

# Professional Dating

An unconventional approach to job recruitment

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## ABSTRACT

Navigating the current job market presents many unforeseen challenges for both job seekers and employers alike.

With the overwhelming volume of job listings and difficulty finding positions that align with a seekers skills and preferences, traditional job search platforms often lack a user-friendly interface and personalized experience that a job seeker would expect in a search platform.

The proposed solution, we deemed “OkHire”, provides a revolutionary, yet unorthodox, approach to job hunting. Inspired by the interface of Tinder, the solution addresses the complexities of job searching by utilizing advanced algorithms to analyze a user's profile comprehensively. By providing professional factors including work experience, education, preferences and desired job criteria the product will provide a far more personalized approach to job listings. Users can see their potential job matches that fit their criteria and decide if they're interested by swiping. In addition, employers can post a specific position and provide several qualifications that they are looking for (work experience, education, etc.). The algorithm will then gather potential candidates that align with this criteria

and recruiters can swipe if they think a particular individual would be fit for the position.

This product aims to revolutionize the job search experience, empowering users to find fulfilling career opportunities more efficiently while helping employers connect with qualified candidates effectively.

## INTRODUCTION

Many new graduates entering the workforce face the issue of finding a career. The daunting task of researching companies and filling out job applications to each one is time consuming and monotonous. Similarly, the resources companies invest into seeking out candidates to fill positions frequently fails to come to fruition. The time investment for both parties can be optimized greatly. On top of these issues, the lack of standardization throughout the job application process is a headache for companies and job-seekers alike.

Our team proposes an interface similar to a dating application which allows recruiters to create a profile for their company and add open positions, including preferences and criteria for potential candidates. Job-seekers will also be able to create accounts including their interests, preferred career field, and preferred company attributes such as size and location. The

recruiters will be able to view job-seeker profiles and the job-seekers will be able to view company profiles in a Tinder-like interface. Recruiters and job-seekers can swipe left or right on the corresponding profiles. If both parties swipe right on the other's profile, indicating an interest in that job-seeker or that position listing, the job-seeker and recruiter will be able to chat privately to further discuss information on the company's or the job-seeker's profile. This interaction can quickly lead to an interview or a job offer for the job-seeker and a filled position for the company.

The proposed solution will alleviate these issues which complicate the job-search process. Recruiters will fill out a standardized set of questions regarding their company such as company size, core values, career field, and job location; job-seekers will be able to filter their search based on their preferences. With a standard set of information available from all recruiters regarding their respective companies, job-seekers will have an easier time finding positions that both interest them and that they may qualify for. This relieves the job-seeker of the task of searching multiple job posting sites and allows them to view company data at a glance while comparing company statistics and information regarding the positions they are applying for.

Similarly, the proposed solution will facilitate the employee-search that many recruiters handle for their company. The recruiter for a company will create an account for their company and fill out some standard questions that job-seekers may be interested in as mentioned previously. Recruiters are also able to enter applicant preferences such as experience, academic year, or degree field. With this information, the recruiter will be given the profiles of job-seeking users who fit the recruitment criteria. In this way, the recruiter can see applicants' basic information, express an interest in a particular applicant, and then request further information or interview in a private conversation. The process of finding suitable applicants will be expedited for all recruiters and alleviate the workload required to find possible applicants to fill job positions.

Our proposed solution will benefit job-seekers and recruiters alike by providing a faster, customizable, and more organized means for searching through numerous job positions and applicants. The Tinder-inspired matching system will ensure applicants and recruiters

only see companies and job-seekers who fit the criteria and preferences set by the user. This will allow recruiters to quickly scan through a large amount of applicant data much faster than would be done in person and provide a one-stop location with standardized information for job-seekers to reference, mitigating the time investment for both parties.

## RELATED WORK

The algorithm used by Tinder, analyzes a user's behaviors, preferences, and personal information to provide several series of potential "matches". The algorithm used in our project will perform similar tasks based on criteria we specify and specified by the user when completing a profile. This will include professional qualifications, expectations, and specifying what the user is looking for (recruiting or job-seeking).

## EXPECTED PROCESS

Our team wants to use the **spiral model** because it emphasizes risk assessment in an iterative method. With an unorthodox approach to job searching we want to ensure that our product is as safe and efficient as possible. Therefore, a spiral model will allow us to repeatedly assess inherent risks and how we can mitigate them.

## REFERENCES

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