



KAS Placement

ATS & Recruitment Management System

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Overview

The KAS Placement ATS and recruitment system is designed to streamline the hiring process, making it efficient and effective for both employers and job seekers. This comprehensive system compares applicants' CVs against specific criteria set by employers, ensuring a thorough and fair evaluation of each candidate. Our primary goal is to offer the best options to our clients while maintaining fairness and transparency for all applicants.

We undertook the project from scratch, opting not to use any pre-existing frameworks. This decision was driven by several factors. Firstly, it allows us to tailor the system precisely to our needs, ensuring that every feature and functionality is custom-built to meet the requirements of our users. Secondly, developing the system using core technologies such as PHP, SQL, JavaScript, HTML, and CSS gives us greater control over its performance and scalability. This approach also facilitates easier expansion and development in the future, allowing us to adapt quickly to changing market demands and incorporate new features as needed.

The system includes several main pages and functionalities. It features a detailed dashboard that provides an overview of key metrics, such as the number of applicants, shortlisted candidates, and selected individuals. The dashboard also includes various distribution charts for positions, age, and gender, offering valuable insights into the recruitment process. Additionally, the system allows for the selection of the best candidates based on a scoring mechanism that evaluates gender, age, and keyword relevance, as well as an NLP comparison between CVs and job descriptions.

Technologies

The KAS Placement ATS and recruitment system is meticulously crafted using a blend of cutting-edge technologies tailored to enhance the hiring process. Our approach to development is rooted in versatility and innovation, ensuring that the system remains agile and adaptable to evolving industry standards. At its core, the system harnesses the power of PHP, SQL, JavaScript, HTML, and CSS, forming a robust foundation for seamless functionality and user interaction.

One of the most remarkable aspects of our system lies in its utilization of Natural Language Processing (NLP) technology. This advanced technique enables the system to analyze and comprehend the intricate nuances of both job descriptions and applicant CVs with remarkable accuracy. Through NLP, the system can extract key insights, identify relevant keywords, and discern semantic relationships, thus facilitating a more nuanced evaluation



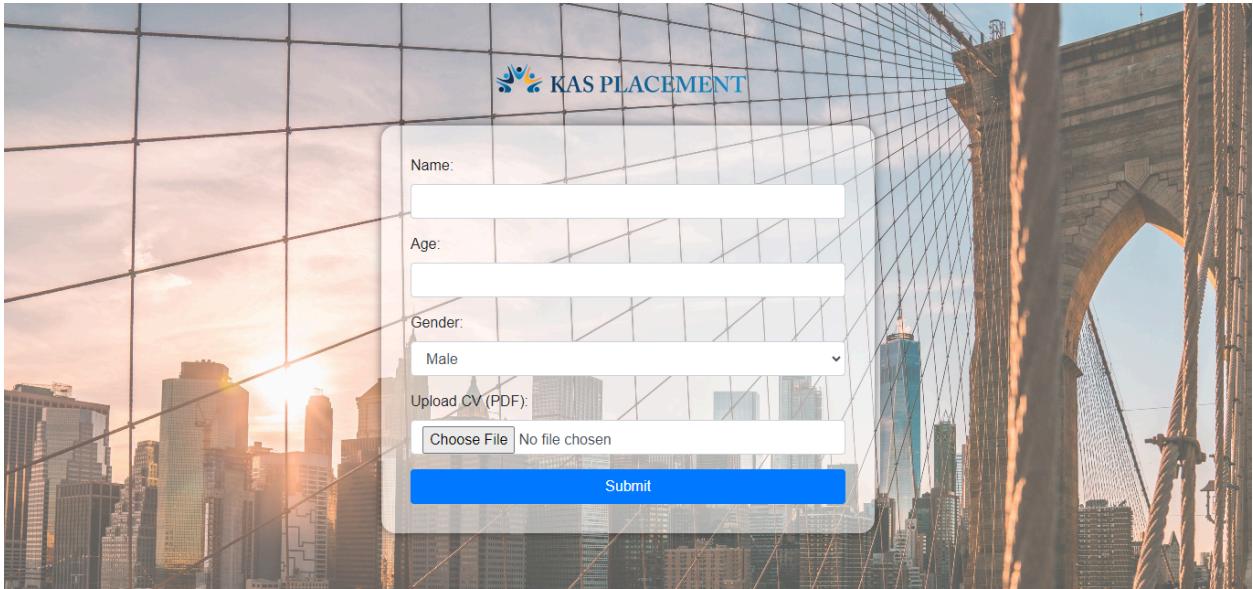
of candidate suitability. By leveraging NLP, we empower employers to make informed decisions based on a comprehensive understanding of applicant qualifications and job requirements.

Furthermore, our decision to incorporate NLP into the system underscores our commitment to innovation and efficiency. This technology not only streamlines the recruitment process but also enhances its effectiveness by automating tedious tasks and minimizing human error. By automating the analysis of CVs and job descriptions, the system accelerates the screening process, enabling employers to identify top candidates swiftly and with confidence. Additionally, NLP enables the system to adapt and evolve over time, continuously improving its ability to match candidates with suitable job opportunities.

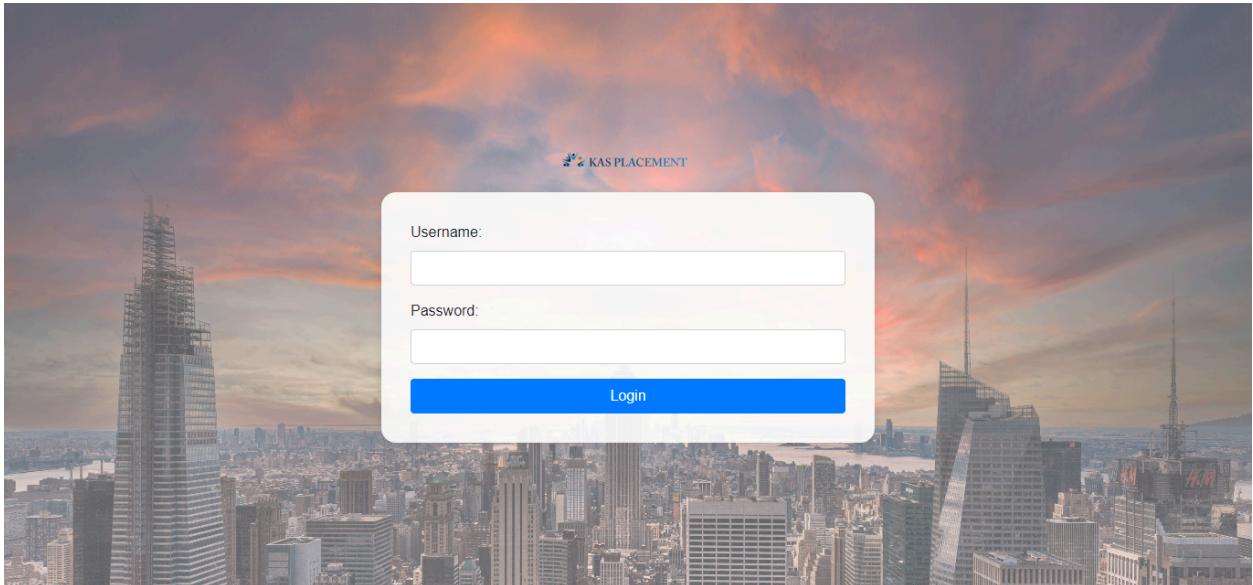
In essence, the integration of NLP technology within the KAS Placement ATS and recruitment system represents a significant advancement in the field of talent acquisition. It epitomizes our dedication to harnessing the latest technological innovations to optimize the recruitment process and deliver unparalleled value to our clients. Through our strategic integration of NLP and other cutting-edge technologies, we strive to redefine industry standards, setting new benchmarks for efficiency, accuracy, and user satisfaction in the realm of talent acquisition and management.

How does the system work?

The journey begins with job seekers submitting their CVs through a very simple form that requires the job seeker to enter his name, age, and gender and then attach his CV in the form of a PDF file.



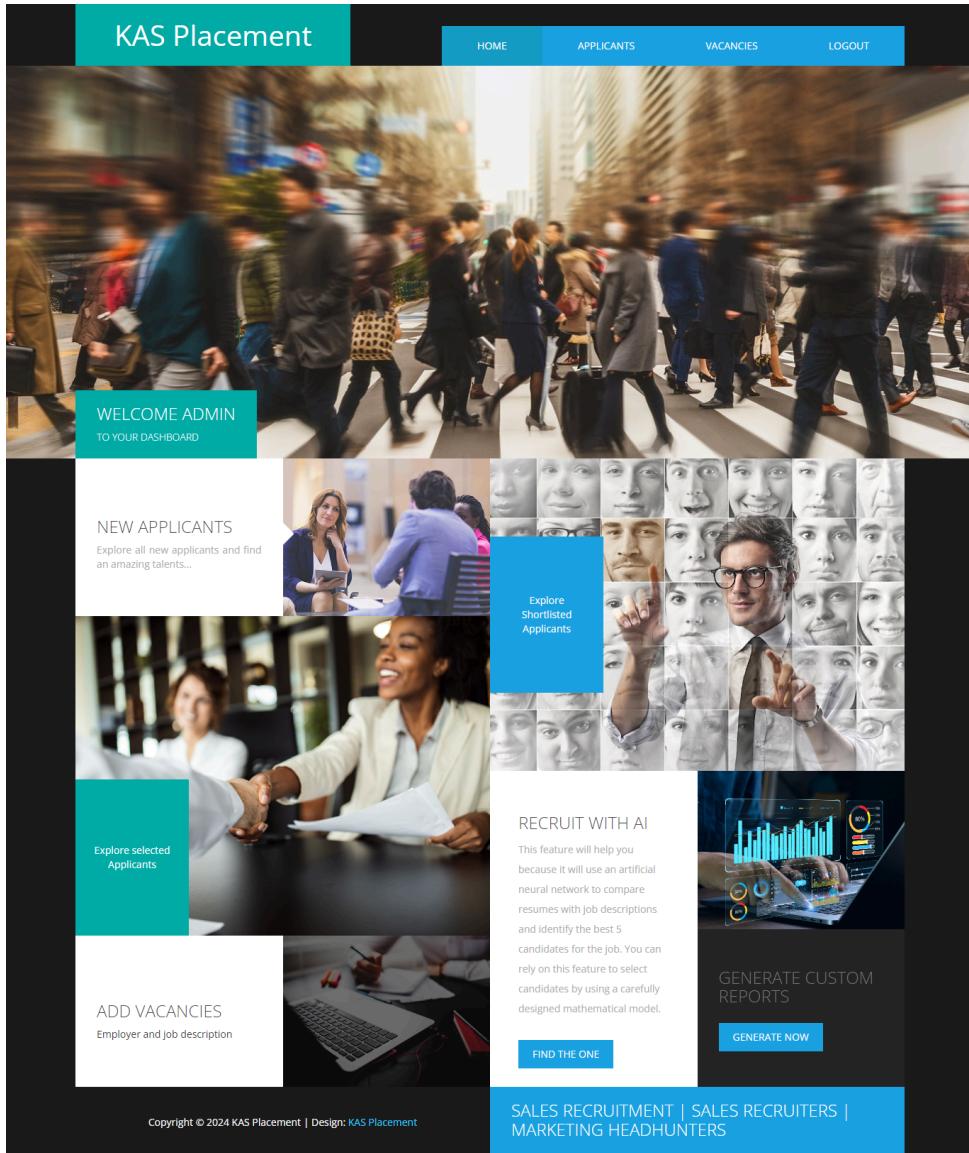
Our recruitment specialist accesses the system login page.



We built a PHP script for user authentication, tailored to securely verify user credentials against a database. It's structured to start a session and include a database connection file. When users submit their login credentials via a form (POST request), we extract and hash the password using MD5 before querying the database for a matching username. After executing the query and binding the results, we check if a user with the provided username

exists. If so, we compare the hashed input password with the hashed password from the database. Upon successful authentication, we store essential user information in the session and redirect them to a dashboard. In case of invalid credentials, we set an error message in the session and redirect the user back to the login page. Finally, we close the database connection to maintain security and efficiency. This script is integral to ensuring smooth and secure user authentication within web applications.

If the login data is correct, recruiters are allowed to access the control panel that appears in the following image:



The recruiters can go directly to the applicants page where they will be able to view the data of all applicants and download their resumes.

The screenshot shows a recruitment dashboard with a teal header bar. The header bar contains the text "WELCOME ADMIN TO YOUR DASHBOARD". Below the header is a search bar with dropdown menus for "Find the best CVs for:" (set to "KAS") and "Developer". A "FILTER" button is also present. Below the search bar is a table with columns: ID, Name, Age, Gender, and Download CV. Two rows of data are shown: one for Majdi (ID 5) and one for Awad (ID 6). Both rows have a "Download CV" link.

ID	Name	Age	Gender	Download CV
5	Majdi	36	M	Download CV
6	Awad	36	M	Download CV

Recruitment officials can use the filter on this page to search for suitable CVs based on the employer and the available position. The filtering results will display a percentage indicating how closely each CV matches the job requirements, as shown in the following image:

This screenshot is similar to the previous one, but it includes a "Score" column in the table, indicating the compatibility percentage between the resume and the job requirements. The table now shows two rows: one for Majdi (Score 50%) and one for Awad (Score 33.33%).

ID	Name	Age	Gender	Download CV	Score	Send to Shortlist
6	Awad	36	M	Download CV	50%	Shortlist
5	Majdi	36	M	Download CV	33.33%	Shortlist

After reviewing the resumes and using the compatibility percentage shown in the table, hiring officials can click on "Shortlist" to set an interview date and time with the candidate, as mentioned in the following image:

The screenshot shows a form for scheduling an interview. It includes fields for Applicant ID (5), Applicant Name (Majdi), Applicant Age (36), Applicant Gender (M), Applicant CV (00971 528432745 MAJDI AWAD MAJDIAWAD 2023 @GMAIL.COM LAST EXP), CV File (uploads/MAJDI AWAD CV.pdf), Employer (Write the Employer), Position (Write the Position), Interview Date (dd/mm/yyyy), Interview Time (dropdown menu), and Comments (text area with placeholder "Add your comments"). At the bottom left is a "Send to Shortlist" button, and at the bottom right is a message about activating Windows.

Applicant ID:	5
Applicant Name:	Majdi
Applicant Age:	36
Applicant Gender:	M
Applicant CV:	00971 528432745 MAJDI AWAD MAJDIAWAD 2023 @GMAIL.COM LAST EXP
CV File:	uploads/MAJDI AWAD CV.pdf
Employer:	Write the Employer
Position:	Write the Position
Interview Date:	dd/mm/yyyy
Interview Time:	dropdown menu
Comments:	Add your comments

Send to Shortlist

Activate Windows
Go to Settings to activate Windows.

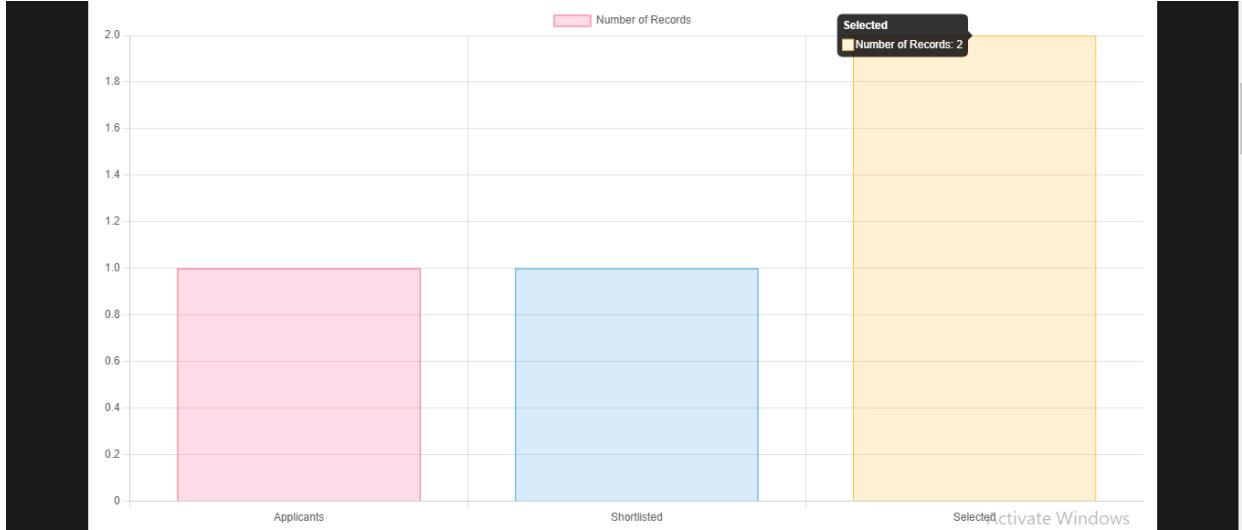
After an applicant becomes a candidate for a specific job with a specific employer, their data will be transferred to a "Shortlisted" page.

ID	Name	Interview Date & Time	Employer	Position	The applicant has won the job
4	Mark	2024-06-11-09:42:00	KAS	Developer	Won it!
6	Awad	2024-06-25-00:23:00			Won it!

On this page, the candidate's name, the date and time of the interview, the employer's name, and the position will be displayed. Here, you must wait for the interview result. If the candidate is rejected, they will be returned to the "Applicants" page. If the candidate is successful, the hiring official will click on "Won," and the candidate's (employee's) data will be transferred to the "Selected" page.

ID	Name	Age	Gender	Employer	Position	Acceptness Date
6	Awad	36	M	KAS	Developer	2024-06-07 22:29:24
7	Amal	45	F	KAS	Developer	2024-06-06 18:37:54

This system enables us to obtain detailed reports



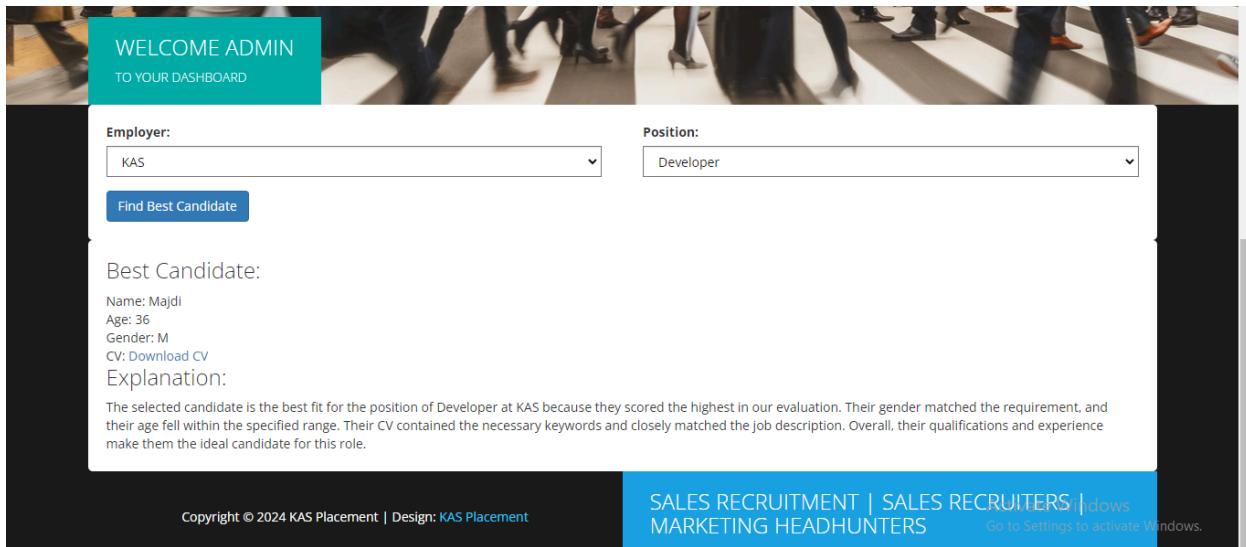
Finally, we should highlight the page for adding job vacancies and employer requirements. It is essential to pay attention to the smallest details when filling out this information, as it plays a crucial role in evaluating the compatibility of the CVs.

Employer Name: <input type="text" value="Write the employer name here"/>	Years of Experience: <input type="text" value="Example: 1,2,3, ..."/>
Position: <input type="text" value="Write the Position here"/>	Keyword 1: <input type="text" value="Example: php, sql, javascript, ..."/>
Min Age: <input type="text" value="Write the Min Age here"/>	Keyword 2: <input type="text" value="Example: php, sql, javascript, ..."/>
Max Age: <input type="text" value="Write the Max Age here"/>	Keyword 3: <input type="text" value="Example: php, sql, javascript, ..."/>
	Keyword 4: <input type="text" value="Example: php, sql, javascript, ..."/>
	Keyword 5: <input type="text" value="Example: php, sql, javascript, ..."/>
Job Description: <input type="text" value="Paste it as it is here"/>	
Gender: <input type="text" value="F for Female M for Male"/> Activate Windows Go to Settings to activate Windows.	

[Send to Shortlist](#)

RECRUIT WITH AI

This PHP code streams the recruitment process by automating the selection of the best candidates for specific job positions. By integrating both database queries and advanced Natural Language Processing (NLP) techniques, the system efficiently matches applicant qualifications with job requirements. When a user submits employer and position details through an HTML form, the code retrieves relevant data from the database and evaluates each applicant against various criteria, including gender, age, and keyword presence in their CV. NLP plays a key role by analyzing the textual content of CVs and comparing them to job descriptions, providing a nuanced understanding of candidate suitability. This method not only speeds up the recruitment process but also ensures fair and objective evaluations. The code meticulously executes each step, from data retrieval to candidate scoring, ultimately presenting detailed information about the top candidate and the rationale behind their selection. This comprehensive approach enhances recruitment efficiency and facilitates better hiring decisions.



Conclusion

In conclusion, the KAS Placement ATS and recruitment system represent a significant advancement in the realm of talent acquisition, aiming to streamline the hiring process while maintaining fairness and transparency for all applicants. Our decision to develop the system from scratch, leveraging core technologies such as PHP, SQL, JavaScript, HTML, and



CSS, underscores our commitment to tailoring solutions precisely to our needs and ensuring greater control over performance and scalability.

The incorporation of Natural Language Processing (NLP) technology stands out as a key innovation within our system. By harnessing NLP, we empower employers to make informed decisions based on a comprehensive understanding of applicant qualifications and job requirements. This advanced technique not only automates tedious tasks but also minimizes human error, accelerating the screening process and enabling employers to identify top candidates swiftly and confidently.

Furthermore, the system's functionality, from user authentication to candidate scoring and reporting, is meticulously designed to enhance efficiency and facilitate better hiring decisions. The intuitive interface allows recruiters to navigate seamlessly through applicant data, filter resumes based on specific criteria, and schedule interviews with shortlisted candidates with ease.

Our commitment to innovation extends to the continuous improvement of the system. While the current iteration offers robust functionality and efficiency, we recognize the potential for further enhancement. Future iterations may explore additional features such as predictive analytics to anticipate hiring needs, integration with external job boards for broader candidate reach, and enhanced data visualization for deeper insights into recruitment metrics.

Importantly, the system's emphasis on fairness is paramount. Unlike traditional recruitment methods that may introduce bias or rely on subjective evaluations, our system utilizes objective criteria to assess candidate suitability. By evaluating CVs against specific criteria set by employers, including gender, age, and keyword relevance, we ensure a thorough and impartial evaluation process that prioritizes merit and qualifications above all else.

Ultimately, the KAS Placement ATS and recruitment system serve as a testament to our commitment to excellence in talent acquisition. Through innovation, efficiency, and fairness, we aim to redefine industry standards and deliver unparalleled value to our clients. As we continue to evolve and refine our system, we remain dedicated to empowering organizations to build exceptional teams and drive success in an increasingly competitive landscape.



Best Regards,

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