

HireFlow: Resume Screening in Applicant Tracking System Using JobBERT and XGBoost

User Guide: HireFlow ATS Powered by JobBERT and
XGBoost

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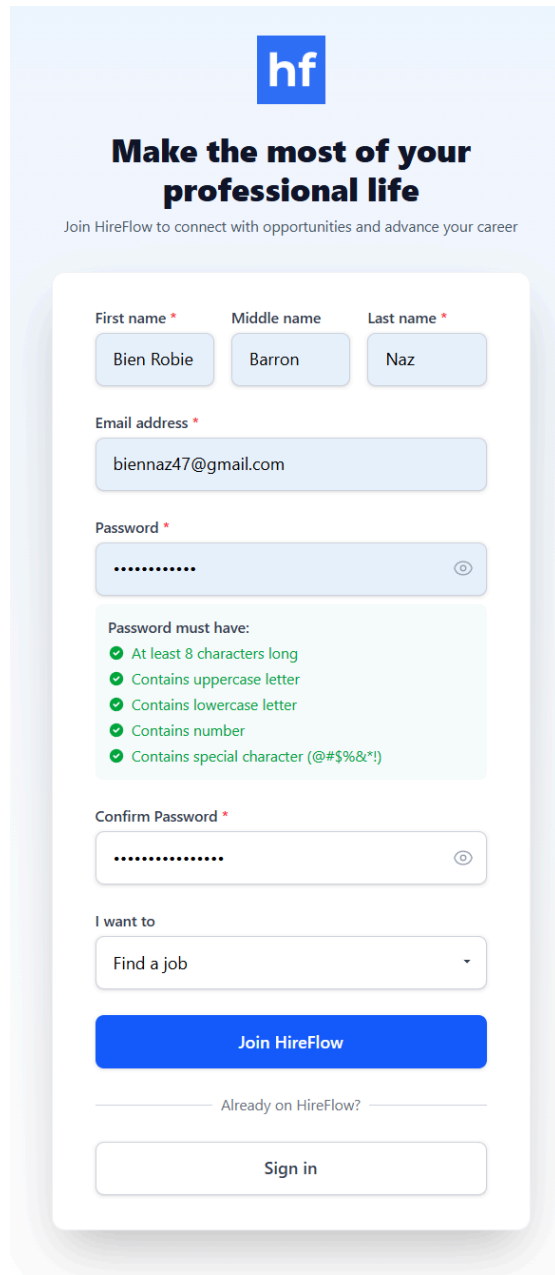
HireFlow is a web-based applicant tracking system designed to streamline recruitment for employers and job seekers. It features multiple integrated modules: the Authentication Module handles secure login, registration, and role-based access; the Job Management Module allows employers to manage job postings with search and filter tools; and the Applicant Management Module enables tracking and updating applicant statuses with detailed candidate profiles. The Dashboard Module offers real-time analytics and visual insights, while the Application Process Module lets job seekers browse jobs, apply, upload resumes, and track their application status. The Resume Analysis Module leverages JobBERT to extract and match resume details against job descriptions, providing match scores for more accurate screening. The Notification Module delivers real-time updates, and the Information Pages Module provides platform guidance, FAQs, and company info.

Hardware and Software Specifications

HireFlow was built using Python 3.11 along with libraries such as spaCy, NLTK, Transformers, PyTorch, and Scikit-learn for NLP and machine learning. Flask and Supabase powered the backend, while React and Figma were used for frontend development. Tools like VSCode, GitHub, Lucidchart, and Google Colab (with GPU/TPU support) supported collaboration and model training. The system runs on a Windows 11 machine with a minimum of an AMD Ryzen 5, 16 GB RAM, and RTX 2050 GPU, while the recommended setup includes a Ryzen 7, 32 GB RAM, and RTX 3050 GPU for optimal performance.

1 Account Creation

Navigate the HireFlow page and press the sign up button to register for an account



The image shows a mobile app interface for creating a HireFlow account. At the top is the 'hf' logo. Below it is the heading 'Make the most of your professional life' and a subtext 'Join HireFlow to connect with opportunities and advance your career'. The form contains several input fields: three for first, middle, and last names (filled with 'Bien Robie', 'Barron', and 'Naz' respectively), an email address field (filled with 'biennaz47@gmail.com'), a password field (masked with dots), and a confirm password field (also masked). Below the password field is a list of password requirements, all of which are checked with green icons. At the bottom of the form is a dropdown menu labeled 'I want to' with 'Find a job' selected. A blue 'Join HireFlow' button is positioned below the dropdown. At the very bottom, there is a link 'Already on HireFlow?' and a 'Sign in' button.

hf

Make the most of your professional life

Join HireFlow to connect with opportunities and advance your career

First name * Middle name Last name *

Bien Robie Barron Naz

Email address *

biennaz47@gmail.com

Password *

.....

Password must have:

- ✓ At least 8 characters long
- ✓ Contains uppercase letter
- ✓ Contains lowercase letter
- ✓ Contains number
- ✓ Contains special character (@#\$\$%&*!)

Confirm Password *

.....

I want to

Find a job

Join HireFlow

Already on HireFlow?

Sign in

2 Select Role

Use the dropdown menu labeled "**I want to**" to select your role on the platform:

- Select **Find a job** if you are a job seeker looking for opportunities.
- Select **Hire talent** if you are an employer or HR representative looking to post jobs and recruit candidates.

The image shows a sign-in form for HireFlow. It includes a 'Password' field with a strength indicator showing five green checkmarks for requirements: at least 8 characters, uppercase letter, lowercase letter, number, and special character. Below it is a 'Confirm Password' field. The 'I want to' dropdown menu is open, showing 'Find a job' and 'Hire talent' options. A 'Sign in' button is at the bottom.

Password *

.....

Password must have:

- ✓ At least 8 characters long
- ✓ Contains uppercase letter
- ✓ Contains lowercase letter
- ✓ Contains number
- ✓ Contains special character (@#\$\$%&*!)

Confirm Password *

.....

I want to

Find a job ▼

Find a job

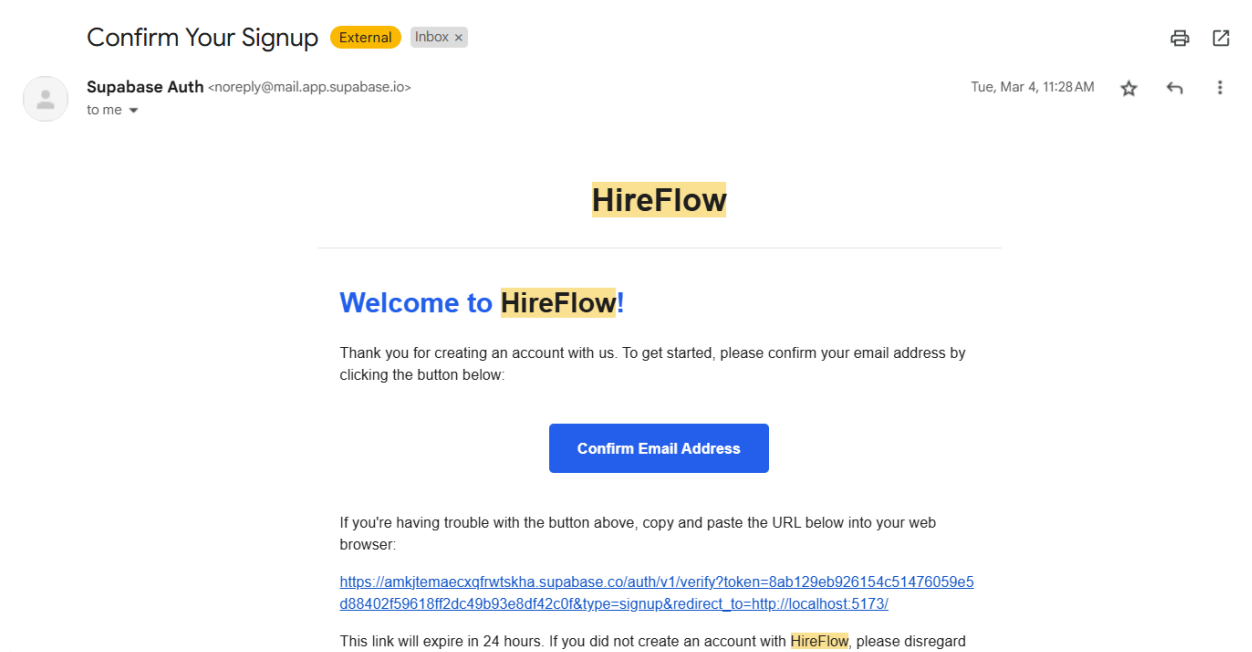
Hire talent

Already on HireFlow?

Sign in

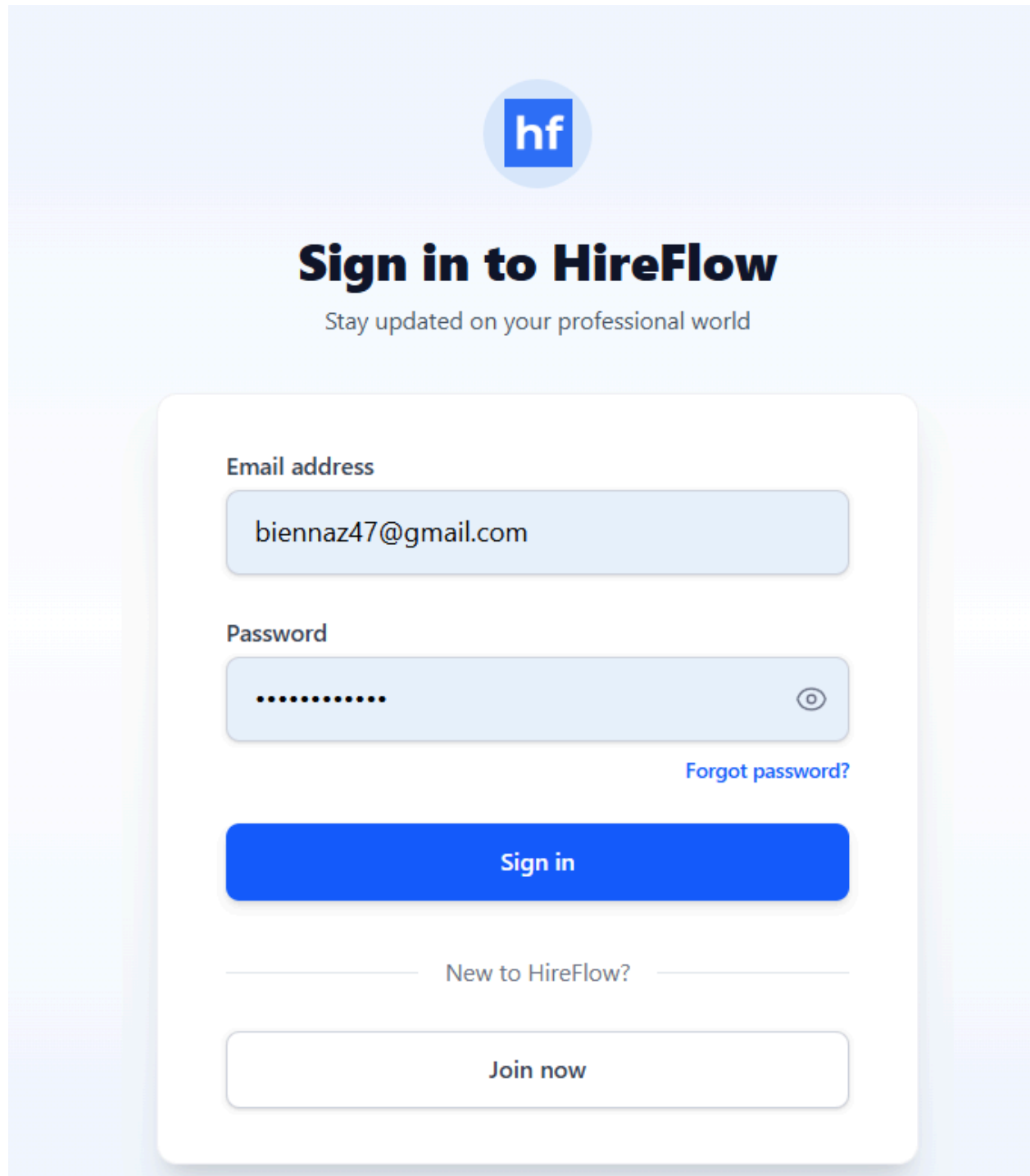
3 Confirm Sign up

After clicking sign in, check your email to activate your account.



4 Logging In

Press the login button on the home page or the sign in button on the registration page to sign in on the application. Depending on your selected role, you would either see job postings or the employer dashboard.



The image shows a web page for logging into HireFlow. At the top center is the HireFlow logo, which consists of the letters 'hf' in white on a blue square background, all enclosed within a light blue circle. Below the logo, the text 'Sign in to HireFlow' is displayed in a large, bold, black font. Underneath this, the tagline 'Stay updated on your professional world' is written in a smaller, regular black font. The main content area is a white rounded rectangle with a subtle drop shadow. Inside this rectangle, the 'Email address' label is positioned above a light blue input field containing the text 'biennaz47@gmail.com'. Below the email field, the 'Password' label is above another light blue input field. The password field contains ten dots to mask the text, and a small circular icon with an eye is located at the right end of the field. To the right of the password field, the text 'Forgot password?' is displayed in a blue font. Below the password field is a prominent blue button with the text 'Sign in' in white. At the bottom of the white rounded rectangle, there is a horizontal line. Below this line, the text 'New to HireFlow?' is centered. Underneath this text is a light blue button with the text 'Join now' in black.

hf

Sign in to HireFlow

Stay updated on your professional world

Email address

Password

[Forgot password?](#)

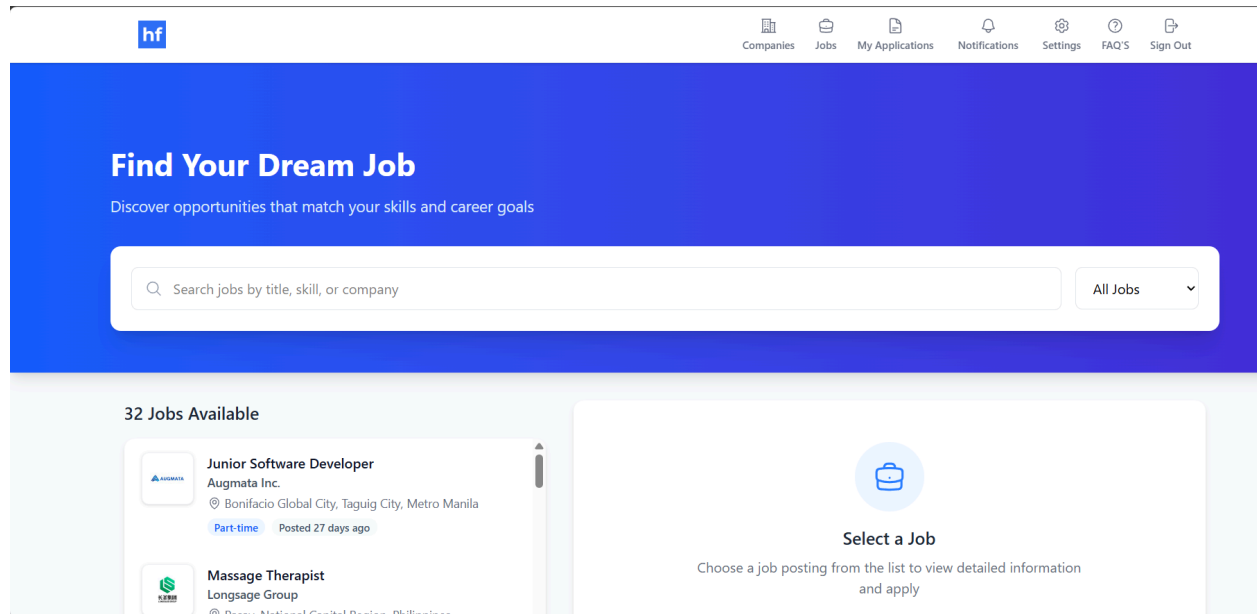
Sign in

New to HireFlow?

Join now

5 Jobseeker Dashboard

Upon clicking the "Sign In" button, you will be directed to the Jobseeker Dashboard. From here, you can seamlessly navigate through the various features and options to manage and enhance your job search experience.



6 Job Available

You can use the search bar to easily find available job opportunities that match your preferences and qualifications.

Find Your Dream Job

Discover opportunities that match your skills and career goals

All Jobs ▾


Use the dropdown menu to filter job listings based on your interests, allowing you to quickly find opportunities from the Most Recent added jobs, Remote, Full Time and Part Time


All Jobs ▾


- All Jobs
- Most Recent
- Remote
- Full Time
- Part Time


Once you've found a job that matches your preferences, a list of relevant job postings will be displayed. Simply click on a job post to view its full details, including responsibilities, qualifications, and application instructions.


32 Jobs Available


**Junior Software Developer**
Augmata Inc.
📍 Bonifacio Global City, Taguig City, Metro Manila
[Part-time](#) [Posted 27 days ago](#)


**Massage Therapist**
Longsage Group
📍 Pasay, National Capital Region, Philippines
[Full-time](#) [Posted 29 days ago](#)

**Digital Marketer for Civil Engineering company (Remote)**
Uptalent.io
📍 Remote
[Remote](#) [Posted 29 days ago](#)

**Junior Software Developer**
Augmata Inc.
📍 Bonifacio Global City, Taguig City, Metro Manila

 Job Type
Part-time

 Salary Range
18000-25000

 Applicants Needed
10

Required Skills
[Troubleshooting](#) [Information Technology](#) [Programming](#) [Java](#) [Python](#) [JavaScript](#)
[Git Version Control](#)

About The Job
Augmata Inc. is looking for passionate and driven Junior Software Developers to join our team in Bonifacio Global City, Taguig. As a Junior Developer, you will assist in writing, testing, and

7 Apply

Click the “Apply” button to begin the application process. Here, you will be prompted to enter the applicant's essential information required for the job application.

Apply for Position

Augmata Inc.

Application Form

1

2

3

4

5

My InformationMy ExperienceApplication QuestionsVoluntary DisclosuresReview

1

My Information

☐ Store the provided data for later use.

Please fill in all required fields marked with an asterisk *

Previous Employment

Have you been previously employed by this company? *

Yes

No

Personal Information

Given Name *

Enter your given name

Middle Name

Enter your middle name

Family Name *

Enter your family name

Suffix

Select suffix

Address

Country *

Select your country

Street Address *

Enter your street address

Additional Address

Apartment, suite, unit, building, floor, etc.

City *

State/Province *

Postal Code *

Contact Information

Email Address *

you@example.com

Phone Type *

Country Code *

Phone Number *

Select type

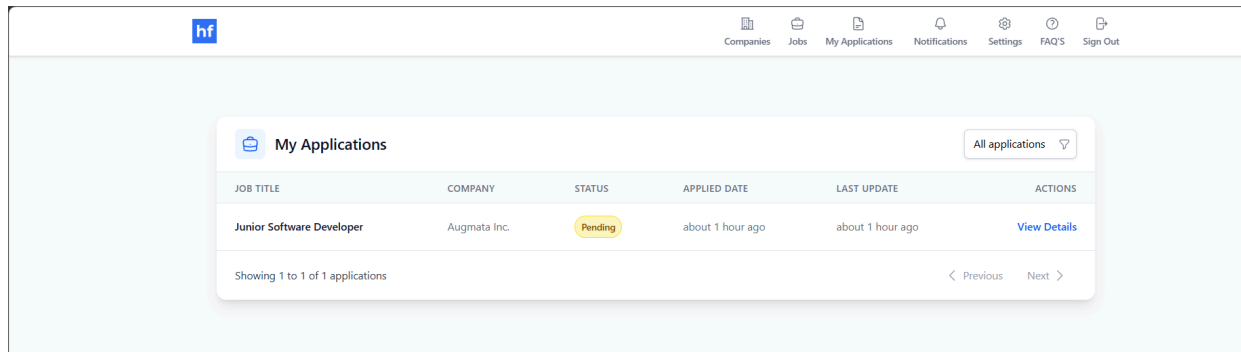
Select code

Enter phone number

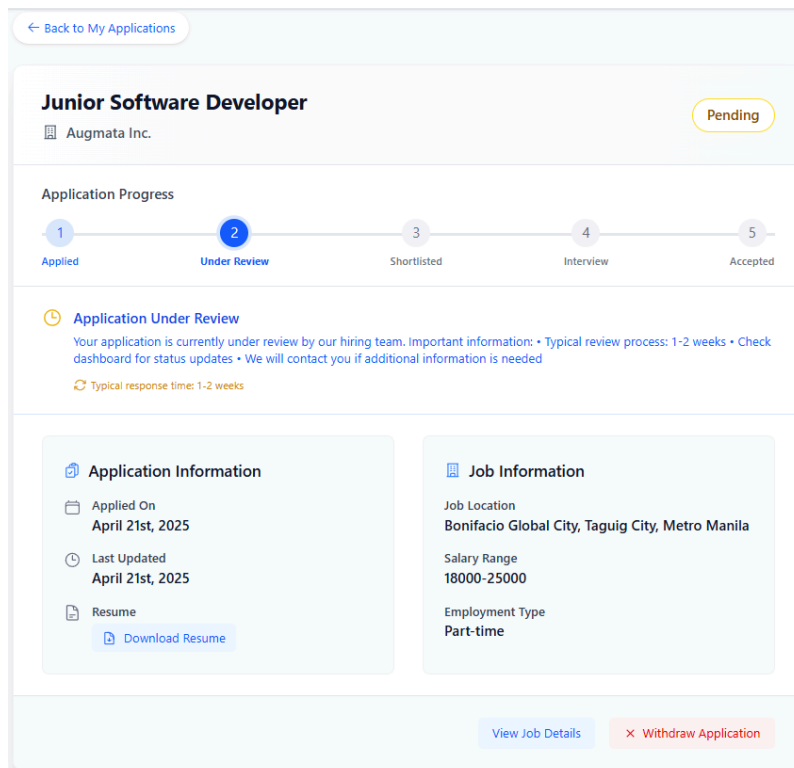
Next →

8 My Applications

Click the “My Applications” button located in the upper right corner of the dashboard to view a list of all the jobs you have applied for. This section allows you to track the status of your applications and manage your job search efficiently.



After clicking the “View Details” button, you will be able to see the current status of your application—whether it is under review, pending, accepted, rejected, or scheduled for an interview. This provides transparency and keeps you informed throughout the application process.



You can click the “View Job Details” button to access the full job posting, including information about the company, location, Salary Range, Employment Type, Positions Available

[View Job Details](#)

Job Posting Details



Junior Software Developer

 Augmata Inc.

Active Posted: Mar 25, 2025 11 applicants

Location	Salary Range
Bonifacio Global City, Taguig City, Metro Manila	18000-25000
Employment Type	Positions Available
Part-time	10

About the Company

Augmata Inc. is looking for passionate and driven Junior Software Developers to join our team in Bonifacio Global City, Taguig. As a Junior Developer, you will assist in writing, testing, and maintaining code for various software applications. You will work closely with senior developers, contribute to solving technical issues, and participate in the development lifecycle. This is an excellent opportunity to grow your skills in programming, debugging, and collaborating in a professional tech environment.

At Augmata, we combine innovative agility with reliability. Our mission is to empower organizations with solutions-driven technology that enhances operational efficiency and service delivery.

Close

You can click the “Withdraw Application” button to cancel your application for the selected company. This action will remove your application from consideration for that specific job posting.

[✕ Withdraw Application](#)



Withdraw Application

Are you sure you want to withdraw this application? This action cannot be undone and the employer will be notified that you are no longer interested in this position.

Cancel

Withdraw Application

9 Companies

Click the “Companies” button located at the top right corner of the dashboard to view a list of available companies. From here, you can explore company profiles and discover potential employers you may wish to apply to.

The screenshot shows a dashboard interface with a top navigation bar and a main content area titled "Featured Companies".

Navigation Bar:

- Logo: hf
- Companies
- Jobs
- My Applications
- Notifications
- Settings
- FAQ'S
- Sign Out

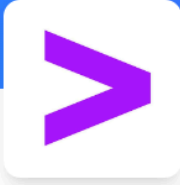
Featured Companies Section:

Showing 6 out of 30 companies

Company	Industry	Description	Location	Employees	Founded	Website
Accenture Philippines	Information Technology & Services	Global professional services company providing IT, consulting, and outsourcing services.	Taguig City, Philippines	72,000+ employees	Founded in 1989	www.accenture.com/ph-en
BDO Unibank	Banking & Financial Services	Largest bank in the Philippines by total assets, loans, deposits, and trust funds.	Makati City, Philippines	38,000+ employees	Founded in 1967	www.bdo.com.ph
PLDT Inc.	Telecommunications	Largest telecommunications company in the Philippines providing wireless, fixed-line, and digital services.	Makati City, Philippines	18,000+ employees	Founded in 1928	www.pldt.com
[Red Logo]						
[Crown Logo]						
Ayala						

Click on the button of the company you're interested in to view more details. Here, you will find an overview of the company, including its Website, Industry, Company Size, Primary location and About the company

Accenture Philippines×



Company Overview

Website
www.accenture.com/ph-en

Industry
Information Technology & Services

Company size
72,000+ employees

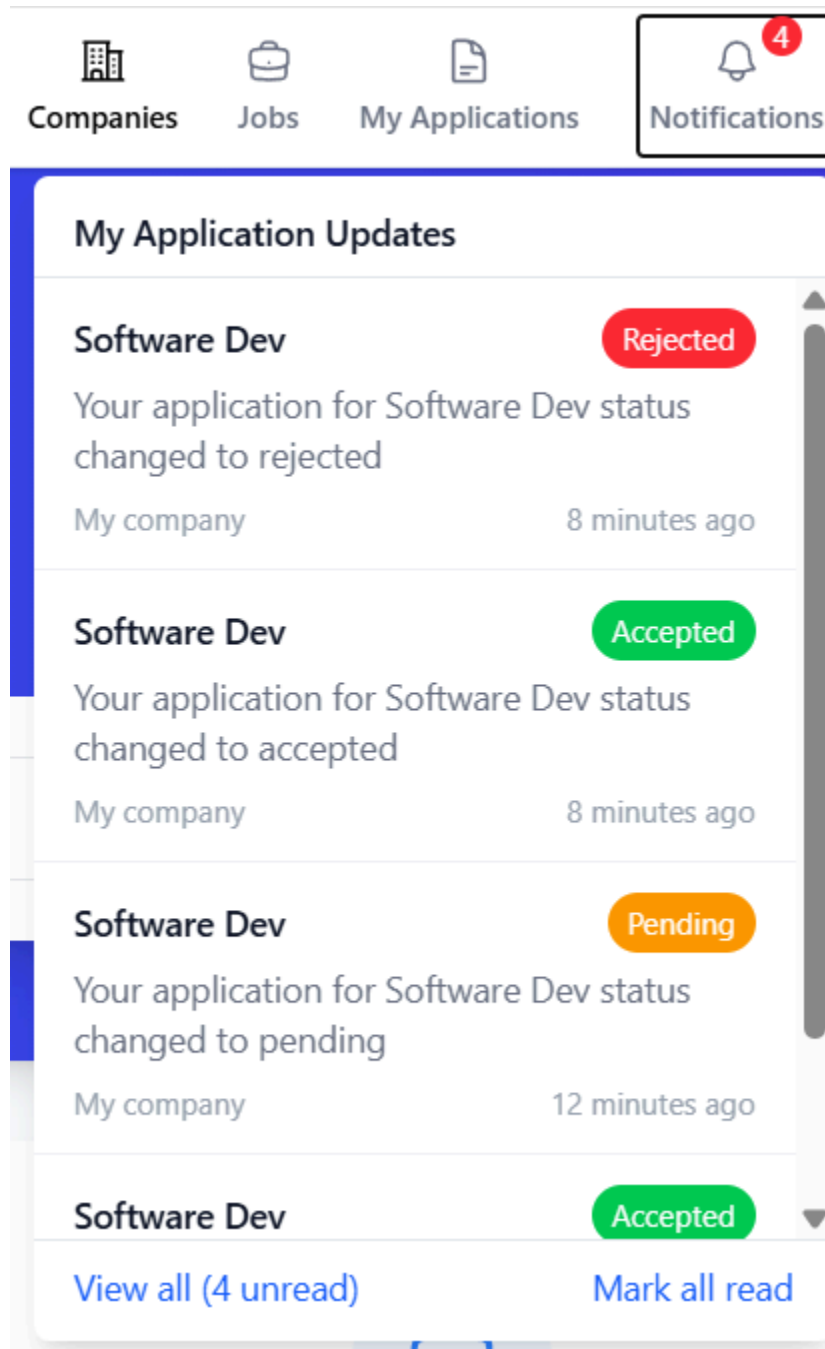
Primary location
Taguig City, Philippines

About

Accenture Philippines is one of the country's largest employers in the IT-BPO sector, providing high-value


10 Notifications

Click the “Notifications” button to view updates on your applications. This section will provide you with important alerts and status changes from the companies you've applied to, keeping you informed throughout the process.



This notification will appear if you click on an update indicating that you have been accepted by the company. It will provide details about the next steps in the hiring process and any additional information you may need to proceed.

Software Dev

 My company

Accepted

Application Progress

1

2

3

4

5

AppliedUnder ReviewShortlistedInterviewAccepted


✓

Application Accepted

Congratulations on being selected for this position! Our HR team will contact you shortly with further details regarding the onboarding process and next steps. Please ensure your contact information is up to date to facilitate smooth communication.

This notification will appear if you click on an update indicating that your application has been rejected by the company. It will include feedback to help you understand the outcome.

Software Dev

 My company

Rejected

✗

Application Not Selected

After careful consideration, we have decided to move forward with other candidates whose qualifications better match our current requirements. This decision does not reflect on your capabilities. We encourage you to apply for future positions that align with your skills and experience.

11 Settings

Click the “Settings” button located at the top right corner of the dashboard to access your Account Settings. Here, you can manage your Profile Settings, update your Email, and change your Password as needed.

The screenshot shows the 'Account Settings' page. At the top, there's a navigation bar with icons for Companies, Jobs, My Applications, Notifications, Settings, FAQs, and Sign Out. The 'Settings' icon is highlighted. Below the navigation bar, the page title is 'Account Settings' with a subtitle 'Manage your account information and security preferences'. A 'Last updated: 4/21/2025' badge is visible. On the left, there's a sidebar with three options: 'Profile Settings' (selected), 'Email', and 'Change Password'. The main content area is titled 'Profile Settings' and contains a form with three input fields for 'First Name' (Ymnwl), 'Middle Name' (Perez), and 'Last Name' (Faurillo). Below these is an 'Email' field with the value 'ymnwlj@gmail.com'. An 'Edit Profile' button is located at the top right of the form.

In the “Profile Settings” section, you can customize your username according to your preference and view the email address currently associated with your account. After making any changes, click “Save Changes” to apply and keep your updated username.

This screenshot shows a close-up of the 'Profile Settings' form. It includes a 'Cancel' button at the top right. The form has three input fields for 'First Name' (Ymnwl), 'Middle Name' (Perez), and 'Last Name' (Faurillo). Below these is an 'Email' field containing 'ymnwlj@gmail.com'. A message below the email field states: 'Email cannot be changed here. Use the Email tab to update your email address.' At the bottom left, there is a blue 'Save Changes' button with a checkmark icon.

Clicking the “Email” tab will display the current email address associated with your account. You can update it by entering your preferred email address, then clicking the “Update Email” button to save the changes.

Account Settings

Manage your account information and security preferences

Profile Settings

Email

Change Password

Email Settings

Current Email Address:
ymnwlj@gmail.com

New Email Address

Update Email

Last updated: 4/21/2025

Clicking the “Change Password” option will display the password update interface. Here, you can enter your new password and retype it to confirm. Once completed, click the “Update Password” button to successfully change your account password.

Profile Settings

Email

Change Password

Change Password

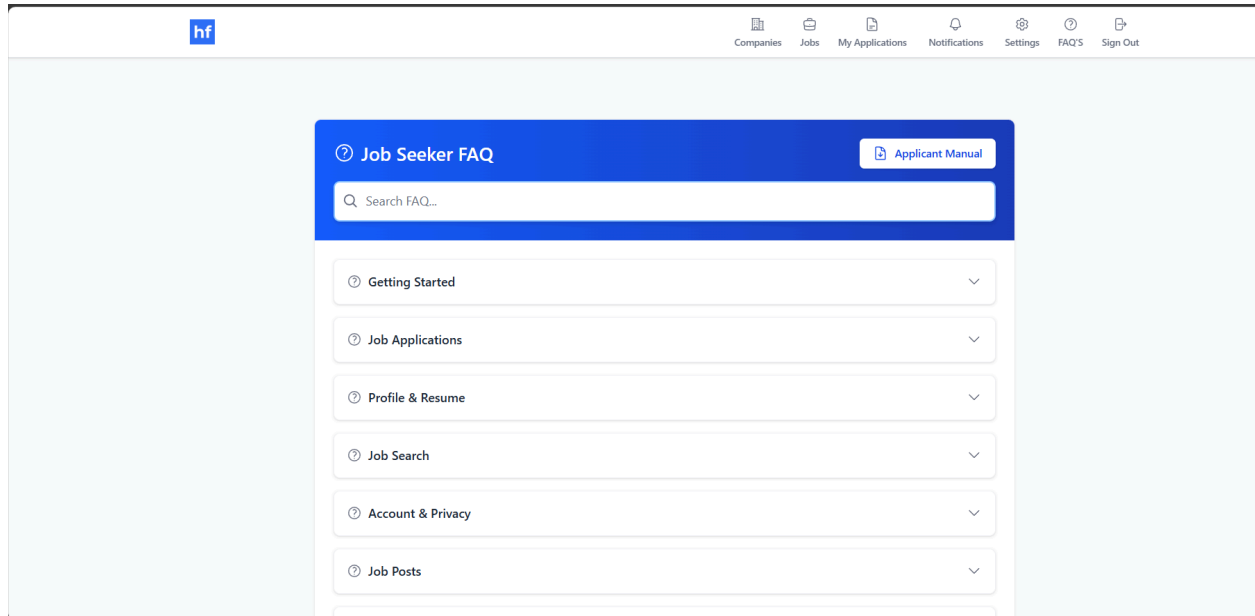
New Password

Confirm New Password

Update Password

12 FAQs

Click the “FAQs” button located in the top right corner of the dashboard to access the user manual and a list of frequently asked questions. This section provides helpful guidance on how to navigate and use the website effectively.



You can use the search bar to quickly find answers to your questions. Once you find a relevant topic, click the dropdown button to reveal sub-sections that provide more detailed and specific information.

?

Job Seeker FAQ

📄

Applicant Manual

🔍

Search FAQ...

?

Getting Started

^

How do I create an account?

▼

Is it free to use HireFlow?

▼

?

Job Applications

▼

?

Profile & Resume

▼

?

Job Search

▼

?

Account & Privacy

▼

? Getting Started



How do I create an account?



Click the 'Sign Up' button on the homepage, fill in your details, and verify your email address to create your account.

Is it free to use HireFlow?



? Job Applications



? Profile & Resume



? Job Search



13 Signout

Click on the “Signout button” on the top right corner of the dashboard to logout from your current account



Sign Out

After clicking the “Sign Out” button, an alert will appear asking you to confirm your action. To proceed with signing out, simply click the “Sign Out” button in the alert to log out of your account.

Confirm Sign Out

Are you sure you want to sign out?

Cancel

Sign Out