

LinkedMetrics Analyzer

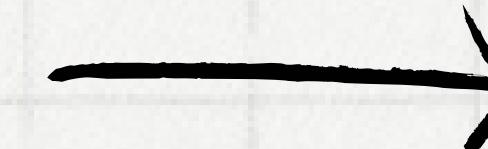
Transforming Job Hunting and
Recruitment Process with AI

By Leonardo Pagliacci



The Two Sides of the Dilemma

LinkedMetrics answers these questions by optimizing the match between **LinkedIn profiles** and **job descriptions**



01.

How can job seekers align their profiles with their dream roles?

02.

How can recruiters identify the perfect candidate in a sea of prospects?



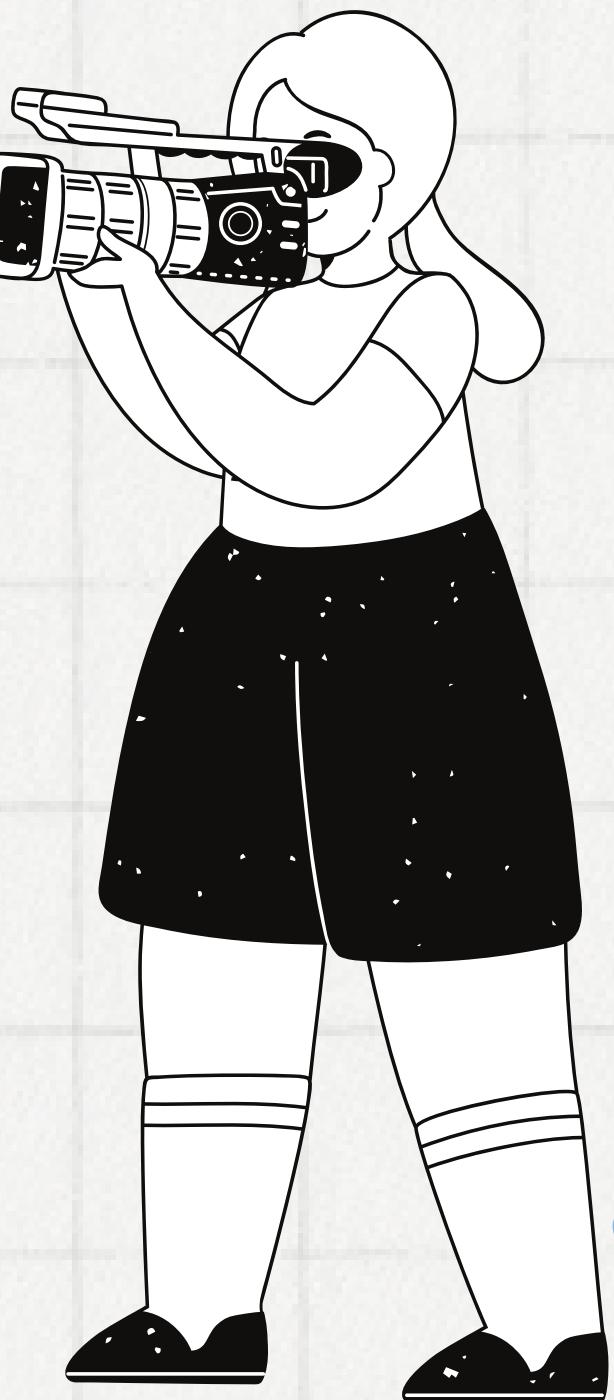
Main Features

For Job Seekers

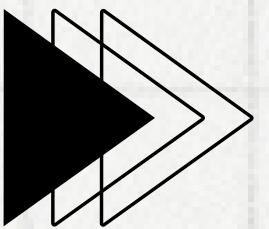
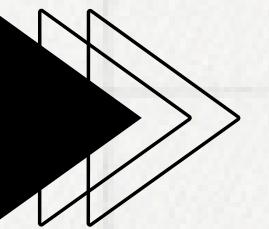
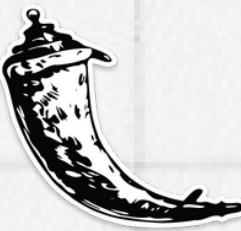
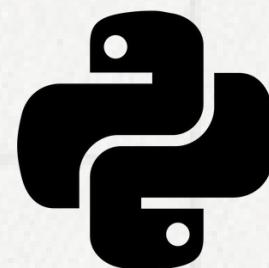
1. Profile Analysis
2. Strengths Identification
3. Job Matching
4. Personalized Recommendations

For Recruiters

1. Hiring Process Simplification
2. Efficient Candidate Filtering
3. Insight-Driven Recruitment
4. Compatibility Scoring



Core Architecture and Concepts



Flask
powered
back-end
with **Python**

Extracts data via
LinkedIn API

Processes it
through **OpenAI's**
sophisticated
language models.





Prompt Engineering:

The art of chatting with AI

Prompt engineering it's the art of **crafting the perfect questions** to make AI more than just a smart tool—it becomes a brainy buddy ready to help you in any kind of situations.

The Magic Phrase

Let's say you want to match a job description with a profile. Instead of saying 'Do the thing,' we ask, 'Dear AI, kindly **evaluate** how John's **coding skills** and 5 years of **experience** align with this dream **developer role**. And, oh, make it snappy!'"



LinkedMetrics' Core Prompt

```
prompt = f"""
Evaluate the compatibility between a detailed LinkedIn profile and a job description, aiming to derive a comprehensive compatibility score on a scale from 0 to 100.
Your analysis should factor in various criteria, each with its own weight, to provide both quantitative and qualitative insights into the match.
**Compatibility Criteria:**
1. Skill Depth and Specialization (25% weight): Assess the depth and specialization of skills, going beyond mere presence to evaluate expertise levels.
2. Experience Progression and Relevance (25% weight): Evaluate the relevance of career progression and past achievements to the job's requirements.
3. Educational Achievements and Specializations (15% weight): Analyze the level, relevance, and prestige of educational qualifications.
4. Cultural Alignment and Soft Skills (15% weight): Judge the cultural fit and assess soft skills such as leadership, communication, and teamwork.
5. Language Fluency and International Exposure (10% weight): Review language skills and any experience in international or diverse environments.
6. Growth Potential and Learning Agility (10% weight): Estimate the candidate's capacity for growth and quick learning in new areas.
"""

Your response should adhere to this schema, providing a clear, detailed, and insightful analysis based on the detailed LinkedIn profile and job description provided.

LinkedIn Profile Summary:
{json.dumps(profile_json, indent=4)}

Job Description Summary:
{json.dumps(jd_json, indent=4)}

Aim for a professional tone, ensuring the analysis is comprehensive and structured according to the schema.
"""

response = client.chat.completions.create(
    model="gpt-4-turbo-preview",
    response_format={ "type": "json_object" },
    messages=[
        {"role": "system", "content": "You are a helpful HR analytics assistant designed to output JSON."},
        {"role": "user", "content": prompt},
    ],
    temperature=0.3,
    max_tokens=1024,
    seed = 42
)

return json.loads(response.choices[0].message.content)
```

Linked Metrics Analyzer

Live
Demo

IRON
HACK

Areas for Improvement

- Reducing processing time from 30 seconds to instant results.
- Implementing features for simultaneous **multiple searches**.
- Developing a database engine for efficient **data storage** and retrieval.
- Enhancing compliance with LinkedIn's terms and **improving license agreement** interpretations.



Thank you
very much!

