IntelliRecruit

Team Members and Advisors

Team Members

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Problem Statement.

Companies all across the globe receive hundreds or even thousands of job applications for each job opening they announce. The process of shortlisting and selecting candidates takes months to conclude.

Identified Problem Area

What is the problem we have identified?

- It takes a lot of time in the recruitment process.
- Current solutions/methods are economically not viable.
- Nepotism and bias.

What is the existing/conventional way to solve this problem?

- Companies use different Software as a Service solutions for different modules of the hiring process e.g. Workday, Oracle HCM Cloud, etc.

Proposed Solution

What is the solution we are proposing?

- A Cloud Based Web Application, developed as a Software as a Service Model, which will help automate/semi-automate the recruitment process.

What are the dynamics of our solution?

- Our solution will be a Cloud-based web application, developed as a SaaS model.
- Resume Parsing
- Initial screening and shortlisting.
- Generate a transcript of the screening.

List of Proposed Features

Web Application

This will be a SaaS Web Application Solution.

AI Screening

AI will assist the user to conduct initial screenings of the recruitment process

Cloud Database

This system will have a cloud database.

Motivation

- Speed up the Recruitment Process.
- Reduce/Mitigate nepotism and bias.
- Provide a platform for skilled individuals to avail opportunities on merit.
- Provide a sit-at-home immersive experience to applicants for a job interview.

Justification of Scope

This is a problem of global proportion. Human Resource Departments of almost all companies are facing these problems and we still have not arrived at a viable and sustainable solution.

Ethical Impact

Our project will be creating a great ethical impact by eliminating bias and nepotism. It will promote hard work and innovation as people with exceptional skills and talent will be ahead of the curve. It will also promote productivity and reduce resources and time spent on such problems.

Socio-Economic Impact

Reducing the amount of time spent on the recruitment process will ultimately reduce the amount of resources spent, which means that it will greatly help reduce the cost of this entire process.

Short Literature Review

Workday HCM	Oracle HCM	Our Proposed Solution
- Workday is a popular cloud-based HCM platform that incorporates AI capabilities. - Workday has a module known as Workday Recruitment performs initial screening by shortlisting candidates according to their resumes.	- Oracle HCM Cloud is another comprehensive HCM solution that integrates AI. - Oracle Taleo also performs the initial screening of candidates based on their resumes.	- Our proposed solution is going to have the capability of parsing resumes of any format. - It will be holding aptitude tests and initial interviews regarding their work experience and job description. - In the end, there will be a coding test performed by the system.

Short Literature Review

Arya by LeoForce	ICIMS Talent Cloud	Our Proposed Solution
• Arya uses AiI to source from internal databases, job boards, and social networks and provide one-click job placement, as do most similar products. • Recruiters can then engage with potential candidates via phone, text, mail, or bot.	• ICIMS Talent Cloud deploys its AI engine to search for opportunity matches and recommends potential job candidates.	• Our proposed solution is going to have the capability of parsing resumes of any format. • It will be holding aptitude tests and initial interviews regarding their work experience and job description. • In the end, there will be a coding test performed by the system.

Dataset Description

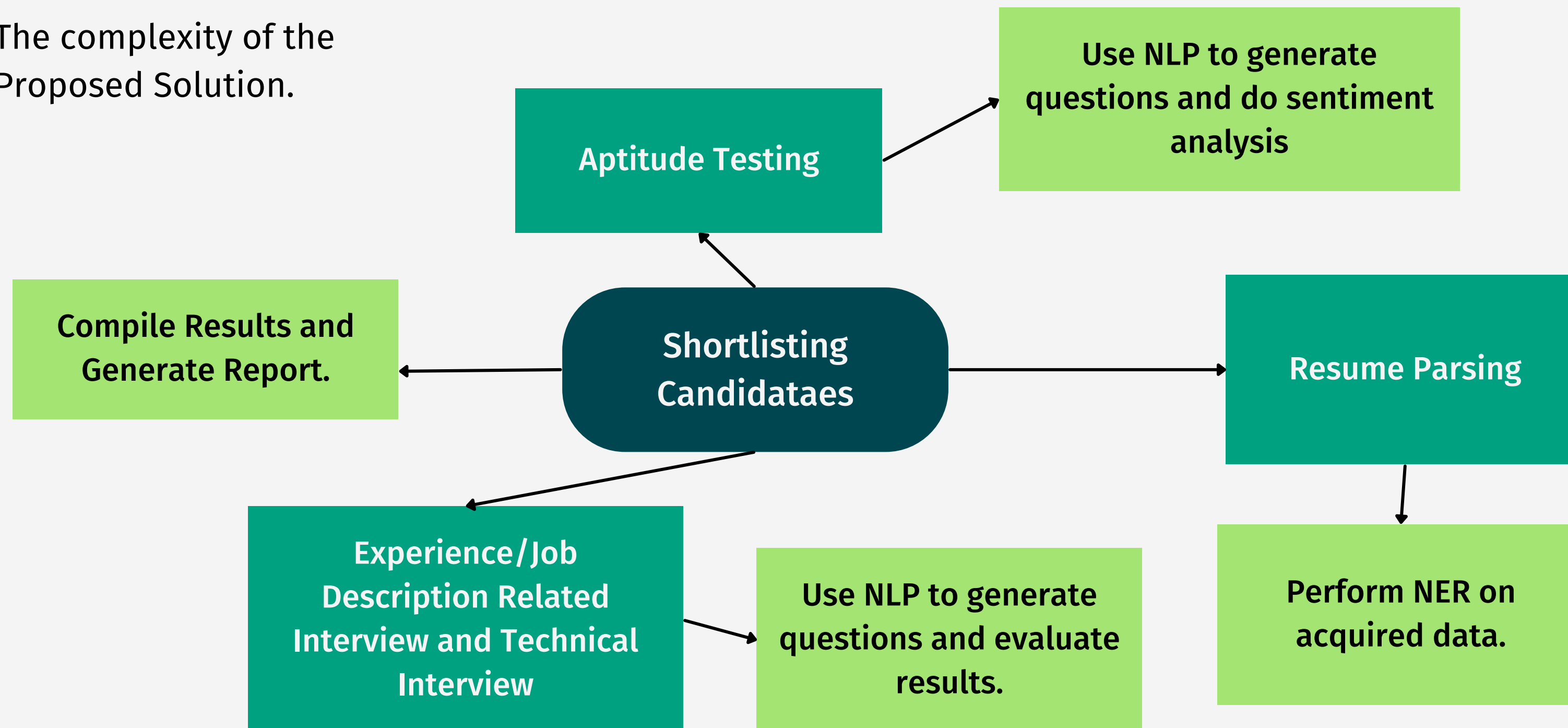| Resume Parsing	Aptitude/Personality Test	Technical Interview
There are publicly available datasets. Some of them are the following: • Resume Parsing Challenge Datasets (Kaggle and DDI) • Open Source Resume Datasets	There are publicly available datasets. Some of them are the following: • The Big Five Personality Traits Datasets • My Personality Dataset	There are publicly available datasets. Some of them are the following: • Interview QA • Stack-Overflow Q and A • Online Coding Challenge Sites

In-Depth Computing Knowledge

The complexity of the Proposed Solution.

Aptitude Testing

Use NLP to generate questions and do sentiment analysis

Compile Results and Generate Report.

Shortlisting Candidataes

Resume Parsing

Experience/Job Description Related Interview and Technical Interview

Use NLP to generate questions and evaluate results.

Perform NER on acquired data.

Attributes of our Project

No Obvious Solution
Usually, people hire a huge team or pay for a number of different services to automate their processes.

Diverse Group of Stakeholders
This problem is faced by almost all kinds of fields in the world.

Component Parts/Subproblems
This project has about four major parts involved in a pipeline.

Deliverables and Timelines

Presentation 1	Presentation 2	Presentation 3	Presentation 4
• Dataset Collection Complete • Interview Backend 50% • Interview Frontend 100%	• Interview Backend 100% Complete. • Interview Frontend 100% Complete	• CV Parsing backend completion. • CV Parsing Frontend 100%.	• Completion of the rest of the system. • Cloud Integration

Workload Distribution Justification

Afraz Tahir	Aimen Gohar	Abdullah Khan
• Documentation • Frontend • Interview Backend	• Documentation • CV Parsing Backend • Interview Backend	• Documentation • Frontend • CV Parsing Backend