Recruit.Inc

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Project Description

The job search process isn't very appealing, for both employers and employees alike. Employers have to sift through tons of not always accurate resumes and go through a long process in order to discriminate between good and bad fits for them. Employees on the other hand have to post their resumes on multiple platforms and respond to jobs with unclear descriptions.

We want to create a tool that makes the lives of both employers and potential employees in the IT sector easier by focusing on demonstrable skills and job requirements. For employers, we could validate candidates' skills by scraping information from social media and sites like github or stackoverflow alike. For employees, we could make job descriptions clearer by imposing requirements on the descriptions posted by employers and by providing real life code examples of projects they might work on.

Outside of aspects related to validation and information, the platform could also smoothen the recruitment process for both parties. Just like a letter can be tracked on the post's website, we could track an application progress in the recruitment process. We could also include features to help move this process along. For instance, we could dedicate a page to host employers' notes related to job interviews. For employees, we could also perhaps offer a way to post their resume to many different portals without having to re-enter their information multiple times.

The features mentioned in the project description and below are there to indicate the direction we want to move towards more then act as a binding set of criterias to meet. From the moment we contacted IBM, it was clear that our team and their representatives would have to sit down and work together to refine this general idea in a more precise set of features and requirements.

Features	Description
1	Dynamic verification of the applicant's resume by cross comparing it with github contributions
2	Real life code examples of projects a new employee may work on.
3	Recruitment process tracking
4	Host job interview notes
5	Post to multiple job portals with the same set of informations

Competition

Search terms:
-intelligence artificielle startup CV, reminder, redefining talent acquisition, resume replacement, resume dead
-app verifies resume, blockchain, appii, applicant tracking system, optimize hiring process, resume validation, resume verification
-Job recruitment websites, ai job recruitment, how does harver work
Number of pages examined: should be at least 25 links

- https://startup.info/fr/riminder/
- http://mauriweb.info/node/4829
- https://riminder.net/
- https://github.com/riminder/
- https://www.crunchbase.com/organization/riminder
- https://www.youtube.com/watch?v=ZGebItzQhRc
- https://www.youtube.com/watch?v=jf5y1bAgjw4
- https://appii.io
- https://www.crunchbase.com/organization/appii
- https://www.youtube.com/watch?v=NhV1cVAn7Jk
- Top 10 Job recruitment sites according to roberthalf.ca
- https://harver.com/blog/uses-ai-in-recruitment/
- https://harver.com/
- Forbes article involving harver
- https://harver.com/software/
- https://www.crunchbase.com/organization/harver#section-overview
- https://en.wikipedia.org/wiki/Applicant_tracking_system
- https://en.wikipedia.org/wiki/Blockchain
- https://www.cornerstoneondemand.com/

- https://www.jobscan.co/blog/8-things-you-need-to-know-about-applicant-tracking-systems/
- https://www.hrdive.com/news/the-resume-is-dead-experts-say-but-what-will-replace-it/520193/
- https://www.jobscan.co/applicant-tracking-systems
- http://rezscore.com/
- https://stackoverflow.com/jobs
- https://www.thebalancecareers.com/employment-history-verification-2059609
- https://exelare.com/recruiting-software-features/candidate-sourcing/

Competitors

Riminder

Riminder is an application that uses deep learning to help recruiters find the best candidates for a given position. It analyzes the industry's required skills while also learning from the recruiter's past decisions to match relevant candidates to open positions.

Riminder extracts data from a resume without questioning its validity. Our goal is to move away from the traditional paper resume and make an application that can assess an individual's talents based on real work they've done.

APPII

APPII is an online verification, career management and recruitment platform. It uses blockchain technology to verify a candidate's career details. Once verified, it creates a profile that automatically updates as the candidate gains new skills/education/experience. It also uses the profile to match the candidate with potential future employers.

With our product, we would like to focus on software developers (initially). Meaning we intend to use information specific to the discipline (example: github repositories, questions answered on stackoverflow…) in order to validate an individual's career details.

Harver

Harver is a pre-employment assessment platform. They create customized screening tests with a contracted company, and administer the test to applicants. They use automation to handle laborious parts of the recruiting process, and AI to match recruiters to ideal candidates.

Harver places a lot of focus on results from their screening tests and user provided accounts of work experience. Since the experience is not validated, the recruiter has to take the applicant at their word for their experience. One of our goals is to make an application that can verify some of the claims made by the applicant. With a more

limited scope in mind we can, for example, add github integration to verify that they have indeed worked with languages they claim to be familiar with.
Description of Customer and Company

Customer and company description

Our client is IBM, IBM stands for International Business Machines Corporation. The business headquartered is located in New York. IBM is a multinational technology company. The business is 107 years old and has adapted its business model multiple times to survive.

Our customer is the consulting department of IBM's Montreal office. The customer has a large expertise in software development and cloud development. The customer is focused on the business-to-business market.

The customer wants to automate/reduce the overall effort to recruit. In the meantime, the customer also wants to obtain better results in its recruiting process. These are the main goals to design our product.

Our point of contact at IBM is a graduate from Concordia University. We have met and discuss the preliminaries previously. Chris Yazbek has been very helpful so far and we are looking forward to be working with him for our capstone project if this idea would be approved.