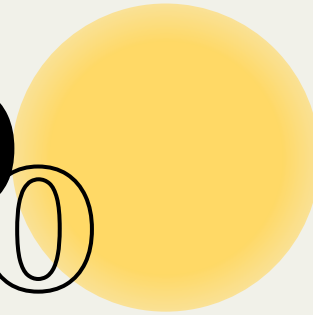


**SmartHirePRO**  
SmartHirePRO



**SMART HIRE  
PRO**

By Team Kodak CS691(CRN21669) February 2024

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**02** Project Description

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burndown chart

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# This is our team Kodak.



**Seungah choi**

Full stack Developer



**Yadu Vamsi U.**

Full Stack Developer



**Sreeja Karukonda**

QA Analyst and DBA



**Aashlehsa Shirole**

Front-End Developer

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# This is our team Kodak.



**Hrushikesh Joshi**

Backend and Data  
Engineer



**Sujay Sail**

DevOps Engineer



**Ashish Sudam**

Data Engineer



**Yash Jani**

Front-End Developer  
(React)  
Site Reliability Engineer.

# 01 Problem statement

- **Resume Parsing and Summarization:**
  - An AI agent will process user resumes, extracting key skills and experiences. This summarized information will form the basis for job searches.
- **Reed.co.uk Job Search via API:**
  - Utilizing the reed.co.uk Jobseeker API, the system will search for relevant job postings that match the user's profile.
- **Future Enhancements: We envision expanding the platform by:**
  - Compatibility Scoring: Implementing a keyword-based similarity check to rank retrieved relevant jobs.
  - Mobile App Development: Extending the platform to mobile devices for wider accessibility and user convenience.

# 02

# Project Description

- **What:**
  - Our project aims to create a job recommendation system that provides the user with a targeted list of jobs based on the skills and experience in the resume of the user
  - We quantify the compatibility of the job and user by a scoring system based on the skills required for the job and the skills of the user.
- **How:**
  - We plan to use a text extractor that gathers all skills present in the resume of a user.
  - We'll use the extracted skills from the resume to search for targeted and relevant jobs for the user.
  - We'll generate score that weighs the skill required for the job and the skills possessed by the user to indicate the relevance of the job
- **Why:**
  - The project highlights the importance of which jobs the user should consider to apply rather than what they desire to apply for.
  - The project proposes a more realistic approach to apply or search for jobs in hope to reduce unsuccessful job applications.
  - Users can monitor their skill gaps to enhance their future job search strategies.



# Personas

# Maria, the Ambitious Software Engineer

- **Demographics:**
  - Age: 28
  - Location: London, UK
  - Education: Master's Degree in Computer Science
  - Experience: 3 years as a Software Developer
- **Skills and Qualifications:**
  - Proficient in Python, Java, and JavaScript
  - Experience with web development and machine learning
  - Strong analytical and problem-solving skills
  - Excellent communication and teamwork abilities
- **Goals and Needs:**
  - Looking for a challenging and rewarding software engineering role that utilizes her skills and experience.
  - Wants to find a job that aligns with her interests and career aspirations.
  - Struggles to stay up-to-date on the latest job openings and find relevant opportunities that match her profile.

**"I'm tired of spending hours searching for jobs that aren't right for me. This platform seems like a great way to find relevant opportunities that match my skills and career goals."**





# Audrey, Film editor

- **Demographics:**
  - Age: 24
  - Location: Amsterdam, Netherlands
  - Education: Bachelor of Arts in Film and Screen studies
  - Experience: none
- **Skills and Qualifications:**
  - Proficient in adobe suites, and some Avid video editing
  - Experience with filming with 16mm camera
  - Strong communication and problem-solving skills
  - Great teamwork abilities
- **Goals and Needs:**
  - Searching for a full time opportunity that uses her degree
  - To have a personal assistant-like tool that will suggests as many jobs as there are in the market for her to aggressively apply right after college



# Daiman, Technical Support Assistant

- **Demographics:**
  - Age: 27
  - Location: Birmingham, UK
  - Education: Bachelor's Degree in Information Technology
  - Experience: 2 yrs
- **Skills and Qualifications:**
  - Experience in Technical Support
  - Certified AWS CPP
  - 100 hrs plus Data Science courses completed on Datacamp
  - Competed in multiple hackathons based on machine learning on HackerEarth
- **Goals and Needs:**
  - Determine to change career paths from technical support to a career in Data science
  - After countless unfruitful applications, looking job recommendations that encapsulates all his recently acquired skills



# Minimal viable product

- **Core Functionality:**
  - Resume Parsing:
    - Basic skill and experience extraction using pre-trained models or simple keyword matching.
    - No complex semantic analysis or advanced natural language processing (NLP) at this stage
- **Job Search:**
  - Connect to the reed.co.uk Jobseeker API using basic search capabilities based on extracted keywords from the resume.
  - Initially, return a simple list of matching jobs without ranking or compatibility scoring.
- **User Interface:**
  - Simple web interface:
    - Allow users to upload their resume and receive a list of relevant job postings from reed.co.uk.
    - No fancy features or complex navigation at this stage.
- **Metrics and Feedback:**
  - Track basic usage metrics like number of users, resumes uploaded, and job searches conducted.
  - Gather user feedback through surveys or interviews to understand their experience and pain points.
- **Key Learnings:**
  - Validate the core concept of using AI to recommend jobs based on resumes.
  - Identify the most valuable features and functionalities to prioritize in future development.
  - Gain insights into user behavior and preferences to refine the product roadmap.

# Market Analysis

The Online Recruitment Sites industry has boomed since the 2000s as job searches have moved online and the internet has become an indispensable part of daily life. The internet has become the primary medium for communicating and accessing information, the main driving force behind this industry's rise. Job seekers and employers have increasingly turned to online recruitment sites to look for new openings and find new talent pools. Revenue generated from online recruitment sites is expected to grow at a CAGR of 8.3% to \$15.7 billion over the five years to 2023. While growth has been fueled by an extremely tight labor market following pandemic disruptions, revenue is forecast to contract 4.6% in 2023.\*

Revenue

**\$15.7bn**

'18-'23 **↑ 8.3 %**

Employees

**39,927**

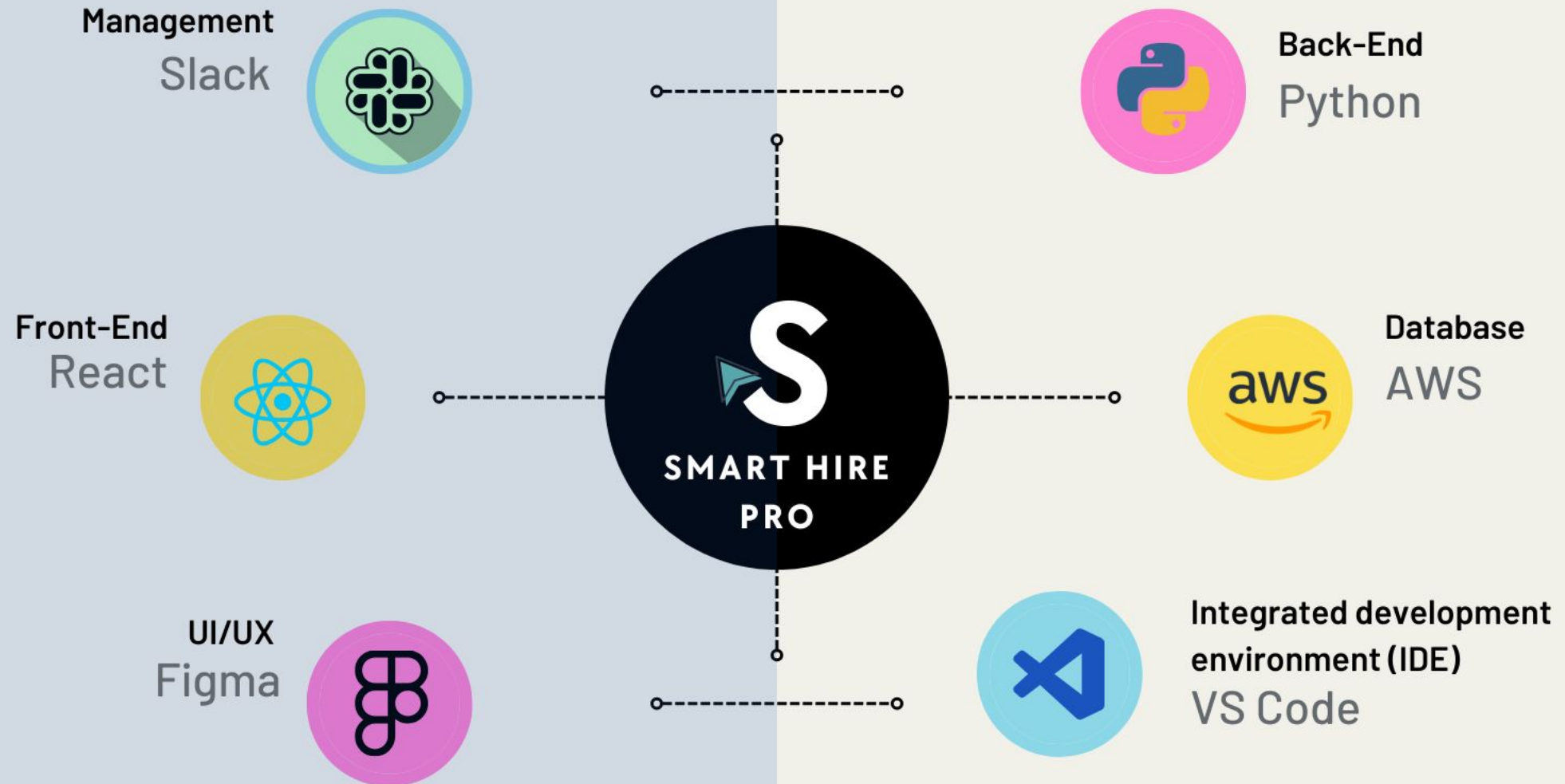
'18-'23 **↑ 5.0 %**

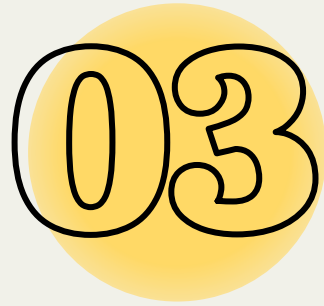
Businesses

**1,884**

'18-'23 **↑ 5.8 %**

## 02 Languages and Tools





## Retrospectives

### What went well?

- Switching from whatsapp to slack where it has multiple channels for different teams
- Clarity on the project
- Every team member is voluntarily contributing to the same goal

### What could be improved?

- Improvements on feedback tailoring to specific team members
  - Better compartmentalization of the work to avoid overlap and increase the work productivity

### What are our commitmentment

- Beginning of every month's weekly meeting we will evaluate our personal progress
-



# Retrospectives (cont.)

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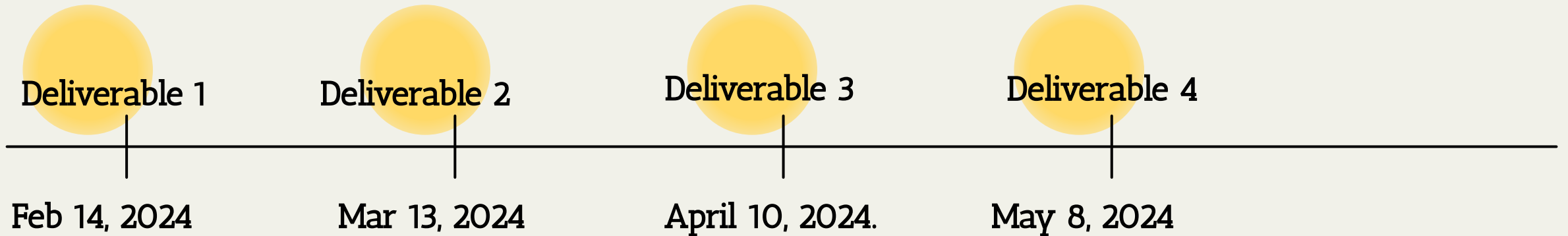
## What are our commitments

- Maintain the positive communication we already have and always refer back to the team agreement otherwise
- After every sprint the team will identify areas for improvements and revisit or revise the project if necessary



04

# Project Timeline





# Sprint 1 Burndown Charts and Completed Tasks

Sprint 1 (Jan <u>25</u> - Feb 14)			
Task	Status	Priority	Estimation (Days)
Discussion of project ideas	Done	High	5
Get approval	Done	High	1
Set up GitHub and wiki pages	Done	High	1
Team roles and divide work	Done	Medium	2
Deliverable 1	Done	High	7
		Total	16

# Teamwork agreement

Team Kodak

SmartHirePro

CS691 (21669) SPRING 2024

## Team Agreement

### Communication

- Team will communicate with each other through slack and WhatsApp.
- There are going to be weekly overall team meetings, where all the 8 members are required to join, on every Saturday at 4PM. Fail to join will affect on the team negatively and their participation in the team.
- Technical team meetings, where front-end and back-end developers have their weekly meetings, on every Tuesday at 9PM. Fail to join will affect on the team negatively and their participation in the team.
- AWS DB team meetings, where all the DB team members have their weekly meetings, on every Tuesday at 10AM. Fail to join will affect on the team negatively and their participation in the team.

1

- Team members are expected to update the team beforehand if they are going to be absent for the meetings and ask to be kept up with what happened in the meetings until the next one.
- Each team member should complete the work before the deadline. In case one was not able to do so, inform rest of the team members so that rest of them can divide the work accordingly.

### Work division and Participation

- Google workspace, GitHub and slack will be used to track and divide all our work.
- Every Team member must update the team in once in 2 days through slack of their progress, so the team is in the same page.
- The entire project work should be divided into equal parts, and equal responsibilities should be given to all the team members.
- Each team member should complete their part of the work before the deadline. If one is failed to do so, immediately report to the rest of the team members, and ask for assistant.
- In case member is absent during meetings, member must support whichever decision was approved during the meeting.

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### Signatures

Team member	Email
Seungah Choi	sc02316n@pace.edu
Yadu Vamsikrishna	vu49059n@pace.edu
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Ashish sudam	as43084n@pace.edu
Aashlesha Shirole	as90561n@pace.edu
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Sujay Sail	ss36001n@pace.edu

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# **Thank you!**

Do you have any questions?