



Empowering Diversity in Swiss Tech

Let's get connected. Let's get hired.
Let's get started.

Presented by team Banana Builders
04.11.2023
Zürich



Agenda

Team

Tech jobs in CH

Problems to solve

Focus areas

Demo

Outcome

Team learnings

Q&A



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Alba Romero Kauss
Full Stack Engineer



Isaac Omolayo
Data Science



Laura Purcaro
Full Stack Engineer



Maria Reis
UI/UX design



Meytap Yildiz
Full Stack Engineer



Noor Halta
Scrum Master



Petra Slits
Project Manager

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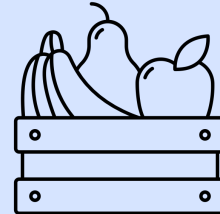
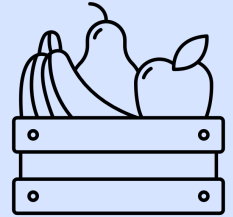
Team learnings

Q&A



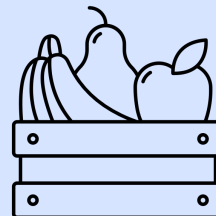
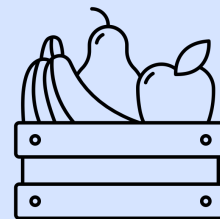
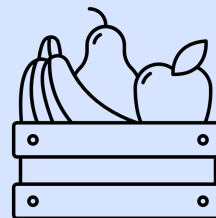
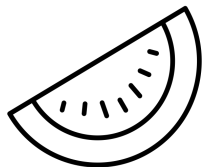
Tech jobs in Switzerland

- Companies increasingly reliant on tech
 - Diversity targets based on gender
- Applicants from all around the world
 - German or French language often required
 - Complexity obtaining visa for outside EU
 - Fighting bias
- Nonprofits trying to close the gap
 - Offering skill building and networks



Tech jobs in CH

So where do these outsiders fit in?



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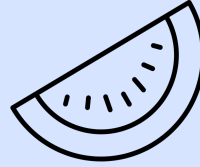
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Problems to solve



Recruiters

- Difficulty finding right talent
- Skills hard to assess



Candidates

- Fighting bias
- Lacking experience in tech

Associations

- Impact gap



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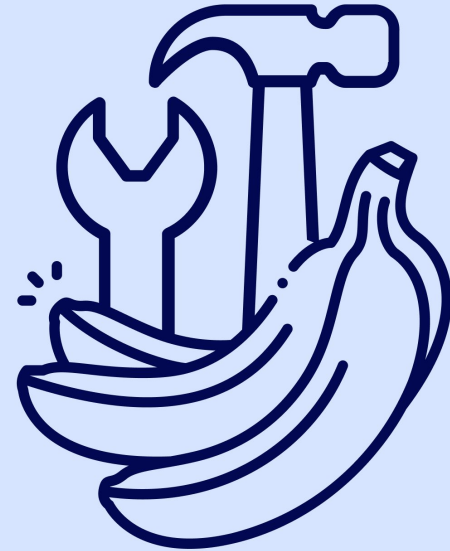
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Unbiased recruiting

Anonymized profile

Focus on skills and values

Application package

The image shows a user profile for a 'Project Manager' on a job platform. The profile is titled 'JD Project Manager' with a location of 'Basel, CH'. It features several sections: 'Associations' (Power Coders), 'Type of jobs you're looking for' (Full-time, Contract, Freelance), 'Skills' (Beginner to Pro levels, Amazon Web Services, C/CO, Git, Agile), 'Values' (Teamwork, Honesty, Open-mindedness, Respect, Commitment), and 'Experience' (1 Project Manager, HR). A prominent blue button labeled 'Request application package' is visible, with a progress bar below it. Below this, there are sections for 'Job Search Preferences' and 'Languages'.

JD Project Manager
Basel, CH

Resume | Matches

Associations
Power Coders

Type of jobs you're looking for
Full-time | Contract | Freelance

Skills
Beginner (0-1 years) | Intermediate (1-3 years) | Advanced (3-5 years) | Pro (5+ years)
Amazon Web Services (AWS) | C/CO | Git | Agile

Values
Teamwork | Honesty | Open-mindedness | Respect | Commitment

Experience
Role: 1 Project Manager | Industry: HR

Request application package
Request access

Job Search Preferences
Keywords: | Location: | Type of job: | Date posted: | Status: |

Languages
English: | French: | German: | Other: |

Uploaded documents

Matching candidates and jobs

Candidate

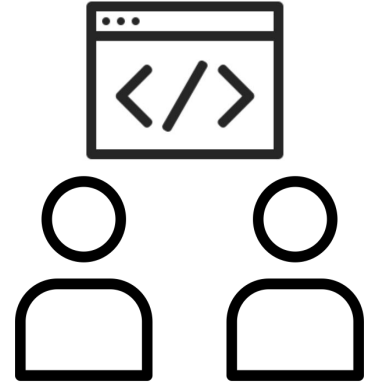
- Hard skills & level
- Soft skills
- Values

</>

Company

- Job description
- Skills requirement
- Company values

100%



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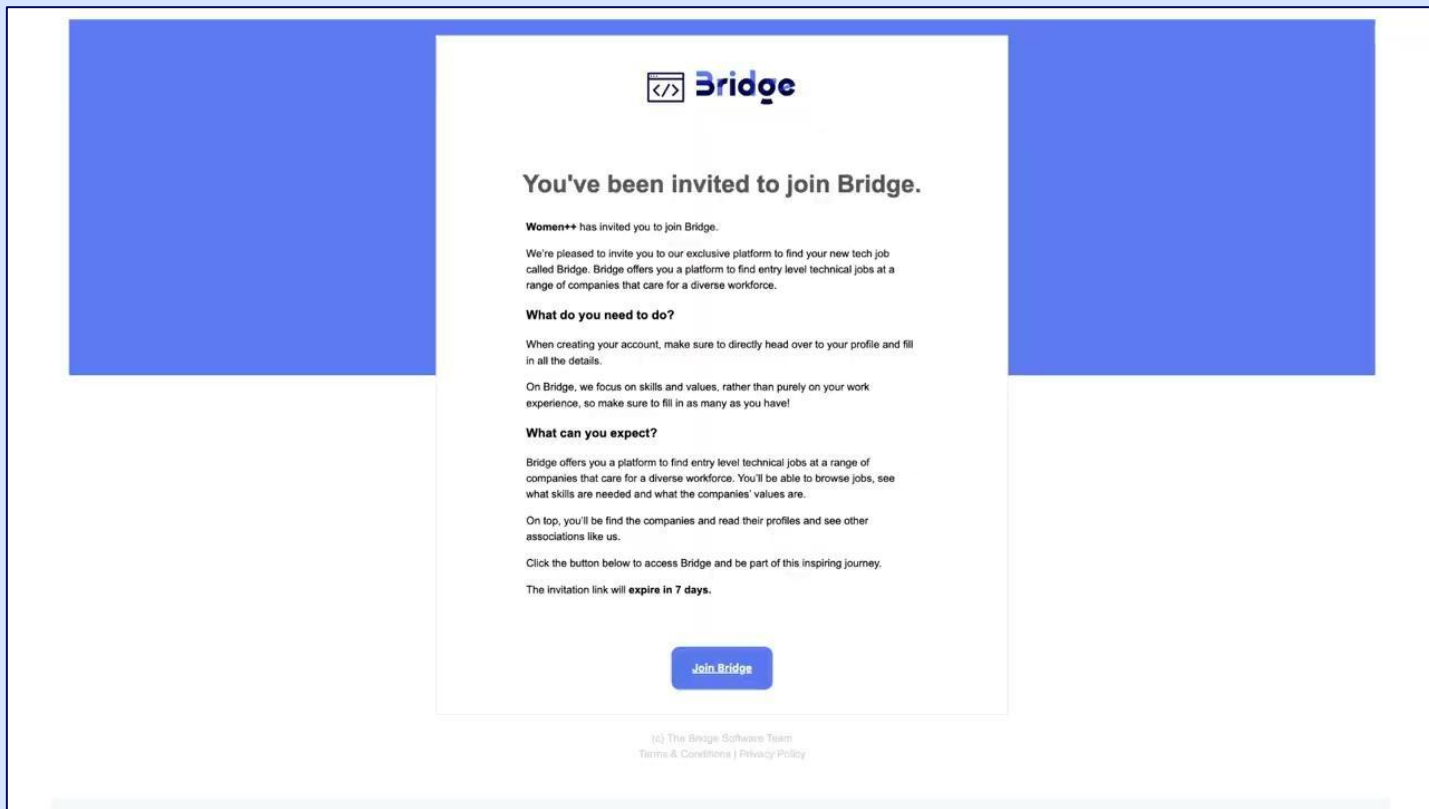
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Bridge demo



[Link to demo](#)

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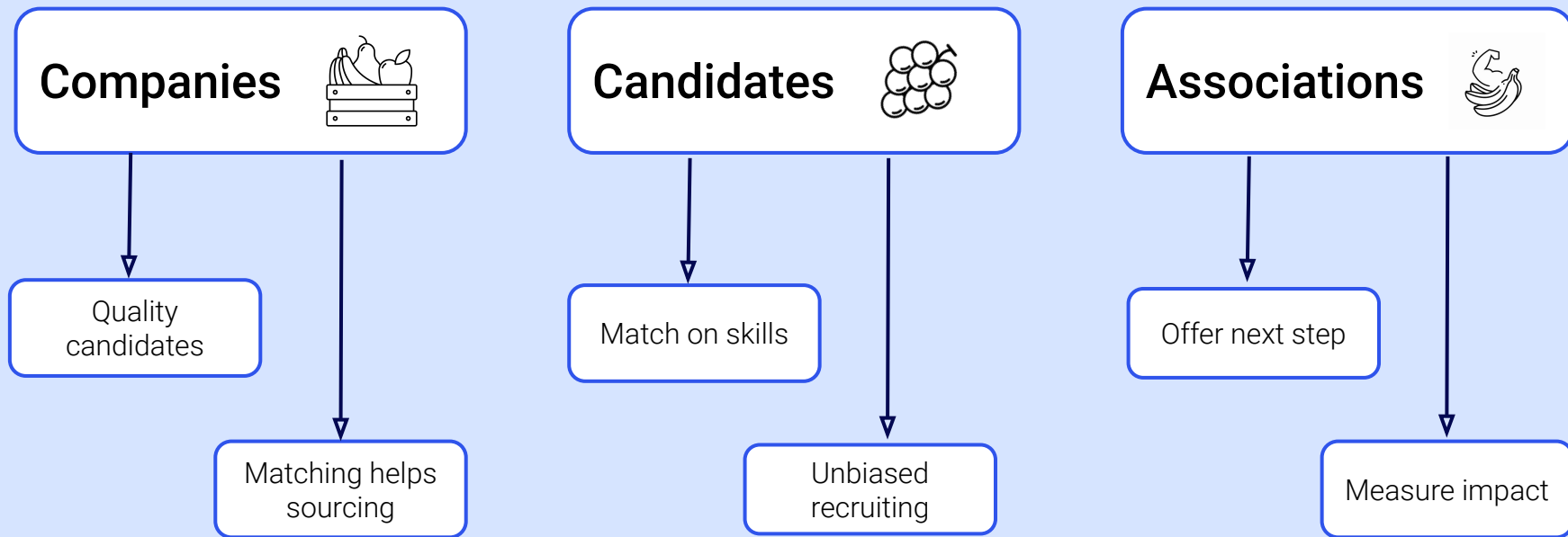
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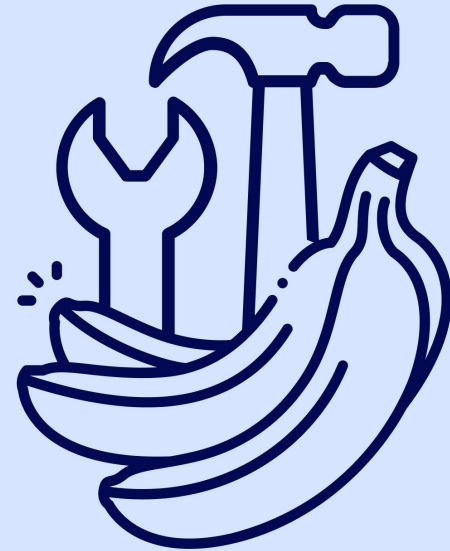
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Thanks! Any questions?



Isaac Omolayo
Data Science



Looking for a job



Maria Reis
UI/UX design

CH visa ✓



Looking for a job



Noor Halta
Scrum Master

CH visa ✓



Looking for a job



CH visa ✓

Alba Romero Kauss
Full Stack Engineer



Open to opportunities



CH visa ✓

Laura Purcaro
Full Stack Engineer



Open to opportunities



CH visa ✓

Meytap Yildiz
Full Stack Engineer



Looking for a job



EU visa ✓

Petra Slits
Project Manager



Looking for a job



Team Banana Builders

Special thanks to our **mentor Philipp Lichtenberg** for his valuable insights and our **team satellite Claudia Annoni** for supporting us with the delivery of the project.

Appendix

Roadmap

Matching algorithm



Roadmap

M1

M2

M3

Companies



Notifications back end

Saved filter sets

Multiple users

Saved comments

Best practices

Candidates



Notifications back end

Saved filter sets

Opening files on profile

Associations



Notifications back end

Multiple users

Reporting

Admin



Reporting

Account management

Matching



Weights and thresholds tests

Adjustments

Adding criteria

Testing

More details in [our user stories and prioritization document](#).

Matching algorithm

- Job and candidates are matched based on
 - Hard skills & level (weight 7)
 - Soft skills (weight 2)
 - Values (weight 1)
- There are 4 hard skills levels (Beginner, Intermediate, Advanced and Pro)
- Matching mechanism based on **fuzzy keyword algorithm**
 - Algorithm uses TFIDF vectors to compute the similarity between the candidate data and jobs data
 - Similarity is translated into a percentage score
 - Candidates with a score above the threshold are matched



Visual representation of our matching mechanism created by AI