Local AI

Eksempel på respons

Document	Match score	Consistency	Speed	Response clarity	Sensitivity (To small changes)
		Svar format	slow/med/high	set fra HR (1-5)	
database_administrator_1	85%	5	07.04	5	85% - forbliver samme match score efter 10 forsøg
database_administrator_2	85%	5	07.44	4	Styrker forbliver relativt konsistent, med mindre variation i antal
front-end_developer_1	92%	4	07.13	5	Svagheder er ikke konsistente, den hyppigst forekomne svaghed fremgik 4/10 gange
front-end_developer_2	88%	3	06.57	5	
java_developer_1	85%	5	07.36	5	
java_developer_2	85%	5	07.05	5	
network_administrator_1	88%	3	07.22	5	
network_administrator_2	85%	4	07.02	5	
project_manager_1	88%	3	07.17	5	
project_manager_2	85%	4	06.39	5	
python_developer_1	92%	5	07.21	4	85% - fjernet uddannelse - ingen mærkbar ændring
python_developer_2	88%	4	07.12	5	85% - tilføjet kontaktinfo - ingen mærkbar ændring
security_analyst_1	85%	3	09.28	3	85% - ændret 5 års erfaring til 15 år - ingen mærkbar ændring
security_analyst_2	88%	5	07.25	5	85% - fjernede liste af db i technical skills - ingen mærkbar ændring
software_developer_1	85%	4	07.19	3	85% - fjerne job erfaring - forhenværende styrker ændret til svagheder, pga. manglende arbejde indenfor et givent felt.
software_developer_2	85%	4	07.40	5	85% - fjernede technical skills - ingen mærkbar ændring
systems_administrator_1	88%	4	07.32	5	85% - Tilføjede Database Security under core competence - ingen mærkbar ændring
systems_administrator_2	88%	4	07.37	5	85% - Medgav summary fra db admin 1 - flere styrker, færre svagheder, men samme overall score
web_developer_1	85%	4	07.38	5	75% - Medgav summary fra security analyst 1 - flere svagheder og færre styrker - reference full security analyst 1 resume 65 %.
web_developer_2	85%	3	07.17	4	88% - fjernede summary helt - Mere fokus på skills.
	0,8675	4,05	07.25	4,65	

Decision Tree

Document	Match score	Consistency	Speed	Response clarity	Sensitivity (To small changes)	
	Cutoff 90%	Svar format	slow/med/high	set fra HR (1-5)		
						1/5
database_administrator_1	100%		0,003 sec			
database_administrator_2	100%		0,004 sec		Adding contactinformation can take the prediction from positive (100%) to negative (0%)	
front-end_developer_1	100%		0,0034 sec		Removing some parts of the resume results in the same.	
front-end_developer_2	100%		0,004 sec			
java_developer_1	0%		0,004 sec			
java_developer_2	100%		0,0035 sec			
network_administrator_1	100%		0,0043 sec			
network_administrator_2	100%		0,0044 sec			
project_manager_1	100%		0,004 sec			
project_manager_2	100%		0,004 sec			
python_developer_1	0%		0,003 sec			
python_developer_2	100%		0,004 sec			
security_analyst_1	100%		0,004 sec			
security_analyst_2	100%		0,004 sec			
software_developer_1	100%		0,005 sec			
software_developer_2	100%		0,0041 sec			
systems_administrator_1	100%		0,003 sec			
systems_administrator_2	0%		0,004 sec			
web_developer_1	100%		0,003 sec			
web_developer_2	100%		0,004 sec			
	0,85					

Random Forest

Document	Match score	Consistency	Speed	Response clarity	Sensitivity (To small changes)	
	Cutoff 90%	Svar format	slow/med/high	set fra HR (1-5)		
						4/5
database_administrator_1	63,63%		0,03 sec			
database_administrator_2	69,83%		0,03 sec		Changing or adding information does almost not affect the score	
front-end_developer_1	73,86%		0,03 sec		Adding redundant non-important imformation like contactinfo sees a ~5 % reduced score	
front-end_developer_2	78,23%		0,03 sec			
java_developer_1	51,28%		0,03 sec			
java_developer_2	51,43%		0,03 sec			
network_administrator_1	73,21%		0,03 sec			
network_administrator_2	67,95%		0,03 sec			
project_manager_1	74,89%		0,04 sec			
project_manager_2	75,78%		0,04 sec			
python_developer_1	42,20%		0,03 sec			
python_developer_2	57,33%		0,03 sec			
security_analyst_1	82,63%		0,03 sec			
security_analyst_2	94,25%		0,04 sec			
software_developer_1	95,58%		0,03 sec			
software_developer_2	98,21%		0,03 sec			
systems_administrator_1	65,21%		0,03 sec			
systems_administrator_2	67,08%		0,03 sec			
web_developer_1	43,78%		0,03 sec			
web_developer_2	47,62%		0,03 sec			
	68,70%					

Logistic Reg clas

Document	Match score	Consistency	Speed	Response clarity	Sensitivity (To small changes)	
	Cutoff 90%	Svar format	slow/med/high	set fra HR (1-5)		
						4/5
database_administrator_1	90,32%		0,004 sec			
database_administrator_2	84,21%		0,004 sec		Adding contact information sees about a ~2-5 % loss in score	
front-end_developer_1	91,51%		0,003 sec		Removing 20 % of the input sees a reduction of ~5-15% of the score	
front-end_developer_2	83,96%		0,004 sec			
java_developer_1	55,70%		0,003 sec			
java_developer_2	41,43%		0,004 sec			
network_administrator_1	98,56%		0,004 sec			
network_administrator_2	95,58%		0,003 sec			

Document	Match score	Speed		
project_manager_1	64,32%	0,0035 sec		
project_manager_2	42,74%	0,0047 sec		
python_developer_1	73,74%	0,003 sec		
python_developer_2	65,61%	0,003 sec		
security_analyst_1	91,14%	0,003 sec		
security_analyst_2	75,21%	0,003 sec		
software_developer_1	88,38%	0,004 sec		
software_developer_2	94,97%	0,003 sec		
systems_administrator_1	86,09%	0,002 sec		
systems_administrator_2	83,03%	0,003 sec		
web_developer_1	44,67%	0,003 sec		
web_developer_2	43,01%	0,003 sec		
	74,71%			

Predicted Label Scores:
Software Developer: 0.5527
Database Administrator: 0.0155
Systems Administrator: 0.0202
Project Manager: 0.0058
Web Developer: 0.4301
Network Administrator: 0.0106
Security Analyst: 0.0027
Python Developer: 0.0122
Java Developer: 0.0132
Front-End Developer: 0.4492
Prediction completed in 3.00 ms.

BERT

Document	Cutoff 90% Match score	Svar format Consistency	slow/med/high Speed	set fra HR (1-5) Response clarity	Sensitivity (To small changes)
database_administrator_1	99,53%		0.26 sec		3/5
database_administrator_2	99,33%		0.23 sec		Things to note:
front-end_developer_1	98,67%		0.29 sec		1. Be carefull adding non relevant information (names, contactinfo, etc.)
front-end_developer_2	99,33%		0.29 sec		2. Changing the actual relevant information has small changes to the result
java_developer_1	69,50%		0.26 sec		3. Adding info not relevant will tank the score from 99 % to less than 10 %
java_developer_2	96,12%		0.26 sec		
network_administrator_1	98,59%		0.30 sec		
network_administrator_2	98,33%		0.29 sec		
project_manager_1	99,78%		0.28 sec		
project_manager_2	99,76%		0.29 sec		
python_developer_1	99,47%		0.27 sec		
python_developer_2	99,68%		0.29 sec		
security_analyst_1	99,52%		0.27 sec		
security_analyst_2	99,55%		0.26 sec		
software_developer_1	97,43%		0.29 sec		
software_developer_2	99,50%		0.28 sec		
systems_administrator_1	99,67%		0.29 sec		
systems_administrator_2	99,62%		0.29 sec		
web_developer_1	97,11%		0.29 sec		
web_developer_2	99,36%		0.29 sec		
	0,974925				

Multi Label - First Screening

Resume Label Classifier

Select Model
BERT Classifier

Paste a resume below:
Certifications
Microsoft Certified: Azure Database Administrator Associate

Oracle PL/SQL Developer Certified Associate

Classify

Predicted Label Scores:
Software Developer: 0.0830
Database Administrator: 0.9633
Systems Administrator: 0.0016
Project Manager: 0.0008
Web Developer: 0.0013
Network Administrator: 0.0006
Security Analyst: 0.0005
Python Developer: 0.0004
Java Developer: 0.0004
Front-End Developer: 0.0004
Prediction completed in 0.26 seconds.

Cosine Sim

Document	Match score	Top match	slow/med/high Speed	set fra HR (1-5) Response clarity	Sensitivity (To small changes)
database_administrator_1	57,90%	yes	0,05 sec		3/5
database_administrator_2	51,70%	no	0,09 sec		
front-end_developer_1	72,30%	yes	0,02 sec		Adding contactinfo did very small changes to the score
front-end_developer_2	68,30%	yes	0,03 sec		Removing important information like skills affects the score a good amount 10-20 %
java_developer_1	66,10%	yes	0,03 sec		
java_developer_2	66,00%	yes	0,02 sec		
network_administrator_1	67,50%	yes	0,01 sec		
network_administrator_2	66,90%	yes	0,01 sec		
project_manager_1	63,40%	yes	0,02 sec		
project_manager_2	62,60%	yes	0,02 sec		
python_developer_1	67,60%	yes	0,01 sec		
python_developer_2	69,00%	yes	0,03 sec		
security_analyst_1	60,70%	yes	0,08 sec		
security_analyst_2	61,50%	yes	0,03 sec		
software_developer_1	59,50%	no	0,02 sec		
software_developer_2	52,00%	no	0,03 sec		
systems_administrator_1	78,90%	yes	0,06 sec		
systems_administrator_2	76,60%	yes	0,02 sec		
web_developer_1	73,00%	yes	0,03 sec		
web_developer_2	73,70%	yes	0,03 sec		
	65,76%				

Chat-GPT 4.1-mini

Document	Match score	Svar format Consistency	slow/med/high Speed	set fra HR (1-5) Response clarity	Test på db admin 2 - 10 x samme prompt & 10 x samme prompt med mindre ændring Sensitivity (To small changes)
database_administrator_1	85%	5	05.22	5	90% match score 8/10 gange, med 85% de resterende 2/10.
database_administrator_2	85%	5	05.01	5	Både styrker og svagheder forbliver relativt konsistente.
front-end_developer_1	95%	5	04.25	5	
front-end_developer_2	90%	5	06.07	5	
java_developer_1	90%	5	06.18	5	
java_developer_2	90%	5	05.22	5	
network_administrator_1	90%	5	05.39	5	
network_administrator_2	90%	5	05.12	5	
project_manager_1	95%	5	05.08	5	
project_manager_2	95%	5	05.23	5	
python_developer_1	85%	5	07.20	5	90% - fjernet uddannelse - ingen mærkbar ændring
python_developer_2	90%	5	06.07	5	90% - tilføjet kontaktinfo - ingen mærkbar ændring
security_analyst_1	90%	5	07.10	5	90% - ændret 5 års erfaring til 15 år - ingen mærkbar ændring
security_analyst_2	90%	5	05.53	5	85% - fjernede liste af db i technical skills - Indikation af varians eftersom DB stadig listes som styrke, selvom det er fjernet
software_developer_1	70%	5	05.42	5	85% - fjernede job erfaring - ingen mærkbar ændring
software_developer_2	75%	5	06.24	5	85% - fjernede technical skills - ingen mærkbar ændring
systems_administrator_1	90%	5	05.39	5	85% - Tilføjede Database Security under core competence - ingen mærkbar ændring
systems_administrator_2	90%	5	05.08	5	85% - Medgav summary fra db admin 1 - ingen mærkbar ændring

Overall Assessment: 88%

Description:
The candidate presents a strong background in database development with over 5 years of relevant experience. Their resume reflects solid technical competencies in database design, query optimization, and cloud-based database management. They demonstrate experience with MySQL, PostgreSQL, and SQL Server, aligning directly with the job description. Their practical contributions to performance tuning, data modeling, and security-oriented tasks indicate a good fit for the role. However, the resume emphasizes a developer-oriented focus rather than direct database administration, which is a partial mismatch with the operational nature of the advertised DBA role.

Strengths:
- Direct experience with MySQL, PostgreSQL, and SQL Server as required.
- Strong background in query optimization, indexing, and performance tuning.
- Demonstrated experience in data modeling and normalization.
- Proven involvement in cloud database services (e.g., AWS RDS, Azure SQL).
- Migration experience with minimal downtime, suggesting operational discipline.
- Certified in relevant database technologies (Azure, Oracle).

Weaknesses:
- Lack of explicit experience in implementing backup and recovery strategies.
- No direct mention of replication or clustering technologies.
- Limited reference to managing user access and enforcing security policies.
- Resume leans more toward development and analytics rather than full-scale DBA responsibilities.

You are an AI assistant, an expert in job applications and resume writing, who assists the company in assessing how well a candidate's resume matches the job description and work environment. You are going to be provided with the job description and the resume of the candidate and must make sure that you only assess based on corresponding job description. Your response is for the company to read and should therefore be in a professional tone. You are not to make any assumptions about the candidate's skills or qualifications and should only assess based on the information provided in the resume. You are to provide a percentage score on how well the candidate's resume matches the job description, with 0% being a complete mismatch and 100% being a perfect match. You are also to provide a brief description of your assessment, including the strongest and weakest matches.

Your response must follow the following format:

Overall Assessment: (Insert the match score here)

Description: (A brief description of the candidate's resume)

Strengths: (Bullet point list of strong matches)

Weaknesses: (Bullet point list of weak matches)

Recommendations: (Your advice and suggestions for the recruiter)

Keep in mind it is important that you fill all fields of the template.

Job description:

Resume:

web_developer_1	90%	5	05.56	5	85% - Medgav summary fra security analyst 1 - ingen mærkbar ændring - reference fuld security analyst 1 resume 20 %.
web_developer_2	90%	5	05.44	5	90% - fjernede summary helt - Mere fokus på et interview er nødvendigt i recommendations.
	0,8825		05.45		