. Models like BERT (Bidirectional Encoder Representations from Transformers) and Sentence Transformers have emerged as powerful tools for understanding the semantic similarity between texts. BERT, pretrained on a vast corpus of text, can generate contextualized embeddings for words and sentences, allowing for a more nuanced understanding of the relationship between a candidate's profile and a job's requirements [5].

Sentence Transformers build upon this by producing dense vector representations for sentences or paragraphs, which can then be used to calculate semantic similarity efficiently. This is particularly useful for tasks such as matching resumes to job descriptions, where the goal is to find candidates whose skills and experience, even if phrased differently, semantically align with the job's demands [6]. Several opensource projects and research initiatives have demonstrated the effectiveness of these models in creating resume matchers and rankers [7] [8]. For instance, platforms like Resume Matcher leverage AI to analyze resume compatibility with Applicant Tracking Systems (ATS) and provide instant match scores and keyword optimization suggestions [9].

Automated CV Screening and Shortlisting: AI systems are now capable of automatically screening thousands of CVs against predefined criteria, significantly reducing the manual effort required. These systems can rank candidates based on relevance, identify key strengths, and even provide explanations for why a particular CV was selected, such as highlighting specific years of experience or matching skills [1]. This automation not only saves time but also increases the accuracy of candidate shortlisting.

User-Friendly Interfaces and Dashboards: Beyond the core matching algorithms, modern AI recruitment systems often incorporate user-friendly dashboards. These interfaces allow HR managers to visualize shortlisted candidates, apply additional filters e.g., by location,

graduation year, and gain intelligent insights into candidate profiles. This enhances the decision-making process by providing actionable data in an accessible format [2].

In summary, the related work demonstrates a clear trend towards more intelligent, semantic-aware, and automated solutions in HR recruitment, driven by advancements in NLP and deep learning. The proposed project aims to build upon these foundations, integrating proven techniques and models to create a robust and effective AI-powered HR recruitment assistant.

3 Project Rationale

The motivation behind developing an Intelligent AI-Powered HR Recruitment Assistant stems from the critical need to address the inefficiencies and limitations inherent in traditional recruitment processes. Manual CV screening is not only time-consuming and resource-intensive but also susceptible to human biases and the oversight of potentially strong candidates [1]. In an increasingly competitive talent market, organizations require agile and effective recruitment strategies to secure top talent. This project is driven by the desire to leverage cutting-edge AI and NLP technologies to transform HR operations, making them more efficient, accurate, and equitable. By automating the initial stages of candidate screening and providing data-driven insights, the proposed system aims to empower HR professionals to make more informed decisions, reduce time-to-hire, and ultimately improve the quality of hires. The project also seeks to contribute to the academic understanding and practical application of AI in real-world HR scenarios, particularly in the context of semantic matching and bias reduction.

3.1 Aims and Objectives

The overarching aim of this project is to design and develop a comprehensive AI powered HR recruitment system that integrates with existing HRMS to automate and enhance candidate screening, assessment, and selection through a multi-faceted approach. The specific objectives are:

- To research and select appropriate open-source AI/NLP models (e.g., BERT, Sentence Transformers) for CV parsing, semantic matching, and similarity scoring.
- To develop robust algorithms for preprocessing and cleaning diverse CV formats (PDF, Word, plain text) and extracting relevant information for the CV/Resume Analyzer.
- To implement a semantic matching engine that accurately compares candidate CVs with job descriptions, considering parameters such as skills, education, experience, and recency.
- To research and integrate AI models for audio and video analysis (e.g., speech recognition, facial expression analysis, sentiment analysis) to develop an AIbased audio/video interviewing system. To design and implement modules for integrating gamified assessments and quizzes to objectively evaluate candidates' problem-solving, critical thinking, and analytical skills.
- To develop a comprehensive similarity scoring and assessment mechanism that combines insights from CV analysis, interview performance, and gamified assessment results.
- To design and develop a user-friendly dashboard for displaying shortlisted candidates, intelligent insights, interview analytics, and assessment results, enabling further filtering options.
- To build a working prototype of the comprehensive AI-powered HR recruitment system demonstrating its core functionalities.

3.2 Scope of the Project

The scope of this project is focused on the development of a Comprehensive AI Powered HR Recruitment System with Advanced Assessment Capabilities with the following functionalities:

- CV/Resume Analyzer: The system will automatically process uploaded CVs and job descriptions to identify and shortlist relevant candidates from an existing HRMS database. It will perform semantic analysis to match CVs against job descriptions, providing similarity scores or percentage matches based on skills, education, experience, and recency. Intelligent insights will highlight candidate strengths and provide explanations for matches.
- AI-based Audio/Video Interviewing System: This component will capture and analyze candidate responses during virtual interviews. It will utilize AI models for speech recognition, sentiment analysis, and facial expression analysis to assess communication skills, confidence, and emotional cues. Key metrics and insights will be generated for HR review.
- Games/Quiz Integration for Skills Assessment: The system will integrate with gamified assessments and quizzes designed to evaluate candidates' problem solving, critical thinking, and analytical skills. Results from these assessments will provide objective data points on cognitive abilities.
- User-Friendly Dashboard: A prototype interface will be developed to display shortlisted candidates, combining insights from CV analysis, interview performance, and gamified assessment results. HR managers will be able to filter and sort results based on various criteria.

Out of scope for this project are:

- Development of a full-fledged HRMS; the system will integrate with an existing HRMS.
- Real-time integration with external job boards or social media platforms e.g. LinkedIn for candidate sourcing.
- Advanced features such as comprehensive bias detection and mitigation, or multilingual processing for interviews and assessments, which are considered future improvements.
- Deployment to a production environment; the project will deliver a working prototype.

3.3 Success Criterion

The success of the Comprehensive AI-Powered HR Recruitment System with Advanced Assessment Capabilities project will be evaluated based on the following criteria:

- **Functional Prototype:** Successful development and demonstration of a working prototype that exhibits automated CV screening, semantic matching, AI-driven audio/video interview analysis, gamified assessment integration, and intelligent insights via a user-friendly dashboard.
- **Accuracy of CV Matching:** The CV/Resume Analyzer should achieve a high accuracy rate e.g., >80% in identifying and shortlisting relevant candidates as compared to manual screening, as validated by HR professionals.
- **Effectiveness of Interview Analysis:** The AI-based audio/video interviewing system should accurately analyze and provide actionable insights on candidate communication skills, emotional responses, and confidence, as validated by HR experts. Reliability of Gamified Assessments: The integrated games/quizzes should reliably assess problem-solving and analytical skills, with results correlating positively with expected performance indicators. Efficiency Improvement: The

overall system should demonstrate a significant reduction in the time required for initial candidate screening and assessment e.g., reducing screening and initial assessment time by at least 50% for a given volume of candidates.

- **User Feedback:** Positive feedback from HR professionals on the usability, intuitiveness, and value of the intelligent insights and assessment results provided by the dashboard.
- **Technical Documentation:** Comprehensive documentation of the system architecture, model selection, algorithms, and future improvement recommendations e.g., bias detection, multilingual support, advanced gamification.
- **Adherence to Requirements:** The prototype successfully implements all key features outlined in the problem statement, including the CV/Resume Analyzer, AI-based audio/video interviewing system, gamified assessment integration, and a comprehensive user-friendly dashboard.

These criteria ensure that the project not only meets its technical objectives but also delivers a practical and valuable solution to the stated problem, enhancing objectivity and efficiency in the recruitment process.

3.4 Proposed Methodology and Architecture

The development of the Comprehensive AI-Powered HR Recruitment System with Advanced Assessment Capabilities will follow an agile methodology, allowing for iterative development, continuous feedback, and flexibility in adapting to challenges. The project will be divided into distinct phases, each with specific deliverables, ensuring a structured and manageable workflow. The proposed architecture is designed to be modular, scalable, and maintainable, leveraging modern technologies and best practices.

System Architecture

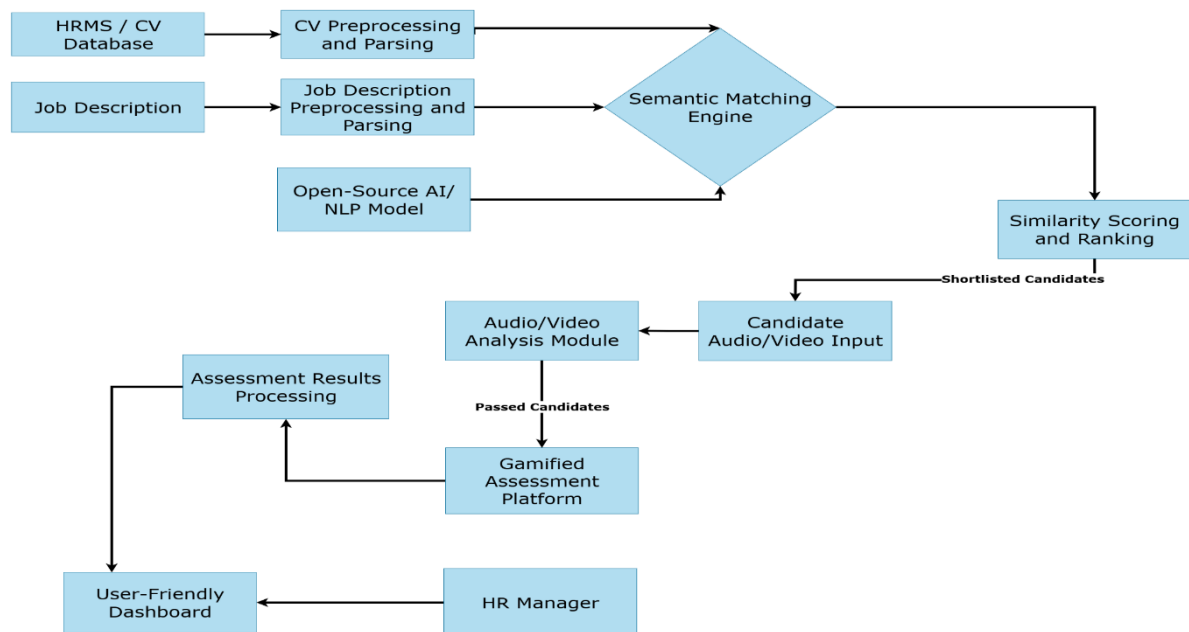The system will be composed of several key components, as illustrated in the block diagram below:

Figure 1 System Architecture Diagram

Methodology

- **CV and Job Description Preprocessing:** This initial step involves cleaning and normalizing the text data from CVs and job descriptions. This includes handling various file formats (PDF, DOCX, TXT), removing noise (e.g., special characters, irrelevant formatting), and structuring the text for further processing. Python libraries such as PyPDF2 and python-docx will be utilized for this purpose.

- **Information Extraction:** Key information such as skills, work experience, education, and contact details will be extracted from the pre-processed text. This will be achieved using a combination of rule-based methods (e.g., regular expressions for contact information) and NLP techniques like Named Entity Recognition (NER).

- **Semantic Matching Engine:** This is the core of the CV/Resume Analyzer. We will employ pre-trained Sentence Transformer models to generate dense vector embeddings for both the CVs and the job descriptions. These embeddings capture the semantic meaning of the text, allowing for a more nuanced comparison than simple keyword matching. The cosine similarity between the embeddings will be calculated to determine the semantic similarity between a CV and a job description.

- **Audio/Video Analysis Module:** For the AI-based audio/video interviewing system, this module will process candidate audio and video inputs. It will utilize speech-to-text (STT) for transcribing spoken responses, sentiment analysis for emotional tone, and facial expression recognition (using computer vision models) for non-verbal cues. Open-source libraries like OpenCV and pre-trained models for emotion detection will be explored.

- **Gamified Assessment Integration:** This involves integrating with or developing modules for gamified assessments and quizzes. The system will capture and process results from these assessments, which are designed to evaluate problem-solving and analytical skills. APIs from existing assessment platforms or custom-built mini games will be considered.

- **Comprehensive Scoring and Ranking:** Based on the semantic similarity scores from the CV/Resume Analyzer, insights from the Audio/Video Analysis Module, and results from the Gamified Assessment Integration, a comprehensive candidate score will be generated. This multi-dimensional scoring algorithm will rank candidates based on their overall fit and performance.

- **Intelligent Insights Generation:** The system will analyze the combined results to generate intelligent insights for the HR manager. This will include highlighting specific skills, communication strengths, analytical abilities, and providing a breakdown of why a candidate is a strong match.

- **User-Friendly Dashboard:** A web-based dashboard will be developed using a modern frontend framework (e.g., React or Next.js) to present the results to the HR manager. The dashboard will display the ranked list of candidates, their scores, interview analytics, assessment results, and intelligent insights. It will also provide filtering and sorting functionalities for detailed exploration.

- **Backend Development:** The backend will be developed using a Python web framework such as Fast API, which is well-suited for building APIs and integrating with machine learning models. It will handle the business logic, data processing, and communication between the frontend and the various AI/assessment modules.

This methodology outlines a systematic approach to building an AI-powered recruitment system. It leverages state-of-the-art AI, NLP, and Computer Vision models for efficient, accurate, and objective candidate assessment.

4 Individual Tasks

This project will be completed by a group of two students: Umair Ahmad and Zunaira Akbar. The tasks will be divided as follows to ensure a balanced workload and effective collaboration:

Team Member	Task / Activity	Tentative Date (by Week & Month)
Umair Ahmad	Project Planning & Proposal Writing	Oct 2025 – Week 1
Umair Ahmad	Literature Review	Oct 2025 – Week 2
Umair Ahmad	Technology Research (AI/NLP tools)	Oct 2025 – Week 3
Umair Ahmad	Finalize Project Scope & Objectives	Oct 2025 – Week 4
Zunaira Akbar	Design System Architecture	Nov 2025 – Week 1
Zunaira Akbar	Design Data Models & Database Schema	Nov 2025 – Week 2
Zunaira Akbar	Set Up Development Environment	Nov 2025 – Week 3
Zunaira Akbar	Git/Version Control Setup & Initial Documentation	Nov 2025 – Week 4
Umair Ahmad	Develop CV/Resume Preprocessing Module	Dec 2025 – Weeks 1–2
Umair Ahmad	Develop JD Preprocessing Module	Dec 2025 – Weeks 3–4
Umair Ahmad	Integrate AI/NLP Models for Semantic Matching	Jan 2026 – Weeks 1–2
Umair Ahmad	Develop Similarity Scoring & Ranking Algorithm	Jan 2026 – Weeks 3–4
Umair Ahmad	Research & Integrate STT and Sentiment Analysis Models	Feb 2026 – Weeks 1–2
Zunaira Akbar	Research & Integrate Gamified Assessment Platforms	Feb 2026 – Weeks 3–4

Umair Ahmad	Implement Facial Expression Recognition Module	Mar 2026 – Weeks 1–2
Zunaira Akbar	Develop & Integrate Gamified Quiz Modules	Mar 2026 – Weeks 3–4
Zunaira Akbar	Design Frontend UI/UX & Dashboard Layout	Apr 2026 – Week 1
Zunaira Akbar	Develop Frontend Components (Dashboard, User/Admin Views)	Apr 2026 – Weeks 2–3
Umair Ahmad & Zunaira Akbar	Integrate All System Components & Perform Testing	Apr 2026 – Week 4 to May 2026 – Week 1
Both Members	Final Report, Documentation & Presentation Preparation	May 2026 – Week 2 (Before May 18)
Both Members	Final Submission & Project Presentation	May 2026 – Week 3 (By May 20)

5 Tools and Technologies

The following tools and technologies will be utilized in the development of the Comprehensive AI-Powered HR Recruitment System with Advanced Assessment Capabilities:

- **Programming Language:** Python (for backend development and AI/ML model integration)
- **Backend Framework:** Fast API (for building a robust and efficient API)
- **Frontend Framework**: React or Next.js (for creating a dynamic and responsive user interface).
- **AI/NLP Models (CV Analyzer):** Open-source models such as BERT and Sentence Transformers (for semantic matching and similarity scoring).
- **NLP Libraries:** Hugging Face Transformers, spaCy, NLTK (for text preprocessing, information extraction, and model integration).
- **PDF/DOCX Processing:** PyPDF2, python-docx (for extracting text from CVs and job descriptions).
- **Audio/Video Analysis (Interview System):** Libraries for Speech-to-Text (e.g., Speech Recognition, Assembly AI API), Sentiment Analysis (e.g., NLTK 's VADER, TextBlob), and Facial Expression Recognition (e.g., OpenCV , pre-trained deep learning models like FaceNet or DeepFace).
- **Gamified Assessment Integration:** APIs for existing gamified assessment platforms (e.g., Pymetrics, Arctic Shores) or frameworks for developing custom quizzes/games (e.g., Pygame for Python-based games, web-based game engines).
- **Database:** SQLite (for local development and data storage), PostgreSQL (for potential scalability).
- **Version Control:** Git and GitHub (for source code management and collaboration).
- **Development Environment:** Visual Studio Code, Jupyter Notebooks (for coding, experimentation, and model fine-tuning).

6 Gantt Chart

The following Gantt chart provides a visual representation of the project timeline and key milestones:

Tasks	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Project Planning and Proposal Writing	█							
System Design and Architecture		█						
CV/Resume Analyzer Development			█	█				
AI-based Audio/Video Interviewing System					█			
Gamified Assessment Integration						█		
Frontend Development & Integration							█	
Finalization								█
Documentation	█	█	█	█	█	█	█	█

Figure 2 Gantt Chart

7 References

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