

AI-Powered Job Recruitment & Skill Matching

Welcome to the first round of NEOFETCH Hackathon 2025! This competition challenges participants to develop innovative digital solutions that drive traditional hiring processes, aligning with the advancements of the 4th Industrial Revolution—where AI, IoT, blockchain, and smart technologies redefine industries and sustainability.

Problem Scenario

Traditional hiring processes often fail to match the **right talent** with the right opportunities, leading to bias, inefficiencies, and **lost potential**. HR teams struggle to screen thousands of resumes, and job seekers face **irrelevant job recommendations** or **lack of visibility**. **Can AI revolutionize the way companies find talent and candidates land jobs?**

Your goal is to propose a software solution that develops an **AI-driven recruitment platform** that:

- **Discrete Features Development**
 - I. **Automates Resume Screening** – AI should analyze **skills, experience, and projects** to match candidates to the best-fit roles.
 - II. **Removes Hiring Bias** – The platform must focus on merit-based evaluation, **eliminating gender, age, and background discrimination**.
 - III. **Predicts Career Growth** – AI should **recommend learning skills** based on industry trends, helping candidates future-proof their careers.
 - IV. **Smart Job Matching** – Instead of showing **random job listings**, the platform should **suggest the most relevant roles** based on skills, personality, and work preferences.
 - V. **AI-Powered Interview Analysis** – The system could analyze **speech, tone, and confidence** in mock interviews to guide candidates.
- **Innovative Feature Development**

- Beyond the specified requirements stated in the previous section, teams are encouraged to conceptualize **an additional feature** that enhances the recruitment platform. This could address emerging challenges in talent acquisition or introduce novel AI applications to improve user experience or reduce recruitment time and so on. This feature is **open-ended** and entirely up to your imagination.

While formulating and proposing the solution, consider the following aspects of the emerging AI technologies and trends in the contemporary world. Bear in mind that there could be additional aspects than suggested.

- What emerging technologies can be integrated to streamline the recruitment process further?
- How can AI be utilized to improve candidate engagement and retention?
- In what ways can the platform adapt to the future trends in remote work and global talent sourcing?
- Does your solution target the entire global population or only our country? If you are thinking locally, is the proposed solution viable for the predicaments Bangladesh is facing?
- What ethical and moral dilemmas recruiters could face while utilizing the potential of this platform?
- What sort of resources does a company need to run an application of this scale?
- Is security an issue? If so, how do you mitigate the constant attacks and threats on sensitive personal data of applicants and users?

You can consider any further aspects that you may want to focus on. But make sure to consider the practical implications of your solution, focusing on solving the current limitations in recruitment and have the potential for future advancements. We wish you a wonderful time while participating. **Happy Developing!!**

Submission Requirements

Your team must submit an **abstract of your solution in .pdf format** covering:

- I. **Problem Statement** – Define the challenges your solution addresses.

- II. **Proposed Solution** – Explain how your system works and solves the said challenges.
- III. **Technology Used** – Details of the **AI models, frameworks, and technologies** used.
- IV. **System Workflow & UI/UX** – Explain or demonstrate user flow with **wireframes/flowcharts**.
- V. **Impact & Benefits** – Demonstrate how your system improves hiring efficiency, fairness, and user experience.
- VI. Suggest an additional feature and address the aspect mentioned in the problem statement.
- VII. **Role Allocation:** Define the role of each team member (e.g., Frontend, Backend, UI/UX, AI, etc.).
- VIII. **Project Portfolio:** Share a link (GitHub/Drive) to any past projects your team has worked on.

N.B. Make sure your abstract's alignments are justified and content well organized. Use 14 font-size for Headers and 11 for Paragraphs.

Evaluation Criteria:

Criteria	Description	Weight (%)
Creativity & Innovation	How unique and forward-thinking is your solution?	30%
Potential Impact	The quality of AI-powered features such as resume screening, job matching, or bias reduction.	20%
Feasibility & Practicality	Is the platform intuitive and engaging for users?	20%
Technical Feasibility & Scalability	Can this solution be realistically implemented and scaled for industry use?	20%
Clarity of Presentation	The clarity, structure, and persuasiveness of the PPT	10%

Submission Deadline: February 22, 2025

Submission Link: <https://forms.gle/WVJmJdd3UfUeeEca6>