📊 AI Recruitment Analytics Dashboard

Analyze candidate evaluation data and visualize skill trends, match scores, and AI summaries.

📋 Upload your shortlisted_candidates.csv file

☁️	Drag and drop file here Limit 200MB per file • CSV	Browse files

📄 shortlisted_candidates.csv 5.4KB   ✕

📋 Uploaded Data Preview

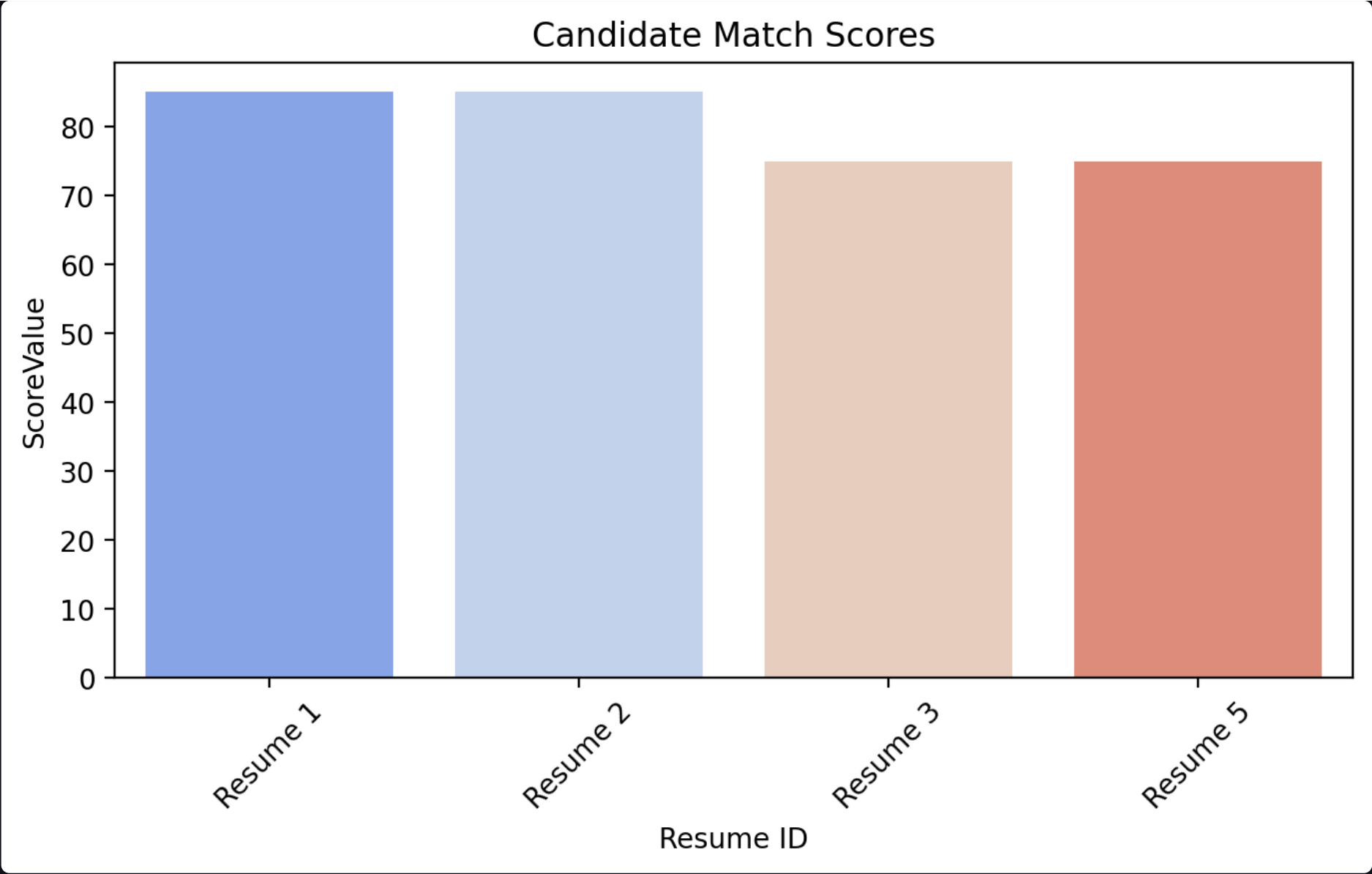|	Resume ID	Score	Score Display	AI Analysis
0	Resume 1	85	85/100	**Overall Match Score:** 85/100 **Strengths:** - **Specialization in Relevant Technologies:** The candidate has a
1	Resume 2	85	85/100	### Overall Match Score: 85 ### Strengths: - **MLOps Expertise**: The resume highlights significant experience in
2	Resume 3	75	75/100	**Overall Match Score: 75/100** **Strengths:** 1. Strong background in AI model research, demonstrating a capa
3	Resume 5	75	75/100	**Overall Match Score: 75** **Strengths:** - Proven expertise in integrating AI models with full-stack applications

📈 Average Score

80.0/100

🏆 Highest Score

85/100
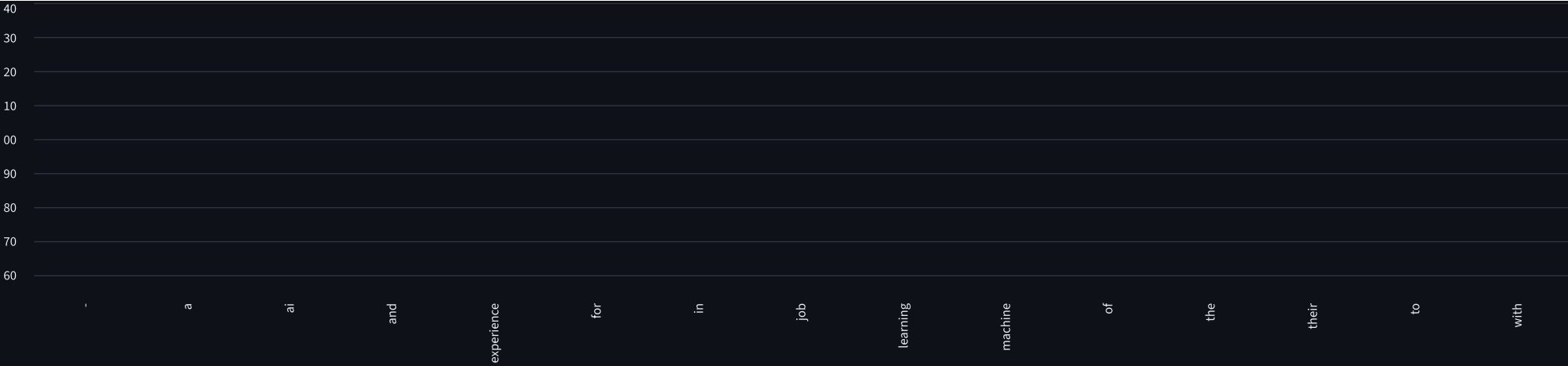
⚠️ Lowest Score

75/100

🎯 Score Distribution

Candidate Match Scores

🧩 Common Strength Keywords (AI Insights)

```
40
30
20
10
00
90
80
70
60
```

'   a   ai   and   experience   for   in   job   learning   machine   of   the   their   to   with

🔘 Generate AI Hiring Summary

📄 **AI Hiring Summary Report**

Overall Hiring Readiness Score:

80/100

5 Key Strengths Across the Group:

1. **Strong Technical Skills**: All candidates demonstrate substantial technical expertise in relevant areas such as deep learning, NLP, MLOps, and Python, which are essential for machine learning roles.
2. **Experience with Scalable Solutions**: Multiple candidates highlight expertise in developing scalable AI solutions and integrating AI with full-stack applications, indicating the ability to implement models in practical settings.
3. **Proficiency with Key Technologies**: Candidates show familiarity with popular frameworks and cloud platforms (e.g., TensorFlow, PyTorch, AWS, Azure), which enhances their employability for roles focused on modern technology stacks.
4. **Innovation and Research Background**: Candidates with a strong foundation in AI research and innovative applications demonstrate the capacity for problem-solving and forward-thinking, crucial in a rapidly evolving field like AI/ML.
5. **Experience in User-Centric Applications**: Some candidates have experience with building applications that provide actionable insights through AI, indicating an understanding of user needs and product alignment.

3 Major Skill Gaps Observed:

1. **Lack of Specific Deployment Experience**: Several candidates lack explicit experience in deploying intelligent machine learning systems at scale, which is critical for the role.
2. **Insufficient Focus on Automation**: None of the candidates adequately highlight their experience with automating machine learning workflows, a key responsibility that is essential for the role's success.

3. **Need for Detailed Project Examples**: Candidates generally do not provide specific examples of past achievements or projects demonstrating their direct impact, which would strengthen their applications significantly.

Final Recruiter Recommendation:

While the shortlisted candidates possess strong technical skills and relevant experiences, there are notable gaps that need addressing before moving forward in the hiring process. The consistency in high scores suggests a strong overall pool, but candidates must demonstrate specific deployment experiences, automation skills, and project details to significantly enhance their fit for the role. I recommend scheduling follow-up interviews with candidates 0 and 1, as their expertise aligns closely with the job requirements. Additionally, we should encourage candidates to prepare examples that better showcase their practical impact in previous roles. This will help us make a more informed hiring decision and ensure the selected candidate is fully equipped to meet the demands of the position.

✅ AI Hiring Summary saved as ai_hiring_summary.txt