



Below is how at DataSlush an AI Data Engineer receives the project requirements.

Overview

DataSlush has engaged with a company called **Social Directory** (This is a fictitious company). Social Directory aims to streamline and diversify the hiring process for the creative industry, starting with social media creators as their core ICP (Ideal Customer Profile).

Customer Problem:

Creators receive thousands of applications from candidates with diverse backgrounds when they post a job. We are seeking a solution which ranks talent based on their creative fit, recommending the best talent to them.

Key Problems Addressed:

- Varying criteria among creators
- Specific needs for different production (video editing, design etc) and non-production (strategy, business development, operations etc) roles
- Less dependency on text-based matching
- Factoring in talent's personality and soft skills



DataSet

⚠ Note that the dataset has been modified and is not the actual data. But it is close enough to the actual use case on our platform.

Hiring Creators - Job Post:

- https://www.youtube.com/channel/UCi2gHfRMVEI_yHH90gZBevQ is looking for a talented Video Editor with experience in Adobe Premiere Pro who can edit content in Entertainment/Lifestyle & Vlogs categories. Historically, his team has preferred to hire talent in Asia for cheaper but is open to all locations for this role. Content form: Any short-form and long-forms Their top required skills: Splice & Dice, Rough Cut & Sequencing, 2D Animation Their budget: \$2500/month
- <https://www.youtube.com/@imjennim> is hiring a Producer/Video Editor based in New York (1st priority) or remote from the US to help her scale her channel in the Entertainment/Education/Food & Cooking vertical. They want someone with deep experience in TikTok. Her top required skills: Storyboarding, Sound Designing, Rough Cut & Sequencing, Filming Her budget: 100-150 per hour. Jenn would prefer female candidates but not a must.
- <https://www.youtube.com/@aliabdaal> is hiring a Chief Operation Officer to run their channel in productivity. They welcome anyone with a background in Strategy & Consulting, Business operations or Development. This person needs to have high energy and a lot of passion for educational content. They don't have any budget limitation and are willing to hire the best talent for the role.

Talent Profiles: Provided [dataset](#) with 500 talent profiles with the following information

- Gender
- Location
- A short bio description
- Job types, relevant skills, software they use, platforms they produce content for and their niche content verticals
- Creators they have worked in the past (These are actual creators that you may find their information on the Internet)
- Their Monthly (Full-time) rates and Hourly rates
- #of times their profiles have been viewed by similar creators on **Social Directory**



Assignment Objective

In this assignment, your core objective is to develop a recommendation system to score and recommend a list of Top 10 Candidates for the hiring creators from the provided list above.

We are looking for your thought process to build a viable solution to serve real customers and not just a take home assignment.

Deliverables & Expectations

Deliverables (via GitHub link):

- A web-based proof-of-concept application (frontend + backend)
- README or documentation outlining structure, setup and run instructions

Output:

- For each posting, present Top 10 ranked candidates with scores
- You may optionally extend to support all creators in the dataset

Technical Guidelines:

- Backend in Python; frontend can be any JS framework
- Proper README with instructions to run your repo

Feature & Technical Notes:

- Use the provided dataset only
- You may suggest new features for more robust recommendations, such as language or hobby (For example, if the person mentioned animals in their bio, they may be suited for a creator that is doing animal content). Surprise us!
- Leverage LLMs and embeddings for recommendation (open-source or free API keys e.g. Gemini)

🔥 Note that you are not required to write the best code given the time constraint. However, some good comments and good code structure and organisation is welcome.



You are allowed to utilise ChatGPT, Lovable, Replit, Anthropic, Cursor, anything which helps you get the job done.

5. Evaluation Criteria

Your submission will be assessed on:

Criterion	What We Look For
Matching Accuracy	Top 10 recommendations per role, with matching scores
Design & Engineering	Well-structured code, data model clarity. Clarity on the technical concepts of your implementation.
LLM or any pre-trained Model use (Hugging Face)	Creative, effective prompt and embedding strategies for scoring/classifying
Can-Do Execution	A working pipeline in 38 hrs—end-to-end reproducible flow
Web App & Write-up	Clear documentation, intuitive UI/UX, rationale explanation

Extra innovation (bonus): Agentic or chat UI for matching talent profiles, UI visual polish, and modular design earn extra credit - Sky is the limit when it comes to creativity.

6. Timeline & Submission Instructions

- Timeline: 3 calendar days (≈38 hours) from assignment access
- Deliverables to Submit:
 1. GitHub repo link (public or private)
 2. README + documentation
 3. (Optional) Demo video or brief walkthrough

7. FAQ

Q. Can I use external code/data or another dataset?

No. Use only the provided dataset to ensure fairness; you may derive new features or enrich via LLM-only inference.

Q. Must I score all three creator postings?

At minimum, score those three — you may optionally apply to all creators for bonus.



Q. Is it okay to use frameworks/LLMs like OpenAI or Gemini or open-source?

Absolutely—creative use of LLMs for classification or recommendation is encouraged and will be evaluated.

Q. How polished does the UI need to be?

Usability matters more than visual perfection.

Q. Is it acceptable if I don't finish all parts?

Yes. We value clear documentation of your assumptions, tradeoffs, and next steps in that case. Chances of you getting selected will be less compare to those who have submitted complete finished solution.

8. What We Are Testing

- Technical fluency in Python, web app integration, and Generative AI
- Adaptability and drive to complete under time pressure
- Creativity
- Communication through documentation, reasoning, and UX

We're excited to review your systems—not just code—and assess how well you think like a customer-facing AI Data Engineer.

Good luck, and we can't wait to see what you build! 🎯