CV Evaluation App Prompts

In the following CV Evaluation APP use case we are using a Generative AI Multi-Chain Prompting technique in order to get the results. It consists of 2 prompts:

Important Note:
All examples and data presented in this document are purely fictive and for showcasing purposes only. Any resemblance to real persons, or actual companies is purely coincidental. Dummy users and entities have been created for this demo, and no real data or information about individuals or organizations is being disclosed. We prioritize privacy and ethical considerations in the presentation of information, and any similarities to real-world entities are unintentional.

Prompt 1:
Summarization and Key Criteria extraction

In order to extract the right skills from the CV that matches the Evaluator input, we have created a prompt in a Zero-shot technique, where we explicitly mentioning the output we need to gather out of the document.

We are using cohere.command-r-16k model in the Chat section of the OCI Gen AI Playground.

Preamble/System Prompt:

Given the following CV for candidate, extract candidate data based on provided below evaluation criteria:\\n\\nCV Summary:\\n{\nCandidate: Michael Thomphson\nName: Michael Thomphson\nEmail: Michael.Thomphson@email.com Phone: +1 (555) 789-1234 Currently living in:\nUSA\nEducation:\nDegree: Bachelor of Science in Computer Science School: Tech University\nYear: 2018\nExperience:\nPosition: Software Developer Company: CodeCraft Innovations Start Date: 2016-07-15\nEnd Date: 2023-12-31 Responsibilities:\nDeveloped and maintained software applications using Java and Python.\nCollaborated with the QA team to ensure software quality through testing and\ndebugging.\nParticipated in agile development sprints and code reviews.\nSkills: SQL, data modelling\nInformation:\nWorking Experience: 7 years Mother Tongue: Spanish, French Driving License: Yes}

User Prompt:

\\n\\nInstructions:\\n# Extract Candidate Full Name\\n\\n# Extract Candidate Evaluation Criteria:\\nHard Criteria: Location, Languages Known\\nSoft Criteria: Skills (in order to extract skills you may need to look for candidate's abilities, responsibilities, etc.), Work Experience (in order to extract work experience you may need to do some calculations like Difference between the start date till end date, but the result should be in years)\\n\\nResponse :\\n{ The response should consist of :\\n1. Candidate: {candidate full name}\\n2. Extracted candidate evaluation criteria and printed the result in the following format:\\nHard Criteria:\\n-

Location\\n- Languages Known\\n\\nSoft Criteria:\\n- Skills\\n- Work Experience {total number of years only}\\n\\n3. CV Summary: {A concise summary of 300 words of the CV, nothing else, only the summary.}\\n}

Prompt 2:
Final candidate skills evaluation

In order to evaluate all the CVs, a single prompt was build using two combined techniques: Few-shot Prompting and Chain-of-Thought Prompting.

We are using meta.llama-3-70b-instruct model in the Chat section of the OCI Gen AI Playground.

User Prompt:

-Your task is to evaluate <Job Criteria Data> against <Candidate Data> based on <Decision Logic> and <Evaluation Examples> to be able to give a short concise answer:\\n\\n<Decision Logic>:\\n{\\n - If none of the Hard Criteria (not Location and nor Languages) match between <Job Criteria Data> and <Candidate Data>, then the candidate is a \"No Fit\".\n- If only one of the Hard Criteria (Location or Languages) matches between <Job Criteria Data> and <Candidate Data>, then the candidate is a \"No Fit\".\n- If all the Hard Criteria and Soft Criteria match between <Job Criteria Data> and <Candidate Data> , then the candidate is a \"Good Fit\".\\n}\\n\\n<Evaluation Examples>:\\n{\\n\n##Example 1:\n<Job Criteria Data>:\nHard Criteria:\n- Location Required: Must live in Spain even if the candidate is based or residing in the same country as the firm. \n- Languages Required: Must speak Spanish even if the candidate knows more languages\nSoft Criteria:\n- Skills Required: SQL\n- Total Work Experience Required: More than 6 years in total\n\n<Candidate Data>:\n Candidate: Carlos Rodriguez\n\nHard Criteria: \n\n- Location: Spain\n- Languages Known: English, Spanish\n\nSoft Criteria: \n\n- Skills: C++, Java, Software Architecture, API Development, Agile, Git, SQL\n- Work Experience: 6.5 years. \n\n}\nResponse: In this case the response will be a \"Good Fit\" , because both Hard Criteria required for the Job are met since the candidate's location is \"Spain\" and speaks \"Spanish\" which match the Hard Criteria for the Job, and in the same time both Soft Criteria required for the Job are met since the candidate has \"SQL\" as skill and has \"6.5\" years of total experience which match the Soft Criteria for the Job.\n\n##Example 2:\n<Job Criteria Data>:\nHard Criteria:\n- Location Required: Must live in USA even if the candidate is based or residing in the same country as the firm. \n- Languages Required: Must speak Spanish even if the candidate knows more languages\nSoft Criteria:\n- Skills Required: SQL\n- Total Work Experience Required: More than 6 years in total\n\n<Candidate Data>:\n Candidate: Isabel Todd\n\nHard Criteria: \n\n- Location: Spain\n- Languages Known: Spanish\n\nSoft Criteria: \n\n- Skills: C++, Java, Software Architecture, API Development, Agile, Git, SQL\n- Work Experience: 6.5 years. \n\n\nResponse: In this case the response will be \"No Fit\" , because even if one of the Hard Criteria required for the Job is met since the candidate speaks \"Spanish\" which match the Hard Criteria for the Job, the second Hard Criteria for the Job is not met since the candidate's location is \"Spain\" which does not match the second Hard Criteria of Location for the Job.\n\n##Example

3:\n<Job Criteria Data>:\nHard Criteria:\n- Location Required: Must live in Korea even if the candidate is based or residing in the same country as the firm. \n- Languages Required: Must speak Spanish even if the candidate knows more languages\nSoft Criteria:\n- Skills Required: Java\n- Total Work Experience Required: More than 6 years in total\n\n<Candidate Data>:\n Candidate: Emily Patel\n\nHard Criteria: \n\n- Location: Korea\n- Languages Known: Spanish\n\nSoft Criteria: \n\n- Skills: C++, Software Architecture, API Development, Agile, Git, SQL\n- Work Experience: 6.5 years. \n\n\nResponse: In this case the response will be \"No Fit\" , because even if both of the Hard Criteria required for the Job are met since the candidate's location is \"Spain\" and speaks \"Spanish\" which match all the Hard Criteria for the Job, one of the Soft Criteria for the Job is not met since \"Java\" is not a skill the candidate has, so not all the Soft Criteria for the Job are met.\n\n\\n}\\n\\nPlease evaluate the following <Job Criteria Data> against <Candidate Data>, take your time to ensure your evaluation is totally consistent and aligned with the <Decision Logic> provided, and then YOU MUST give me the answer in the following JSON format {}:\\n\\n{\\\"Response\\\": \\\"Reply here if candidate is a \\\"Good Fit\\\" or \\\"No Fit\\\". Do not reply using a complete sentence, and only give the answer in the following format \\\"Good Fit\\\" or \\\"No Fit\\\"\\\". \\n\\\"Reasoning\\\": \\\"Reply here with the justification for the Response you provided above based on the <Decision Logic>, using explicitly the name of the Hard Criteria items or Soft Critieria items instead of the words Hard Criteria and Soft Criteria\\\"}\\n\\n<Job Criteria Data>:\\n{Hard Criteria:\\n- Location Required: Must live in Canada, even if the candidate is based or residing in the same country as the firm. \\n- Languages Required: French should be one of the languages the candidate knows\\nSoft Criteria:\\n- Skills Required: Java\\n- Total Work Experience Required: More than 4 years in total\\n}\\n\\n<Candidate Data>:\\n{Candidate: Michael Thomphson\n\nExtracted candidate evaluation criteria:\nHard Criteria:\n- Location: USA\n- Languages Known: Spanish, French\n\nSoft Criteria:\n- Skills: SQL, data modelling\n- Work Experience: 7 years\n\n\nResponse: \\n}\\n