**REPORT**

**Project Title**:Resume Matching with Job

Descriptions Using PDF CVs

**Objective:** Build a PDF extractor to pull relevant details from CVs in PDF format

and match them against the job descriptions from the Hugging Face dataset.

Done by:

P.Abhiram Reddy

Email:pudiabhi@gmail.com

**1.Approach to the Task:**

* For this project the goal was to match candidates from the Kaggle “resume dataset” with job descriptions from the Hugging Face dataset based on skills and education. This approach involved the following steps:
* **CV Data Extraction:**
* I have used PyPF2 for the extraction of the data from each pdf.
* To extract Job role, Skills, Education sections from each pdf I have used a pretrained NLP transformer models.
* Building a custom transformer based resume parser requires so much data and computation power. Due to the lack of Computation power and Dataset, I have decided to use pretrained models.
* Extracting these sections with regex library is not efficient because, pattern of the skills, education will vary from CV to CV. So, I have used these pretrained models.
* I have used two models for extracting the data from the CV.
* The first model I used is the “Pyresparser” which is a python library available online.
* When I tested this model, it is only good at extracting skills.
* So, I have used this model extracting skills and Job role and created a dataset from it.
* For this model to work Spacy version 2.3.5 required.
* For the extraction of the Education part from each CV, I have used another pretrained Spacy Transformer model which is fine tuned for recognizing Resume entities.
* I have provided the Google drive link of this model in project code.
* This model is good at recognizing Education part from each CV.
* So, i have extracted Education part from each CV using this model.
* Finally, I have concatenated both Skills and Education part into a single dataset.
* **Job Description Data Understanding:**
* I have fetched job descriptions from the hugging face dataset.
* 14 desired job descriptions were extracted from the imported dataset.
* This Extracted job descriptions are saved in a new dataset.
* This dataset has Position title, Job Description and Model Response as columns.
* **Candidate-Job Matching:**
* Employed the Transformers library by Hugging Face to tokenize and preprocess both job descriptions and extracted CV details.
* Leveraged a pretrained model (DistillBERT) for embedding extraction.
* Calculated cosine similarity between embeddings for each job description and CV, ranking candidates based on similarity scores.

**2.Challenges Faced:**

* Extracting Job role, skills, Education from all the CVs is the main and difficult task in this Assessment.
* When I tried to extract skills using “re” library in python, the results were not good at all.
* Because, the pattern for the skills and Education will vary from one resume to another.
* The other challenge I have faced was the time taken for the extraction from each CV.
* It took almost 4 hours+ to extract Job Role, Education, Skills from 1500 CVs using Transformer models.

**Solutions:**

* Using Pretrained transformer models fine tuned for recognizing resume entities is better rather than using the regex library in python.
* But it is taking more time to extract from all the resume.

**3.Recomendations and Insights :**

* The Pdf extraction tool proves effective in extracting key details, but further improvements can be made for handling diverse resume formats.
* Because, the extraction was unable to extract from some resume.
* The Skills and Education extracted from some CV also not a perfect match.
* This approach can be extended to automate candidate selection in recruitment process, saving time and resources.
* Insights gained from the matching process can help in identifying suitable candidates quickly, streamlining the hiring process for organizations.

**4.Top 5 Candidates for Each Job Description:**

* I have provided the top 5 candidates for Each Job Description CSV file in github.

**Job Description\_1:**

hybrid onsite remote for quasilegal candidates client cannot transfer sponsor work visa authorization newly created role to support a high growth global life sciences company a hands on role that will manage a team of sales analysts driving developing and delivering sales reporting and business insights to the organization this is a critical role in leveraging internal and external data to drive business strategies and impactful metrics requirements bs degree bs degree years of experience in a sales operations financial analysis role years managing a team of sales analysts or similar function strong experience leveraging data and developing metrics and dashboards experience with a multichannel sales organization last updated

**Position Title:** Sales leader

**Top 5 CV:**

**1)** **24508725.pdf Score:**0.94624734

**2)** **12334140.pdf Score:**0.91824394

**3)19124258.pdf Score :**0**.**91223836

**4)** **11270462.pdf Score:** 0.89433897

**5) 11551946.pdf Score:** 0.8898058

**Job Description\_2:**

calling all financial advisors looking for a role focused on sales we have a great opportunity for you as a regional vice president of sales with fisher investments you will focus solely on sales without worrying about service requirements qualified lead flow is provided so there is no cold calling join our privately held multibillion dollar global investment firm to continue our search of being better by putting our clients first the opportunity this lucrative sales role allows you to manage your business remotely from your home covering a local territory within driving distance you will present fisher investments wealth management solutions to high net worth prospects you will report to the director of private client group sales who will make sure you have all the resources you need for the sales process you will also be supported by your internal office team comprised of sales support client service marketing and more the day today call high net worth prospects who have requested fisher investments information meet with prospects to evaluate their personal situation and provide solutions educate prospective clients on fisher investments services help qualified consumers become fisher investments clients your qualifications years of specifically selling to stock market investors current investment adviser representative designation or finra series or a combination of finra series or qualifying financial professional designations experience bringing in new investor business experience in high volume phone activity and in person meetings record of six figure earnings in each of the past years pay for production compensation model why fisher investments at fisher investments we work for a bigger purpose bettering the investment universe from unmatched service to unique perspectives on investing its the people that make the fisher purpose possible and we invest in them by offering exceptional benefits like paid medical dental and vision premiums for you and your qualifying dependents a k match up to the irs maximum paid holidays weeks paid primary caregiver parental leave backup child care program available offering up to days annually a cumulative learning and development framework customized for every employee an awardwinning work environment were great place to work certified and top workplace winners from the oregonian we take great pride in our inclusive culture we value the different perspectives and unique skills you bring to the team it makes us all better success at fisher investments is motivated by results a collaborative mindset and a commitment to accomplishing great things so if you are ready to do that we are ready for you apply today to be a part of a team environment where you make a difference in the lives of people by bettering the investment universe fisher investments is an equal opportunity employer.

**Position Title:** Regional Vice President of Sales

**Top 5 CV:**

**1)** **27909372.pdf Score:**0.94624734

**2) 16605352.pdf Score:**0.8946732

**3)14364597.pdf Score :**0**.**8898741

**4)** **34689720.pdf Score:** 0.8878071

**5) 21773106.pdf Score:** 0.8871095

**Job Description\_3:**

circle is a global financial technology firm that enables businesses of all sizes to harness the power of digital currency and public blockchains for payments commerce and financial applications worldwide circle platforms and products provide a suite of internetnative financial services for payments treasury infrastructure and capital formation circle is also a principal developer of usd coin usdc which has become the fastest growing dollar digital currency in the world usdc has grown to over billion in circulation and supported over trillion in transactions in the past year circles payments and treasury infrastructure services available through the circle account and apis helps bridge the legacy financial system and digital currency and blockchain based finance circles seedinvest service brings internetnative fundraising and capital formation to startups and growth companies combined circles suite of services helps companies to participate in a more open global and inclusive financial system with the mission to raise global economic prosperity through the frictionless exchange of financial value circle was founded on the belief that the internet blockchains and digital currency will rewire the global economic system creating a fundamentally more open inclusive efficient and integrated world economy we envision a global economy where people and businesses everywhere can more freely connect and transact with each other with new technologies for digital money and internetnative finance we believe such a system can raise prosperity for people and companies everywhere our mission is powered by the values we espouse and which we expect all circlers to respect we are multistakeholder serving the needs of our customers our shareholders our employees and families our local communities and our world furthermore we are also mindful driven by excellence and high integrity circles business strategy and operations team bizops performs internal strategy consulting and drives execution across the full breadth of the business it is tasked with defining market landscapes and problem spaces and developing research analysis and recommendations across the most important strategic questions bizops is multidisciplinary and provides value to other internal functions via a holistic understanding of the business and the market paired with strategic rigor and capacity to execute it is the connective tissue between circles broader strategy and the internal functions executing that strategy define clear hypotheses to identify new opportunities and build business cases structure complex and ambiguous strategic problems for product and executive leadership quantitative and qualitative market research across key product verticals aiding product managers in discovery across new product categories engaging prospects and crafting plans for market development become an expert in the competitive landscape and market developments work cross functionally to drive execution of growth programs and key strategic initiatives multi stakeholder you have dedication and commitment to our customers shareholders employees families and local communities mindful you seek to be respectful an active listener and to pay attention to detail driven by excellence you are driven by our mission and our passion for customer success which means you relentlessly pursue excellence that you do not tolerate mediocrity and you work intensely to achieve your goals high integrity you seek open and honest communication and you hold yourself to very high moral and ethical standards you reject manipulation dishonesty and intolerance years of relevant experience in bizops strategy consulting or related field payments or blockchain experience preferred experience in defining problem spaces and aligning groups to drive execution highly independent and motivated to get into the weeds strategic thought partner who is comfortable driving requirements across a highly diverse set of stakeholders passion for building and mastering complex technical concepts thrives in unstructured environments and brings order to chaos we are an equal opportunity employer and value diversity at circle we do not discriminate on the basis of race religion color national origin gender sexual orientation age marital status veteran status or disability status.

**Position Title:** Manager, Business Strategy And Operations

**Top 5 CV:**

**30504149.pdf** 0.8884808

**36302399.pdf** 0.8786049

**65708020.pdf** 0.87831444

**28697203.pdf** 0.8759475

**13178604.pdf** 0.8753308

**Job Description\_4:**

we are hiring a sales manager summary being the sales manager at a concord hospitality property means you hold an important key to the hotels success you will develop and foster hotel business through direct sales marketing telemarketing direct mail and tours of the hotel for both guest rooms and event space responsibilities foster business with proactive and reactive sales efforts provide excellent customer service to our clients with speed and efficiency in returning calls and bookings exude proactive planning organizational skills and keen sense of pricing for overall efficiency of department provide excellent follow through on details to account and to hotel departments be the face of the hotel as all industry events with property representation of professionalism and character work with party booking sites concord revenue management and city convention centers for maximization of key citywide events meet and exceed all monthly revenue and sales calls goals documentation of all sales activities in delphi or similar sales system for tracking and history be a team player at all times to assist as needed in the operation of a successful hotel benefits we offer competitive wages fulltime associates are eligible to participate in a comprehensive benefit package which includes medical dental vision plans life insurance stlt disability options options tuition assistance discounted room rates at concord managed hotels plus training development and career advancement opportunities why concord concord hospitality invests in its associates by providing training and development at all levels from interns to executive leaders our associate first culture supports and inspires personal development both within the workplace and beyond our associates are what our company is built on and we are proud to recognize them for their hard work dedication and commitment to excellence we value work life balance diversity and our commitment to provide the best customer service and quality accommodations in every market we exist concord is built on cornerstones quality integrity community profitability and fun our associates say it best with our national company cheer heard throughout north america we are concord we support diversity and inclusion through our mission to be a great place to work for all

**Position Title:** Sales Manager

**Top 5 CV:**

**25561640.pdf** 0.8839093

**15180322.pdf** 0.8757516

**16804396.pdf** 0.8719572

**28198029.pdf**  0.8715932

**91591026.pdf** 0.87116396

**Job Description\_5:**

are you passionate about coffee do you care about sustainability and quality at nespresso we place people coffee and sustainable living at the heart of what we do inspiring an engaging and meaningful place to work this position is not eligible for visa sponsorship position summary we are seeking passionate and dynamic boutique coffee specialist for our community who will drive sales service and sustainability through respectful collaborative agile determined and driven interactions with clients and team members our culture empowers us to provide quality coffee experiencefocused customer service growth opportunities and a variety of benefits with perks join our team as we cultivate coffee as an art to grow the best in each of us responsibilities be an agile coffee expert you bring the passion we provide the training and you share it with the customer drive personalized coffee experiences using storytelling to share your knowledge of our coffee and our sustainability practices with customers did you know that our recyclable capsules are the least wasteful way to consume a cup of coffee cultivate respectful customer relationships though many customers shop online these days the store is where we meet many of our customers for the first time care about safety we are determined to create a safe healthy environment for our employees and customers collaborate whether its assisting with cleaning organizing stock or innovating a better way of doing things share your feedback and ideas to contribute to our overall success requirements and skills high school diploma or ged required year or more experience in retail direct customer sales service or hospitality preferred a real passion for coffee respect for sustainability and curiosity to educate oneself and others on our coffee culture a respectful agile collaborative determined and driven mindset ability willingness to work flexible hours including but not limited to opening closing shifts saturday or sunday shifts holidays it is our business imperative to remain a very inclusive workplace to our veterans and separated service members you’re at the forefront of our minds as we recruit top talent to join nestlé the skills youve gained while serving our country such as flexibility agility and leadership are much like the skills that will make you successful in this role in addition with our commitment to an inclusive work environment we recognize the exceptional engagement and innovation displayed by individuals with disabilities nestlé seeks such skilled and qualified individuals to share our mission where you’ll join a cohort of others who have chosen to call nestlé home nestlé nespresso usa is an equal opportunity employer and is looking for diversity in qualified candidates for employment prior to the next step in the recruiting process we welcome you to inform us confidentially if you may require any special accommodations in order to participate fully in our recruitment experience contact us at or please dial and provide this number to the operator this position is not eligible for visa sponsorship columbus oh us job types fulltime parttime

**Position Title:** Retail Sales Associate

**Top 5 CV:**

**23185829.pdf** 0.88365185

**34962725.pdf** 0.8754458

**19599699.pdf** 0.8736217

**32636041.pdf** 0.8723678

**25425322.pdf** 0.87222517

**Job Description\_6:**

your opportunity come join our ach emergency team and make a difference in the lives of alberta children and families at alberta childrens hospital reporting to the unit manager as the registered nurse rn you will work as an essential member of the alberta childrens hospital emergency department team caring for pediatric patients of varying acuity the rn participates in the assessment planning implementation and evaluation of care the emergency department is a dynamic and fastpaced environment the successful applicant must be able to demonstrate excellent interpersonal and communication skills as well as strong prioritization and assessment skills you will be accountable to the public for your own practice responsible for ensuring that your practice meets legislative requirements and the practice standards of the college and association of registered nurses alberta carna description as a registered nurse rn you will provide a wide variety of nursing services to patients families communities and populations while taking necessary steps to ensure their safety and wellbeing in your role you will utilize nursing processes through critical thinking problem solving and decision making as well as teach counsel and advocate on behalf of patients and their families you will play a leadership role in supporting an integrated and holistic approach to patient care health promotion and maintenance you will provide safe quality patient and family centered care while reflecting the shared vision and values of ahs classification registered nurse union united nurses of alberta unit and program emergency department primary location alberta childrens hospital multisite at una only fte posting end date jun temporary employee class temp pt benefits date available jun temporary end date aug hours per shift length of shift in weeks shifts per cycle shift pattern evenings nights days off as per rotation minimum salary maximum salary vehicle requirement not applicable required qualifications completion of an accredited nursing education program active or eligible for registration and practice permit with the college of registered nurses of alberta crna current basic cardiac life support health care provider bclshcp additional required qualifications minimum years nursing experience obtained within the past years minimum months level pediatric emergency department experience obtained in the last years strong understanding of family centered care preferred qualifications bachelors degree in nursing one year pediatric experience obtained in the last yrs one year emergency urgent care or critical care experience obtained in the last yrs trauma triage charge experience current pals acls within yr current enpc tncc within yr accn certification current nvci training within yr connect care superuser infocismasset training central line trained utd ace modules connect care trained

**Position Title:** Registered Nurse

**Top 5 CV:**

**10333051.pdf** 0.8962719

**12938200.pdf** 0.88758695

**14667957.pdf** 0.8851793

**31292364.pdf** 0.8849194

**52684666.pdf** 0.8782121

**Job Description\_7:**

we are looking for a passionate and skilled construction project manager to play a critical role in our existing and future projects this position will focus on the management and project execution of largescale commercial construction our culture embraces creativity diversity and progression nurturing everyone we work with to reach the top of their profession what does this job entail a project manager with a driven personality budget and schedulefocused individual who has strong project management processes within the commercial construction field someone that meets the needs of the business including operations accounting design review management etc why are you interested come work for an industry leader we offer amazing benefits and salary structure do you want to have an amazing work environment with structured opportunities for advancement and growth then you should call us asap is it right for you bachelors degree in engineering or construction management or degree in related field with commensurate job experience in related duties years in project management including construction management training development and documentation flexibility to work various schedules and focus on project completion please submit resumes to email hrppsworkcom or call.

**Position Title:** Project Manager

**Top 5 CV:**

**39805617.pdf** 0.87808967

**47919212.pdf** 0.8776752

**27213082.pdf** 0.87516516

**12045067.pdf** 0.87290263

**22349169.pdf** 0.8687998

**Job Description\_8:**

if you have sales experience in events and can bring in business then you can join our team and potentially become a partnering addition to sales this person can help organize and run events.

**Position Title:** Sales And Marketing Specialist

**Top 5 CV:**

**16899268.pdf**  0.8335611

**18176523.pdf**  0.8323045

**13812481.pdf**  0.8319638

**10501991.pdf**  0.82865024

**14771530.pdf** 0.82851654

**Job Description\_9:**

myusa credit union million in assets located in middletown ohio has engaged angott search group to conduct the search for its next director of human resources reporting to the president and coo the director of hr is responsible for the administration of all human resources activities including but not limited to recruitment onboarding training and development performance coaching and management employee engagement benefits employee relations and compensation this position monitors and ensures the organizations compliance with federal state and local employment laws and regulations the director of human resources strives to integrate the myusa values in all daily interactions a bachelors degree preferably in human resources is required with at least three years of human resource experience andor training experience working in a financial institution is also preferred for immediate consideration please send your resume to lisa burroughs at angott search group asgteamcom associated topics benefit compensation employee hr human resource hunter interview recruiter talent management train

**Position Title:** Human Resources Director

**Top 5 CV:**

**39970711.pdf**  0.8795347

**91930382.pdf** 0.8715606

**14107571.pdf** 0.8707207

**27524018.pdf** 0.8686957

**21663616.pdf**  0.86856776

**Job Description\_10:**

about the role as a human resources manager for tql you will be the hr pointofcontact for a designated group of teams across the country our hr team is obsessed with the wellbeing of our people and thrive on building trusting relationships with their internal customers we can promise no day will be the same here and you’ll have the opportunity to be a strategic partner for employees and leadership while contributing to the continued growth of tql whats in it for you competitive compensation benefits and bonus package biannual bonus opportunity paid relocation to tql headquarters cincinnati oh join a growing team within a robust and innovative hr department lead all things hr for a select region of a organization we win wherever we go voted a top workplaces usa and forbes americas best employers what you’ll be doing partner with sales marketing and support leadership to assist with organizational policies employeerelations issues and compliance with federal state and local laws serve as a resource to employees handling questions and helping to resolve workrelated matters and escalating issues or questions as necessary maintain confidentiality establish trust and credibility be approachable and fair and balance business needs with employee needs create and maintain documentation relating to personnel monitor employment law postings in office to ensure compliance with state and federal requirements assist the onboarding team with dayone activities including preparing materials assisting with orientation and new hire paperwork and entering everify information help develop and deliver personnel and hr communications conduct exit interviews complete separation agreements and send termination notices assist with hr related projects as required what you need years of employee relations experience bachelors degree in human resources or related working knowledge of hr compliance initiatives and federal and state employment laws a customercentric approach to hr confidentiality and the ability to buildmaintain trust throughout the organization proficient in hris workday preferred and microsoft office suite ability to work independently in a fastpaced sales environment with everchanging priorities excellent communication skills ability to travel up to.

**Position Title:** Human Resources Manager

**Top 5 CV:**

**39081840.pdf** 0.89256424

**19508520.pdf**  0.8906262

**25959103.pdf**  0.88914466

**10694288.pdf** 0.88787204

**13272204.pdf** 0.8870502

**Job Description\_11:**

senior financial analyst company highlights teamoriented culture and provides its employees with the tools and training necessary to be successful growing company with a strong Work Life balance remote high visibility to top executives proven cfs client all we have placed are succeeding and loving their work quote on company website from the analyst we placed in the thing i like best about working here is the teamwork all levels of the organization are working towards a common goal and given the tools to be successful responsibilities of the financial analyst maintain financial reporting dashboard perform complex financial analyses prepare related presentations and present results including compilation and review of financial plans and budgets carry out financial analysis at multiple complexity levels including rate of return working capital investments budgeting cost analysis job analysis and financial and expense performance comparisons track and analyse key performance indicators highlighting trends and analysing causes of unexpected variance evaluate complex profit plans operating records and financial statements coordinate with all levels of management to gather analyse summarize and prepare recommendations regarding financial plans trended future requirements and operating forecasts requirements for the financial analyst bachelor’s degree in finance or accounting years of experience exceptional presentation communication skills advanced working knowledge of excel experience with erp systems strong preferred ability to work in a team environment and communicate ideas findings effectively

**Position Title:** Senior Financial Analyst

**Top 5 CV:**

**27756469.pdf** 0.88671446

**20918464.pdf** 0.88396955

**19540089.pdf**  0.8836019

**23666211.pdf** 0.87898993

**59938965.pdf** 0.8775175

**Job Description\_12:**

vita healthcare group is a leading name in the skilled nursing world providing world class nursing care to the community for over a decade we are seeking a dedicated accountant to assist in the operating of our facilities if you are looking for an incredible office environment paid training and incredible room for growth this may be the position for you the accountant is a key team member responsible for providing accounting and guidance to community management as it relates to the overall activities and programs of the community accountant responsibilities provide accounting support and training to communities assist and support community executive directors and office managers prepare journal entries maintain accounts and facilitate monthly financial calls accounts payable and receivable account reconciliation and filing process and maintain community payrolls in compliance with company policies and state regulations accountant qualifications prior accounting or bookkeeping experience associate or bachelor’s degree preferred or at least years accounting experience ability to communicate effectively and concisely by both written and oral means with communities associates and vendors proficiency in accounting software and tools such as Yardi quick books and microsoft excel organized able to prioritize and work as part of a team in an informal environment accountant benefits competitive wages health insurance for those eligible voluntary benefits disability accident life generous paid time off.

**Position Title:** Accountant

**Top 5 CV:**

**13503650.pdf** 0.8862529

**28758002.pdf** 0.88131464

**25624652.pdf**  0.8773224

**11065180.pdf** 0.8755414

**11653906.pdf** 0.87327486

**Job Description\_13:**

position overview the product sales analyst will join a team of professionals that perform a business development support function their role is critical to the firm s business development efforts and will require that they respond to the various requests for which the team is responsible primary responsibilities include the preparation of rfprfis completion of consultant and client ddqs and updates content maintenance consultant databases and other adhoc data and information requests the business development services specialist role is a great opportunity to learn about Schroders from the ground up and gain technical industry knowledge across asset classes responsibilities prepare and complete rfprfis for both institutional and intermediary distribution channels maintain complete ownership of processes ensure accuracy of responses and that all deadlines are met complete consultant and client questionnaires respond to ddqs and adhoc information and data requests establish and manage work flows to meet all internal and external deadlines ability to coordinate and work with other areas of the firm and effectively as part of a team initiate innovative ideas and creative approaches to help increase efficiency and further the goals of the firm and distribution department keep abreast of our vision and product direction to ensure materials accurately reflect this assist with narrative maintenance in consultant databases as needed by working with internal product and moody s edge teams assist in maintaining rfp language content management system qvidian as needed basic qualifications bachelor s degree preferably in business finance marketing economics years of relevant work experience writing rfpsddqs and familiarity with consultant databases strong attention to detail while providing accurate and timely responses proven ability to multitask and see tasks through to completion a high level of proficiency with word excel internet and web based databases strong written and verbal communication skills ability to build relationships and communicate effectively with employees at all levels and across the firm globally preferred qualifications experience with qvidian or other content management systems knowledge of marketing software such as salesforce experience with analytics tools such as evestment callan or morningstar experience with consultant database maintenance

**Position Title:** Business Development Specialist

**Top 5 CV:**

**84356308.pdf** 0.8861395

**34758680.pdf** 0.8802565

**83338413.pdf**  0.87299764

**52246737.pdf** 0.87242746

**20806155.pdf** 0.8711461

**Job Description\_14:**

senior manager business development at directv were connecting the world through the latest tech topoftheline communications and the best in entertainment innovation powers all that we do and our groundbreaking solutions deliver compelling communication and entertainment experiences to millions of customers worldwide as part of our team your next big idea could be our newest innovation here s your opportunity to combine your passions for entertainment media and technology to transform our company and your career directv advertising connects brands and agencies with consumers across directv and directv stream through smart and effective advertising solutions as leaders in addressable and advanced tv we continue to innovate within the advertising space pushing the boundaries of how clients can address engage and measure at directv advertising we don t do anything on autopilot as a part of our team share our love for tv and the loyalty we hold for consumers and advertisers the significant growth of the directv audience addressable tv and video advertising business drives continued growth opportunities for the right individuals as part of the directv business development team the successful candidate will develop issue and manage requests for informationrequests for proposals for a variety of products services and information with prospective customers and vendors lead the negotiation of customer licensing agreements as well as vendor contracts manage contract documentation and execution and manage the lifecycle of contracts including renewals build relationships in the ecosystem requiring knowledge of advertising targeting attribution and measurement data services and advertising technology providers the ideal candidate will have in depth knowledge of the ad tech targeting attribution and measurement providers and be an expert in negotiating and contracting with vendors and customers for a growing variety of advertising delivery mediums and technology including digital addressable tv and data driven linear media sales this position has full accountability for leading and completing such contracts in support of the directv ad sales business from identification of potential partnersvendors including initial screeningvetting and then contract negotiation documentation and onboarding stakeholder management and ongoing relationship management contractual compliance and service level enforcement responsibilities of the position include supports and drives crossfunctional collaboration regarding legal and business inspection and approvals of various data and ad technology vendorspartners develops manages and drives to conclusion the comprehensive negotiation of contract terms management of the contractual relationships for directv ad sales and collaborates with the cross functional client team on daytoday performance independent leadership in client customer and vendor relationship development and management excellent communications and presentation skills to all levels of management this is a highly complex area requiring a minimum of years of direct contract negotiation customer and vendor management and ad technologyadvertising experience in both addressable tv and digital video this position is subject to the directv covid vaccination policy our senior manager business development can earn between not to mention all of the other amazing rewards that working at directv offers from health insurance to tuition reimbursement and paid time off to discounts on products and services just to name a few there is a lot to be excited about around here ready to join our team apply today

**Position Title:** Sr Manager - Business Development

**Top 5 CV:**

**26425074.pdf** 0.87634516

**26908066.pdf** 0.8755963

**39142536.pdf** 0.87294257

**16091352.pdf** 0.87058014

**12254068.pdf** 0.8702968

This report summarizes the completion of the CV matching project, highlighting the approach, challenges faced, top 5 CVs for each job description.