# Project for Workable

## Introduction

Workable is a widely recognized recruitment software that has been successful in assisting over 30,000 companies across 100+ countries in hiring the best talent. The platform was founded in 2012 by Nikos Moraitakis in Athens, Greece, with a sole mission to streamline the hiring process for small and medium-sized businesses. Nikos Moraitakis, the CEO, has led the company to global expansion and significant fundraising, thereby making a prominent mark in the recruitment industry.

The project idea that we are proposing is the “Implementation of an AI-powered Candidate Match Scoring system” for Workable. This system is aimed to analyze job descriptions and candidate profiles to generate accurate match scores, thereby speeding up the recruitment process and ensuring the best fit.

You can visit [Workable](https://www.workable.com) to know more about their platform.

## Client Background

The client, Nikos Moraitakis, is the founder and CEO of Workable. He has a strong background in leading tech companies and has been instrumental in the success story of Workable. His vision of creating better recruitment software for small and medium-sized businesses has transformed the company into a globally recognized brand. His leadership skills have enabled Workable to serve thousands of companies across numerous countries, raise significant funding, and expand its operations worldwide.

## Proposed Solution

Our proposed solution involves developing a machine learning model that will analyze job descriptions and candidate profiles to generate accurate match scores. The system will utilize Natural Language Processing (NLP) to extract key skills, experience, and qualifications from resumes and job postings. It will then employ a deep learning algorithm to calculate a compatibility score based on various factors such as skills alignment, experience relevance, and cultural fit.

The system will be integrated with Workable’s existing platform, providing seamless scoring capabilities within their applicant tracking system. This will enable recruiters to quickly identify and shortlist candidates that best fit the job requirements, thereby reducing the time and effort involved in the screening process.

## Tech Stack

For this project, we will be using the following tech stack:

* Python: For coding the backend of the application.
* TensorFlow, PyTorch: For building and training the machine learning and deep learning models.
* NLTK, spaCy: For performing Natural Language Processing tasks.
* FastAPI: For building the APIs.
* Docker, Kubernetes: For containerization and orchestration.
* AWS (EC2, S3, SageMaker): For cloud computing and storage needs.
* PostgreSQL: As the primary database.
* Redis: For caching and session management.

## Timeline

The project is anticipated to be completed within 4 to 6 months, distributed as follows:

* 1 month for requirements gathering and design: Understanding the client’s requirements and designing the system architecture.
* 2-3 months for development and AI model training: Coding the solution and training the AI models using relevant data.
* 1-2 months for testing, integration, and deployment: Testing the solution thoroughly, integrating it with the existing platform, and deploying it for use.

This timeline ensures that the project is completed efficiently without compromising on the quality of the solution.