



1. PROBLEMS

THỜI GIAN TUYỂN DỤNG MỘT VỊ TRÍ NGÀNH IT



TRUNG BÌNH
38 ngày

13 ngày ít hơn năm 2022 (51 ngày)

Do nhu cầu cao về lập trình viên, phải mất nhiều thời gian hơn để tìm được ứng viên sẵn sàng thảo luận về vị trí tuyển dụng. Hơn nữa, lập trình viên thường có nhiều lời mời làm việc cùng lúc và họ có thể mất một thời gian để xem xét lựa chọn tốt nhất cho họ.

(*) Bao gồm toàn bộ quá trình từ thông báo tuyển dụng, sàng lọc đến phỏng vấn & onboard.

IT INDUSTRY RECRUITMENT

- The average hiring time for an IT position is **38 days**.
- More AI tools are helping with hiring in tech.
- Recruitment tools/ platforms:



Source: TopDev VietNam Tech Talents Report

Target:

- Improve CVs screening stage.

Scope:

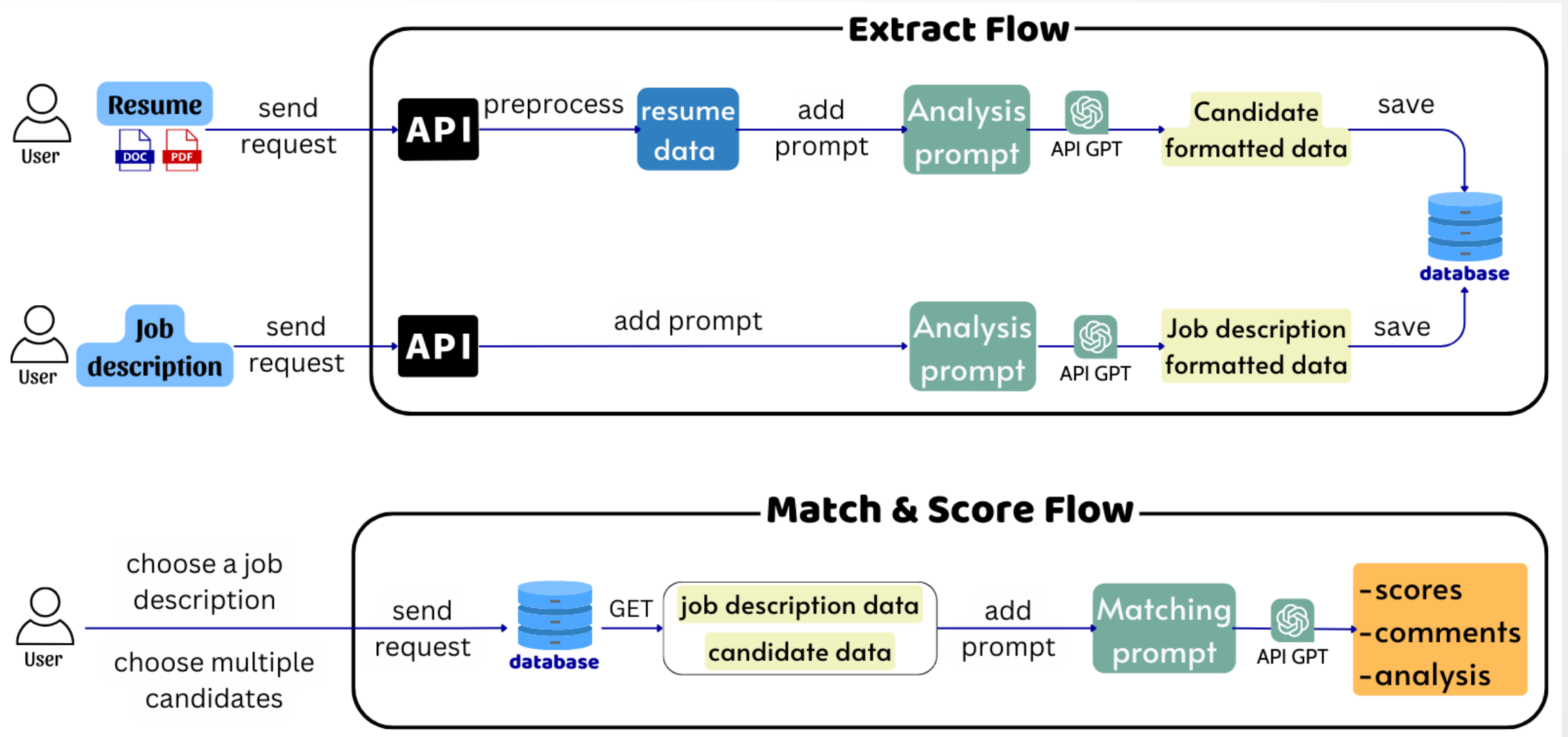
- IT Domain.

- Applied for small business.





2. SOLUTION



APPLICATION DIAGRAM



2. SOLUTION

KEY FIELDS

Information about CV and JD is grouped by these fields.



CURRICULUM VITAE

- Degree
- Experience
- Responsibility
- Certificates
- Soft skills
- Personal Information
- **Candidate analysis**



JOB DESCRIPTION

- Degree
- Experience
- Responsibility
- Certificates
- Soft skills



MATCHING RESULT

- Degree
- Experience
- Responsibility
- Certificates
- Soft skills
- **Matching Analysis**



3. FEATURES

Job Analysis

- Manage JDs
- Analyze JDs to **standard format.**
- **Multilingual Support.**
- Average runtime: **30 seconds**

Jobs

Candidates

Matching

Jobs

Create New Job

ID	POSITION NAME	JOB DESCRIPTION
1	AI Engineer	<div>Job Brief: We're seeking an AI Engineer to develop and implement solutions. You'll work on cutting-edge projects, design training, and integrating machine learning models. Respon</div> <div>Show more</div>

Detail Analyse Job Description

Job Name

AI Engineer

Educations

- Bachelor's degree in Computer Science or related field

Experiences

- 1-3 years of AI/machine learning experience

Responsibilities

- Develop and optimize AI algorithms/models
- Collaborate on cross-functional projects
- Implement and integrate AI solutions
- Evaluate and experiment with AI technologies
- Ensure system scalability and performance
- Provide documentation and technical support

Technical Skills

Python

TensorFlow

Soft Skills

- Excellent communication
- Teamwork

Certificates

- None

Job Created Date

10/19/2023



3. FEATURES

Candidate Analysis

- Upload and manage CVs (PDF/ Word)
- Extract Personal information.
- Analyze CVs to standard format.
- Multilingual Support.
- Average runtime: 60 seconds

Jobs

Candidates

Matching

Candidates

Drag your files here or click in this area

Upload

List candidates uploaded

ID	CANDIDATE NAME	EMAIL ADDRESS	PHONE NUMBER
1	Ann Eitrheim	ann.eitrheim@gmail.com	952.412.8888
2	Monica Meyer	monica.meyer@comcast.net	(415) 497-7282
3	PHAM PHU NGOC TRAI	phamphungoctraivl@gmail.com	+84 903 027 947
4	Tran Trong Tin	trantrongtinna3k55@gmail.com	0799331140
5	Huynh Ngoc Huy Hoang	huynhngochuyhoang@gmail.com	0389832493

Detail Analyse Candidate

Candidate Name

PHAM PHU NGOC TRAI

Candidate Email Address

phamphungoctraivl@gmail.com

Candidate Phone Number

+84 903 027 947

Candidate Summary

The candidate has strong skills in Python and AI. He has experience in AI engineering and teaching programming to children. He is a proactive learner and has achieved various certificates. He also has leadership skills and is involved in social activities. He should apply for AI Engineer, Data Scientist, or Teaching positions.

Recommended Jobs

AI Engineer, Data Scientist, Teaching

Educations

- Artificial Intelligence - FPT University - 8.4/10 - December 2024

Experiences

- AI Engineer Intern at FPT Software - September 2023 - Present
- Teacher/Teacher Assistant at DigiUni - March 2023 - August 2023

Responsibilities

- Conducted research on tokenization and word embedding methods
- Explored NLP models: RNNs, LSTM, Transformer, BERT, GPT
- Implemented Sentence Transformer and Cosine Similarity for a Question Answering Chat Bot
- Mentored and provided programming and problem-solving skills to children using Python and Scratch

Technical Skills

C++ Python PyTorch TensorFlow Seaborn Flask

Regression Classification QuestionAnswering CosineSimilarity

Soft Skills

- Leadership skills
- Problem-solving
- Math problem-solving
- Essay writing



3. FEATURES

Matching Analysis

- Manage candidates & jobs with a many-to-many relationship
- Analyze and score candidate based on each key field.
- Average runtime: 30 seconds

Jobs

Candidates

Matching

Match Candidates With Job Opportunities

Matching...

ID	CANDIDATE NAME	EMAIL ADDRESS	
1	Ann Eitheim	ann.eitheim@gmail.com	The candidate does not possess the required degree and some of the required technical skills and responsibilities. However, they possess relevant experience and some soft skills.
2	PHAM PHU NGOC TRAI	phamphungoctraivl@gmail.com	The candidate has a relevant degree and some of the required technical skills and responsibilities. However, they lack the required experience, certificates, and some soft skills.
3	NGUYEN V AN PHUOC	vectornguyen76@gmail.com	The candidate has a relevant degree and some of the required technical skills and responsibilities. However, they lack the required experience, certificates, and some soft skills.
4	Tran Trong Tin	trantrongtinnna3k55@gmail.com	Candidate does not have the required degree and some of the required technical skills and responsibilities.
5	Monica Meyer	monica.meyer@comcast.net	The candidate does not have the required degree and some of the required technical skills and responsibilities.

Detail Analyse Matching Candidate

Candidate Name

PHAM PHU NGOC TRAI

Candidate Phone Number

+84 903 027 947

Candidate CV Name

CV_PhamPhuNgocTrai_AIEngineer.pdf

Job Name

AI Engineer

Matching Score

52%

Summary Analyse Candidate

The candidate partially meets the requirements. They have a relevant degree and some of the required technical skills and responsibilities. However, they lack the required experience, certificates, and some soft skills.

Recommended Jobs

AI Engineer, Data Scientist, Teaching

Analyse Educations

Comment: The candidate has a degree in Artificial Intelligence, which is directly related to the required degree in Computer Science or a related field. However, the candidate's degree level is not specified.
Score: 75

Experiences

Comment: The candidate does not have 1-3 years of AI/machine learning experience as required.
Score: 0

Responsibilities

Comment: The candidate has experience developing and optimizing AI algorithms/models, collaborating on cross-functional projects, implementing and integrating AI solutions, and evaluating and experimenting with AI technologies. However, their experience with ensuring system scalability and performance and providing documentation and technical support is not mentioned.



3. FEATURES

Score, Rank & Comment

- Provides a **summary analysis** of the matching between candidates and jobs
- **Score and rank candidate.**

Jobs

Candidates

Matching

Match Candidates With Job Opportunities

Match

AI Engineer

ID	CANDIDATE NAME	EMAIL ADDRESS	COMMENT	MATCHING SCORE	STATUS	ACTION
1	Ann Eitheim	ann.eitheim@gmail.com	The candidate does not have the required degree and certificates. However, the candidate has relevant experience in AI/machine learning and possesses technical skills and responsibilities that align w Show more	80%	Matched	Detail
2	Emilio J. Mantilla	emiliomantilla25@gmail.com	The candidate does not have the required degree and certificates, but has relevant experience, technical skills, and soft skills.	65%	Matched	Detail
3	PHAM PHU NGOC TRAI	phamphungoctraiv@gmail.com	The candidate partially meets the requirements. They have a relevant degree and some of the required technical skills and responsibilities. However, they lack the required experience, certificates, an Show more	52%	Matched	Detail
4	Dung Quoc Ha	dungquocha@gmail.com	The candidate partially meets the requirements. They have a relevant degree and some experience and skills in AI development, but they lack specific experience in AI/machine learning and proficiency i Show more	41%	Matched	Detail
			The candidate partially meets the			



4. BUSINESS COSTS

Development Costs:

1. **Software Development:** Invest in skilled developers to build and maintain the platform.
2. **Language Model Licensing:** Acquire licenses for the Language Model (LLM) used for multilingual support.
3. **Data Acquisition and Integration:** Budget for acquiring candidate data from various sources and integrating it into your platform.
4. **User Interface (UI/UX) Design:** Create an intuitive and user-friendly interface.

Running Costs:

1. **Infrastructure and Hosting:** Cover server, cloud, or hosting costs to keep the platform operational.
2. **Support and Maintenance:** Allocate resources for ongoing support, updates, and system maintenance.
3. **Language Model Licensing:** Acquire licenses for the Language Model (LLM) used for multilingual support.
4. **User Acquisition and Marketing:** Invest in marketing to attract companies and individuals to the platform.
5. **Customer Support:** Provide timely customer support to address user inquiries and issues.



5. NEXT ACTIONS

Features in Next Actions:

1. Multi-Company and Individual Management:

Enable multiple companies and individuals to manage, organize, match, hunting for candidates.

2. CV Acquisition from Various Sources:

Effortlessly acquire candidates from diverse sources, such as LinkedIn, job boards, company career pages, employee referrals, resume imports, and more.

3. Search and Filter Functionality:

Provide robust search and filtering capabilities to help users find and filter candidates based on metadata.





5. NEXT ACTIONS

Features in Next Actions:

4. Candidate Tracking:

Track candidates throughout their entire journey, from the moment receive their CV to matching, interviews, job offers, and onboarding.

5. Reporting and Analytics:

Utilize candidate information obtained from CV analysis and tracking data to generate in-depth analysis and reports.

