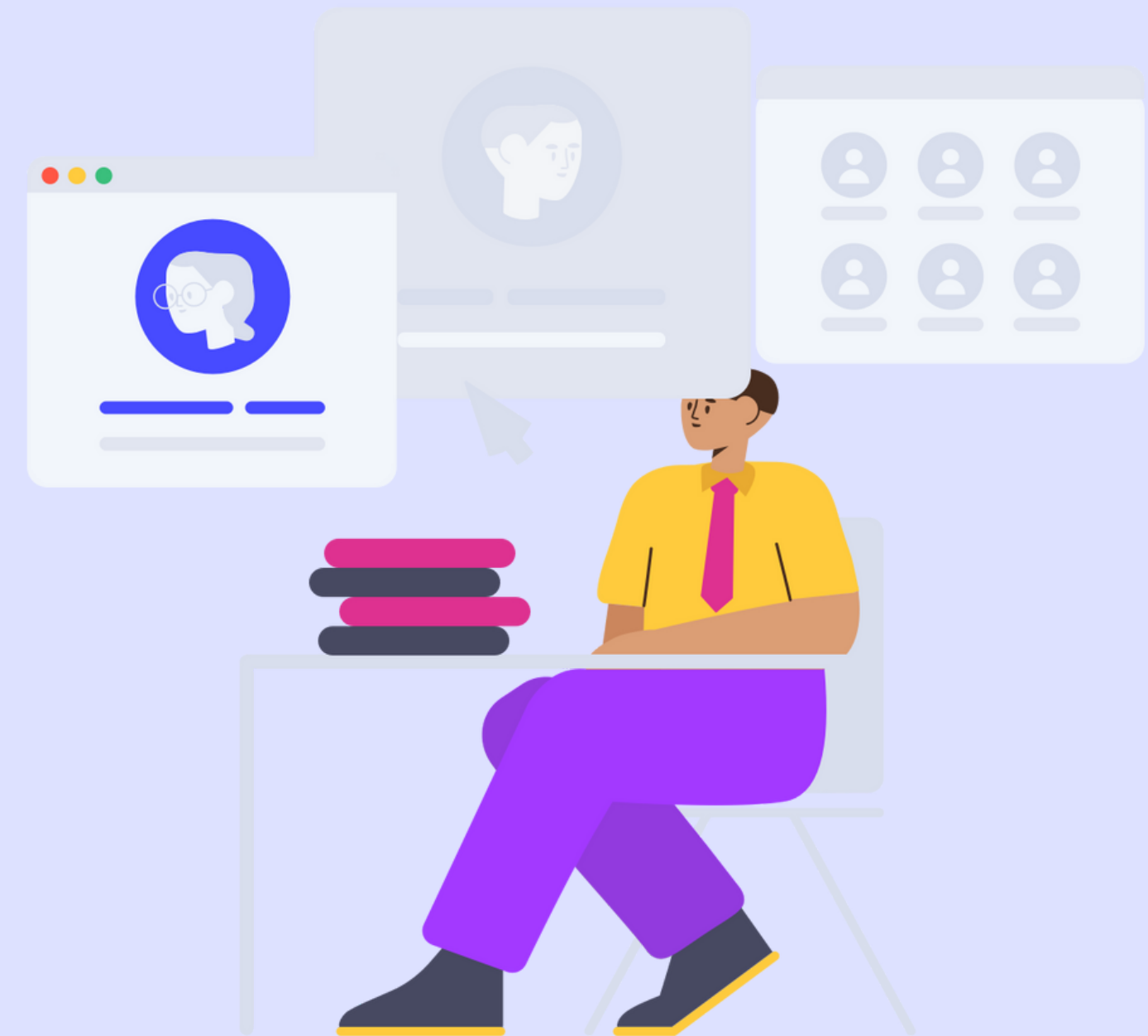Jessie Auguste | Farah Dianputri | Michaela Gasteratou | Jackie Woodburn

BeamCV

Connecting refugees to opportunities through anonymised data
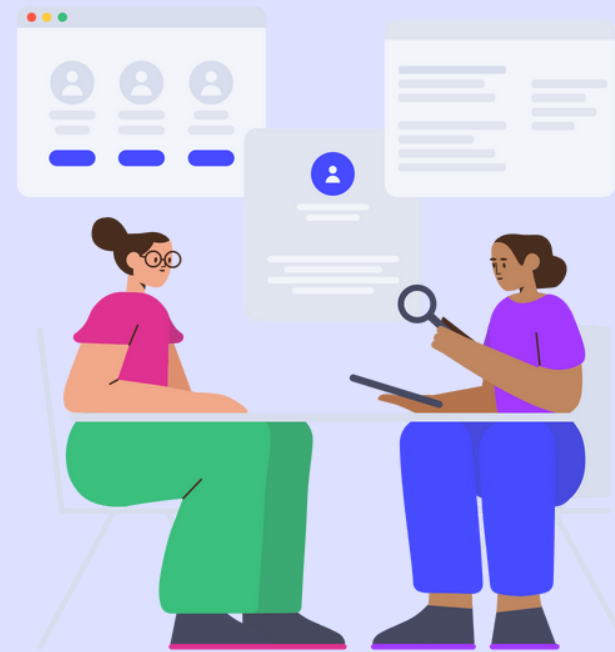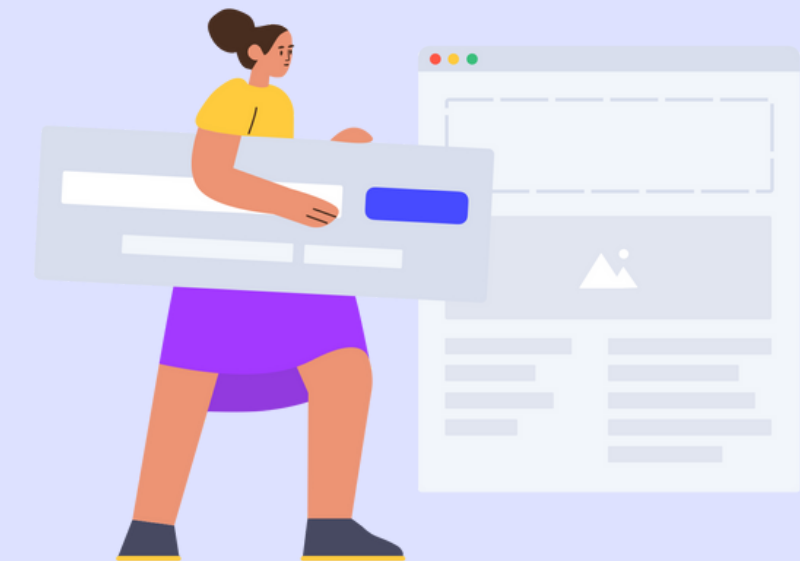
Start with Why...

We think there's room to eliminate bias from the job application process, and are committed to help change the process.

As a refugee, I need to be able to *create an application* on **any device**

As a refugee, I *don't want* to be subject to **subconscious bias**

As a refugee, I want my CV to be optimised **to any country I find myself in**

Problems to Address

Subconscious bias	Refugees' employability may be impacted by biases, centring around their name or gaps in their career.
Limited access to technology	Those fleeing war may not have access to laptops or reliable internet.
Lack of references	Refugees may not have or want to disclose reference contact details or documentation.

Solutions

- WAYS TO GIVE BACK -

Subconscious bias	Anonymise CV and present work experience without timeline.
Limited access to technology	App should be mobile-first and built to function with limited connectivity in mind: • cache locally and bulk upload to server • minimise use of hi-res images and ensure alts are available
Accessibility	• Plain language to communicate effectively • Single field for name to accommodate for different naming conventions
Lack of references	Prompt connection with other users with employers in common.

Wireframes

BeamCV

Connecting refugees to opportunities through anonymized data

Find out more

Register

Name

Athena 🔒

Industry

Technology ⌄

Start your CV

ⓘ Click above to start the flow ✕

✓ You've just added yoru first job! **We only show the number of years you've work to hide CV gaps** ✕

Work Experience

Software Engineer   2 years
Beamery

Add New Work Experience

Next

ⓘ Click '**Add New Work Experience**' to try adding another job or '**Next**' to continue the tutorial ✕

‹

✓ You've just added yoru first skill! Click '**Next**' to write a short statement about yourself. ✕

Skills

Python ✕

Skill

[   ]

Add New Skill

Next

‹

About Me

Language

English

Tell us about your experiences outside of work (Limit: 2000 characters)

Lorem ipsum dolor sit amet,

Next

‹

Security

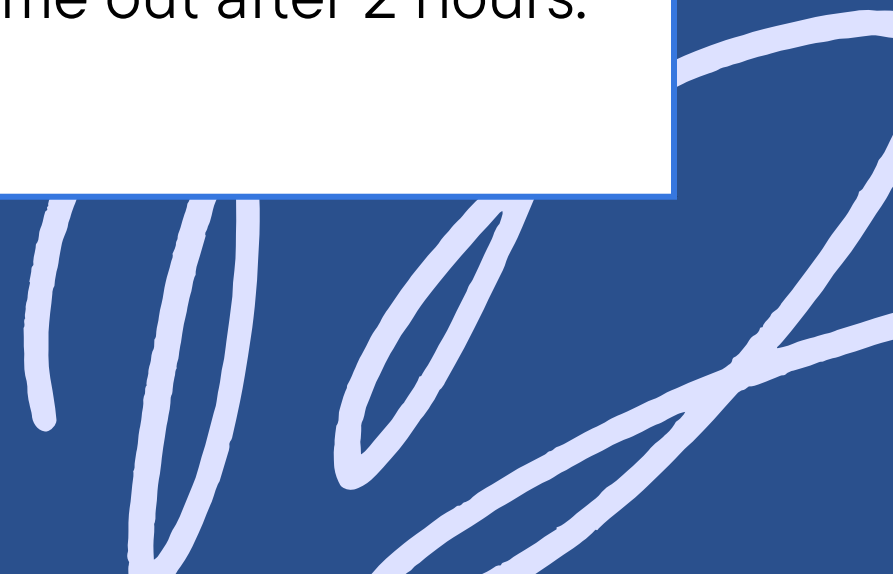| Authentication	Refugees' are sharing very sensitive data, secure methods of authentication are key. We require authentication through SSO.
Brute force protection	Users are locked out after 5 incorrect login attempts, to prevent compromisation of accounts
Session management	Refugees may be using shared or public devices. Sessions time out after 2 hours.

Next steps...

Hi there! We saw your experience as a software engineer and think you'd be a good fit for the team!

When would be a good day for to arrange an interview

Thank you for reaching out! I will be free for an interview next Tuesday!

Hi Athena!
You worked in the same company as XXX. Would you like to write a reference for them?

Yes   No
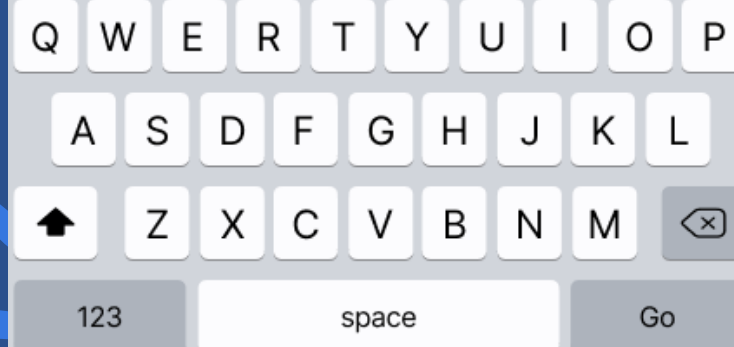
Native messaging

Enable employer to reach out to applicant natively within the app.

ATS bypass

Prevent CVs being rejected by Applicant Tracking System due to lack of key words.

CV localisation

Research CV "norms" in different countries, and output different PDFs accordingly.

Provide context

Add context to CVs automatically, e.g. tech stack of previous employer.

Thank you for your time! Reach out to us for questions.

LinkedIn:

https://www.linkedin.com/in/jackie-woodburn-3a8b94129/

https://www.linkedin.com/in/jessie-auguste-80a883178/

https://www.linkedin.com/in/michaela-gasteratou-3256a2185/

https://www.linkedin.com/in/farah-dianputri/