**AI Recruiter – Team Patronus Report**

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**General Description**

* 52% of talent acquisition leaders say that the most difficult part of their job is to shortlist the right candidate and 3% of candidates never hear back from a company after one touchpoint. On the flip side, it’s a challenge for employers to communicate well with all their candidates. For high volume recruiting, this would require communicating with thousands of candidates, in addition to a recruiter’s normal screening functions and other duties.
* Artificial Intelligence enabled software bots can definitely provide a solution for this problem.
* As Siri and Alexa are becoming more common, candidates are welcoming the opportunity to interact with a chatbot. Today’s candidates, especially now after the Covid 19 pandemic has struck the entire world, are aware that the recruiting process might not be human-to-human at every touchpoint, but value the chance to receive information in whatever way they can. Through facts it has been pointed out that the ideal recruiting interaction is a mix between innovative technology and personal human touch.
* A recruitment chatbot, or “conversational agent”, is a software application that uses Artificial Intelligence technology and is designed to mimic human conversational abilities, in the sense that it’s programmed to understand written and spoken language and respond correctly, during the recruiting process.
* The chatbot can help recruiters with administrative tasks such as:
* Collect information from candidates such as their resume and contact information.
* Ask screening questions about candidates’ experience, knowledge, and skills.
* Judge the candidate’s personality by asking situational questions.
* Rank candidates on metrics such as qualifications, engagement, or recent activity.
* Answer FAQs about the job and the application process.
* Schedule an interview with a human recruiter.
* Thus through this AI recruiter chatbot, we can automate the time consuming recruitment tasks and optimize the hiring process.

**Novelty / Uniqueness**

* **Automation**: We are eliminating the time consuming and lengthy manual recruitment process that happens before an interview of a candidate by automating the talent acquisition process through the AI recruitment chatbot.
* **Personality testing**: Each candidate’s personality and qualities are understood after asking various situational questions, games etc. and analysing their answers. This helps in increasing the quality of the candidates to be hired by understanding different aspects of their psyche.
* **Filtration based on various criteria :** Each candidate will be tested based on different skill sets such as communication, logical reasoning, problem solving etc.

Based on the skills that a candidate satisfies, he/she will then be further promoted to an interview for a designation that will ensure the effective role of the candidate. Recommendations will also be provided to a candidate based on skill sets he/she owns.

* **Efficient**: Over time, the AI component of the chatbot will begin to understand which metrics it should be looking for based on the data it collects and rank candidates accordingly which will increase the efficiency of the chatbot. It will also efficiently qualify candidates by going beyond the resume and by asking custom questions, thereby increasing the quality of hire.
* **Effective**: Since the chatbot considers every aspect of each candidate, considers all the data to make quicker decisions, keeps in touch with the candidates thereby improving their experience, lowers marketing costs and thus increasing retention.
* **Secure**: The data is secure since we will be using the IBM Cloud which is housed in nondescript facilities and the physical access is strictly controlled both at the perimeter and at building ingress points by professional security staff.

**Business / Social Impact**

* Reduction of the time and efforts that were being put in by the recruiters for the pre-interview process through automation.
* Reduction in the marketing costs of the recruitment process.
* Increase in the quality of hire.
* Improved candidate experience and recruiter experience through timely communication, easy to use chatbot interface, display of various analyses and integration of all data at one platform.

**Technology Stack**

* IBM Watson Assistant
* IBM Watson Personality Insights
* Python 3
* IBM Watson Studio
* IBM Cloud for Deployment
* IBM Node-Red
* IBM DB2

**Scope of Work**

**Deliverables**:

A recruiting software in the form of a Website consisting of the following:

1. Automated Resume Screening Software Using AI
2. Candidate Matching Using AI
3. Intelligent Recruitment Chatbot which will also evaluate the candidates based on various criteria.
4. Webpage displaying various analyses results of resumes, assessments, chatbot conversations and performance data to identify top performers.
5. The selected candidates will be notified.
6. Recommendations can also be provided.
7. Timely communication.

**Expected Outcomes:**

1. Pre-trained AI models that will perform the pre-qualification of the candidates for

their respective posts.

      2. Increase in the quality of hires by automating all the mundane tasks.

      3. Improved experience for candidates.

       4. Identifying the talent and mapping behavioural assessment of candidates.

       5. If selected, this model will also schedule the interview with a human recruiter.

**Milestones:**

1. Project Scope and Schedule
2. Project Scope Understanding
3. Scheduling the deadlines
4. Setup of development environment
5. Create an IBM Cloud Account
6. Create Node-Red
7. Create DB2
8. Create Watson Assistant
9. Create Watson Studio
10. ChatBot Building
11. Create Intents
12. Create Entities
13. Create Dialogues
14. Machine Learning Model Building
15. Data Collection
16. Importing the libraries and packages
17. Importing the dataset
18. Access chatbot results
19. Data preprocessing
20. Training and testing the model
21. Evaluation and deployment
22. UI Building
23. Building the front end
24. Configuring the backend
25. Final deployment

**Stakeholders**

* Candidates who are seeking a job
* Recruiters
* Companies
* Developers

**Flow Diagram**

For Candidates:

For Recruiters:

High Level View:

**Code**

**Node-Red Code**:

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**Conclusion**

Thus through this AI recruiter chatbot, we can automate the time consuming recruitment tasks and optimize the hiring process. A recruitment chatbot, or “conversational agent”, is a software application that uses Artificial Intelligence technology and is designed to mimic human conversational abilities, in the sense that it’s programmed to understand written and spoken language and respond correctly, during the recruiting process. The chatbot can help recruiters with various administrative tasks. There is improved candidate experience and recruiter experience through timely communication, easy to use chatbot interface, display of various analyses and integration of all data at one platform.