Problem Statement

LinkedIn has proven to be a great tool for hiring for small and mid-sized companies. The biggest pain point we have found while using LinkedIn is after making a job post and shortlisting candidates - there is a lot of time that gets wasted in coordinating available time slots, back and forth with regards to contact details (mobile , skype handle, etc.) and using different communication channels like LinkedIn, mobile and email.

Solution Overview

The complete end-to-end workflow from application to short-listing and the initial screening interview should ideally be conducted on LinkedIn itself. The UI/UX should allow shortlisting candidates that applied, coordinate the scheduling of the interview and also do the initial screening interview on LinkedIn itself.

Assumption:
1) LinkedIn uses independent application "Hire Me" for posting job to the front-end.
2) Process of Hiring:
   Application-> 1st Level of Shortlisting -> 2nd Level of Shortlisting -> Interview scheduling for F2F final

1st Level of Shortlisting
This will be done **by an intelligent algorithm**. This algorithm with screen the resume and match with the job posting . The parameters of matching will be :
1) % of keywords text matching
2) % of skill matching
3) Experience matching

According to the above criteria every application will have matching percentage . Assuming if 60% or more matching occurs, then application will be shortlisted.

2nd Level of Shortlisting
All the selected candidate will be sent mail with 3-4 time slot for taking an online test as per the major skill requirement of job. And candidates will be provided **by the Online test link** (third party or in-build online test can be used)
Based on the candidate ranking (Top10) will directly called for F2F interview.

Interview Scheduling
After selecting the Top 10 candidate, Candidate and Interviewer will be given an email with Day and time slot for interview based on Interviewer calendar availability which our system will check and confirm from both .
Thereafter on confirmation from candidate, f2f interview will be scheduled.

Approach:

A new feature to improve the initial hiring process. This feature is called "Hiring best in the crowd".
In order to achieve this, we need to improve and add intelligent feature in "Hire Me" Platform that will provide :
1)   Shortlisted Candidate .
2)   Automated Interview Scheduling.
3)   Review Comments by Interviewer

Feature need to Implemented:

1)   Smart Algo for 1st level is shortlisting
2)   Notify Candidate and send them link to online test
3)   Generate Score for above candidate and as per acceptance criteria, shortlisted candidate
4)   Automated/Manual scheduling for F2F interview.

Wire Frames:

Job Posting | **Shotlisted Candidate** | **Schedule Interview**

Candidate Name ▲	Matching% ⇕	Rank	Email	Score	Add to Scheduling
Giacomo Guilizzoni	90	1	✉	80 🔄	👤+
Marco Botton	86	2	✉	88 🔄	👤+
Mariah Maclachlan	80	3	✉	120	👤+
Valerie Liberty	76	4	✉	190	👤+ Added to scheduling
Khushbu	60	20	✉	130	👤+ Added to scheduling

Refresh

Legend

✉ Email sent

✉ Click to send email

A Web Page

Job Posting | Shotlisted Candidate | Schedule Interview

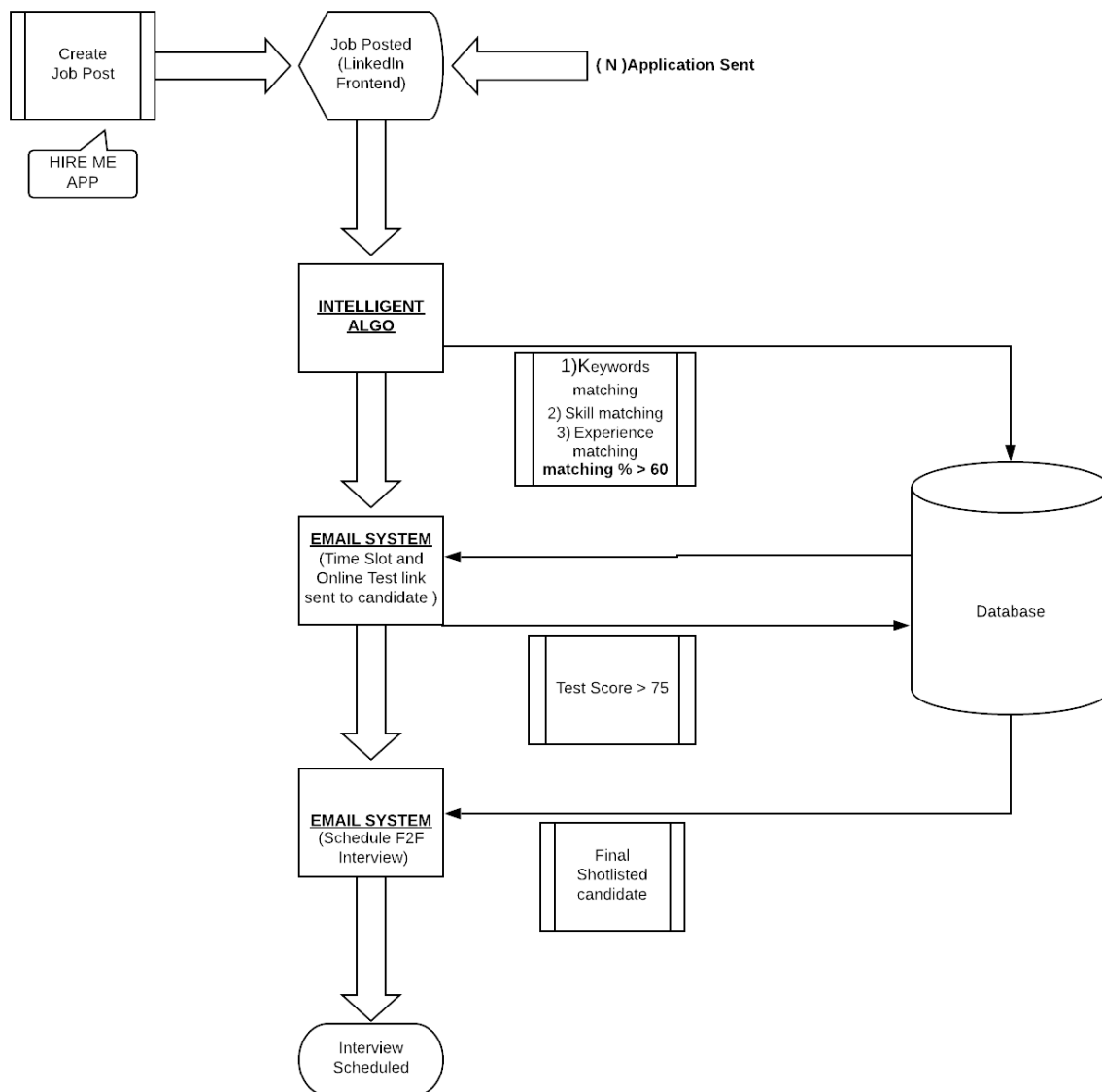| Candidate Name ▲	Date and Time Slot ⬍	Interviewer	Interviewer Schedule	Schedule Interview	Status
Valerie Liberty	20July19 (1-3pm)	Manish	Office calendar	✉	InProg
Khushbu	21 July 19 (1-3pm)	Sarika	Office calendar	✉	InProg

Work Flow Diagram:

EPICS:

1. Implement Intelligent Algorithm to filter relevant applications.
2. Mailing System which send Online Test Link to candidates.
3. Mailing System to schedule Face to Face Interview.
4. Improvement HIRE ME