Why this design is crucial for our end users (candidates and job recruiters).

Automated Resume Best Match System

There are 3 design elements we need to include and account for:

As a recruiter, I want to get resume recommendations based on keyword search.

Recruiters can access the automated system that will suggest relevant resumes based on a keyword search that matches with the job description in their company has displayed Workday.

We will design our program to be automated to understand keywords and match those that are relevant to internal or external candidates resumes that are uploaded onto Workday.

As a candidate, I want to receive personalized job recommendations based on keyword search.

Internal or external candidates can access the automated system that will suggest relevant job openings based on a keyword search that matches their resume the candidate provided.

We will design our program to be automated to understand keywords and match those that are relevant to job openings that companies have available on Workday.

As a Product Owner, I aim for software to be impartial, ensuring it does not exhibit bias based on gender, race, or origin.

The following are features that will be implemented into the design of the automated matching system:

Features and Design for User Story 1

Note: Can be used in User Story 2

Ability to understand Complex Criteria
- Model can interpret and analyze resume content and requirements to ensure the candidates are matched to positions that suit their skills.

Shelby

Holistic Awareness
- Model can consider the entirety of a candidate's resume in context, allowing for a more in-depth assessment for their fit for the role resulting in more accurate matches.

Shelby

Matches are Monitored
- Once matching criteria is decided and prompts have been submitted, test the keywords to ensure the model is accurate and fully functional.

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Features and Design for User Story 2

Note: Can be used in User Story 1

Rule-based System
- Once requirements are defined and prompts have been entered, matches can then be created by using simple commands.

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Model is Trained
- The model can be trained to collect data and how to use that data. This optimizes the percentage of accurate matches.

Shelby

Matches are Monitored
- The logic and rules are implemented to develop the logic behind the matches. These are defined in the command prompts and can be changed as requirements get updated.

Shelby