Take-home Assignment
AI/ML Engineer

As part of our hiring process, we would like you to complete a take-home assignment that will assess your skills and experience in line with the requirements of the role. Please carefully read the instructions and complete the tasks to the best of your ability.

Background: In today's competitive job market, attracting top talent requires a strategic approach. Generic job postings often miss the mark and fail to engage qualified candidates. Personalized outreach, highlighting a candidate's specific fit for the role and company culture, can significantly increase application rates.

Input: The model will receive two main inputs:
- *Job Description*: This will be a text document outlining the company information, responsibilities, required skills, and desired experience.
- *Candidate Profile*: This will be a text document about the candidate such as experience, skills, location, education...

Output: The model will generate a personalized email message to the candidate. This message should:
- Address the candidate by name.
- **Company pitch** 2-3 lines (based on information from job description and public data of a company on the internet).
- **Opportunity narrative** 2-3 lines, briefly explain why this specific opportunity would be a good fit for the candidate's interests and career goals (based on information from the profile and job description).
- **Personalized candidate pitch**: highlight the candidate's tenure, skills and experience that are relevant to the job description.
- **Call to action:** Include a clear call to action, encouraging the candidate to apply for the position or schedule an interview.

Expectations (important):
- Use at least three open-source models for the assignment.
- Leverage prompting or other techniques to get the best result from the dataset.
- Describe a methodology for evaluating the accuracy and performance of each of the different models you explored.
- Based on the evaluation results, recommend the most suitable model for our specific needs. Explain your reasoning and highlight any potential areas for further improvement.

Dataset:

- **Job Description:** [Senior Software Engineer](#) . You might need to extract and merge the information from the job description.
- **Candidate Dataset**: Five resumes to test with the job description. You will need to extract the text and information from these resumes.Link - [Candidate Resumes](#)

Additional Guidelines:
- Can use Colab or Jupyter notebook for the assignment.
- Ensure that your solution is well-structured, modular, and follows best practices for maintainability and scalability.
- If you encounter any challenges or limitations during the assignment, document them along with your proposed solutions or workarounds.

Submission: Please submit the following item:
- The code and documentation in Colab or Jupyter notebook.

We value clean, well-documented, and efficient code, as well as thoughtful considerations. Take no more than 24 hours to complete the assignment.