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**SHORTLISTING JOB APPLICANTS WITH A MACHINE LEARNING MODEL.**

**BACKGROUND**

In current times there has been a rise in job applications in different sectors. Research has shown that job applications in sectors such as business, technology and medicine will rise from 10% to 20% of the population by the year 2026. Most job recruitments involve the HR department first reading through the applications sent and then short listing the candidates they see viable for the job so that these candidates can be interviewed. This project aims to reduce the task of reviewing hundreds of applications by training a model that will be part of the short listing process. The model will be involved in reading through resumes and other documents sent in and rank the applicants by looking at aspects of their resumes such as their skills, work experience and projects they have previously been part of and matching these with the company’s requirements.

**PROBLEM STATEMENT.**

Organizations have seen increased job applications in job posts, making it tedious for the recruiting department to go through every application and short list the most skilled applicants thus bringing a need for a way to shortlist candidates from a pool of many applicants.

**PURPOSE OF THE PROJECT.**

This project aims to ease the burden present in hiring of employees and save the management time and resources used to ensure they pick the best fit for a job application as the system will do the heavy lifting in picking the most efficient candidate according to the requirements of the company.

**OBJECTIVES.**

* **MAIN OBJECTIVE**

To shortlist candidates for a specific job

* **SPECIFIC OBJECTIVES**

1. To read resumes sent by applicants
2. To identify skills that an applicant has.
3. To match the skills of an applicant with the companies requirements.
4. To rank applicants and give a list of applicants to be interviewed.

**SIGNIFICANCE OF THE PROJECT.**

This project will impact the process of hiring employees in companies. It will provide a solution to the tedious work of reading through applications and filtering them to pick the best candidates fit for a job.

**RESEARCH METHODOLGY.**

This project will majorly rely on a fictional dataset strategion resume skills, based on the Princeton AI and Ethics case study. This data will be used to train the model on different skills to read into.

Python is the language that will be used to train the model in this project.

A web interface on which the system will run will be built, with the web languages, javascript, html and Javascript.

This project will use the waterfall development model.