Summary of Candidate Search & Analysis Steps

1). User searches for candidates using Custom Search Engine (CSE) and advanced parameters (similar to LinkedIn).

2). Results are displayed in paginated fashion. User selects candidates 1 by 1 or “all candidates”. User can adjust and readjust results according to search string and by changing parameters.

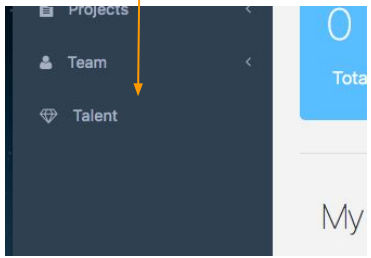
3). To analyze a candidate the system goes to their public linkedin url, examines the information available, and produces a talent profile in the system.

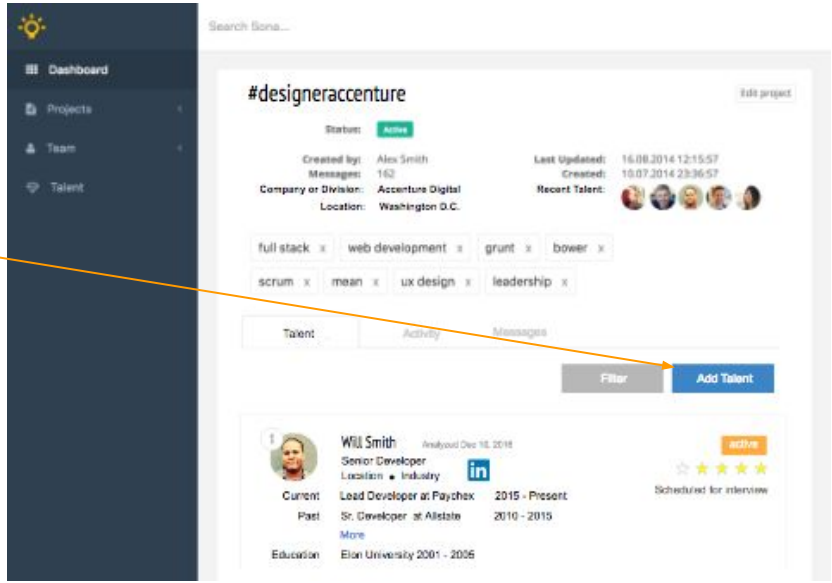
4). Analyzed candidate profiles are compared with a project’s details and rank ordered according to percent match with the project analysis (concepts and parameters).

5). Candidate profile highlight cards are displayed in rank order below the project details. User can scroll down to view ranked candidates and their analysis highlights at a glance.

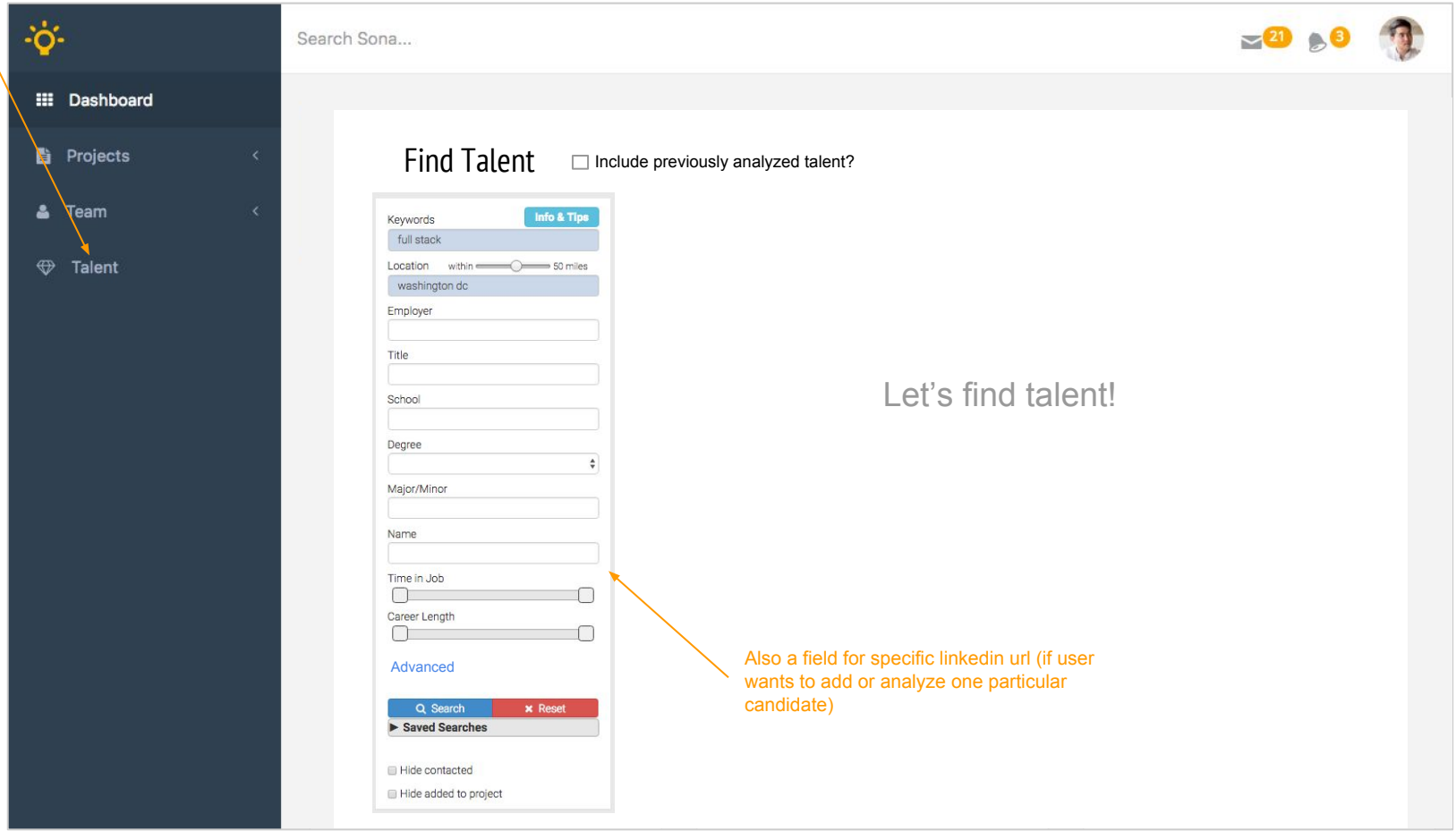
1). User searches for candidates using Custom Search Engine (CSE) and advanced parameters (similar to LinkedIn).

Search will exist within the Talent page and can be reached by either the left nav or from project details page





Talent will be highlighted in the left nav instead of Dashboard. Clicking talent brings you to the talent search page. Talent will have a subnav that leads to All Talent - a datatable of All Talent with toggles and filters

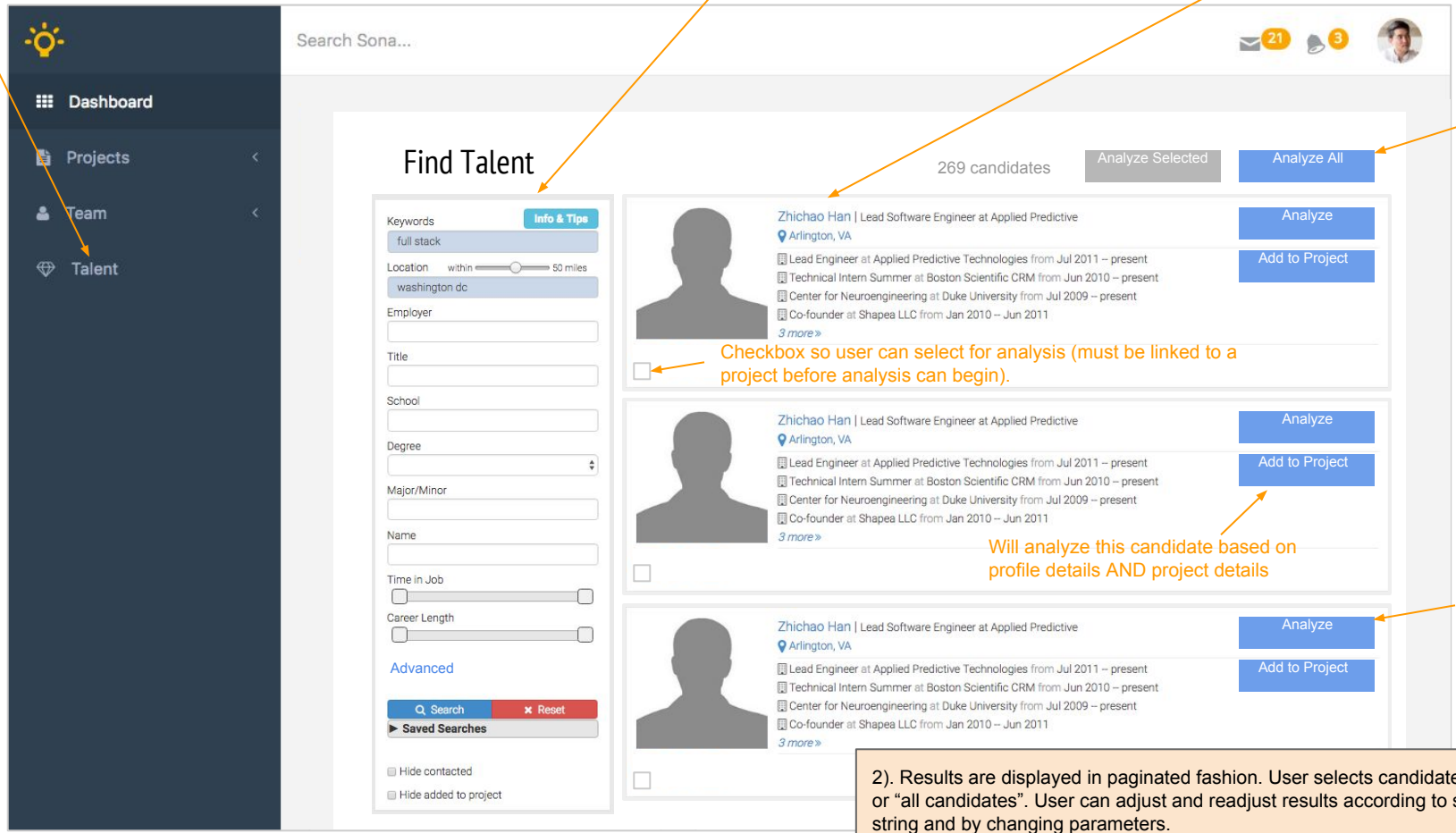


Also a field for specific linkedin url (if user wants to add or analyze one particular candidate)

Talent will be highlighted in the left nav instead of Dashboard. Clicking talent brings you to the talent search page. Talent will have a subnav that leads to All Talent - a datatable of All Talent with toggles and filters

Parameters entered here help construct boolean for CSE (behind the scenes)

Name should link to system's talent profile but there should also be a link to the linkedin profile of the candidate.



Checkbox so user can select for analysis (must be linked to a project before analysis can begin).

Will ask the user if they want to analyze all candidate search results (269 in this case) or 1 through X number of candidates of the search results. Should also inform the user of how many analyses they have left for the month.

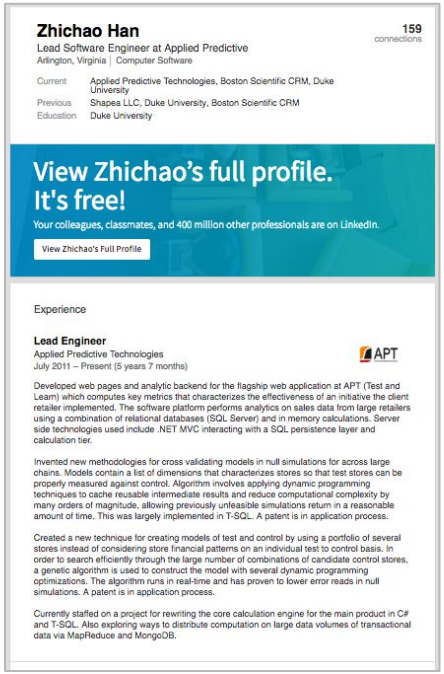
Will analyze this candidate based on profile details AND project details

Will analyze this candidate based solely on their profile details

2). Results are displayed in paginated fashion. User selects candidates 1 by 1 or "all candidates". User can adjust and readjust results according to search string and by changing parameters.

3). To analyze a candidate the system goes to their public linkedin url, examines the information available, and produces a profile in the system.

Public Linkedin Member Page - Important to know the best way to get this information. Can we get it from search engine itself or is another process necessary (indexing or crawling perhaps)?



Zhichao Han
Lead Software Engineer at Applied Predictive
Arlington, Virginia | Computer Software
159 connections

Current Applied Predictive Technologies, Boston Scientific CRM, Duke University
Previous Shapea LLC, Duke University, Boston Scientific CRM
Education Duke University

View Zhichao's full profile. It's free!
Your colleagues, classmates, and 400 million other professionals are on LinkedIn.
View Zhichao's Full Profile

Experience

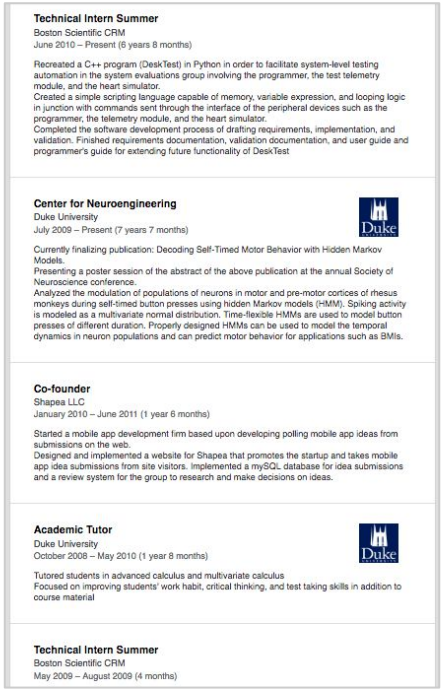
Lead Engineer
Applied Predictive Technologies
July 2011 – Present (5 years 7 months)

Developed web pages and analytic backend for the flagship web application at APT (Test and Learn) which computes key metrics that characterizes the effectiveness of an initiative the client retailer implemented. The software platform performs analytics on sales data from large retailers using a combination of relational databases (SQL Server) and in memory calculations. Server side technologies used include .NET MVC interacting with a SQL persistence layer and calculation tier.

Invented new methodologies for cross validating models in null simulations for across large chains. Models contain a list of dimensions that characterizes stores so that test stores can be properly measured against control. Algorithm involves applying dynamic programming techniques to cache reusable intermediate results and reduce computational complexity by many orders of magnitude, allowing previously unfeasible simulations return in a reasonable amount of time. This was largely implemented in T-SQL. A patent is in application process.

Created a new technique for creating models of test and control by using a portfolio of several stores instead of considering store financial patterns on an individual test to control basis. In order to search efficiently through the large number of combinations of candidate control stores, a genetic algorithm is used to construct the model with several dynamic programming optimizations. The algorithm runs in real-time and has proven to lower error reads in null simulations. A patent is in application process.

Currently staffed on a project for rewriting the core calculation engine for the main product in C# and T-SQL. Also exploring ways to distribute computation on large data volumes of transactional data via MapReduce and MongoDB.



Technical Intern Summer
Boston Scientific CRM
June 2010 – Present (6 years 8 months)

Recreated a C++ program (DeskTest) in Python in order to facilitate system-level testing automation in the system evaluations group involving the programmer, the test telemetry module, and the heart simulator.
Created a simple scripting language capable of memory, variable expression, and looping logic in junction with commands sent through the interface of the peripheral devices such as the programmer, the telemetry module, and the heart simulator.
Completed the software development process of drafting requirements, implementation, and validation. Finished requirements documentation, validation documentation, and user guide and programmer's guide for extending future functionality of DeskTest

Center for Neuroengineering
Duke University
July 2009 – Present (7 years 7 months)

Currently finalizing publication: Decoding Self-Timed Motor Behavior with Hidden Markov Models.
Presenting a poster session of the abstract of the above publication at the annual Society of Neuroscience conference.
Analyzed the modulation of populations of neurons in motor and pre-motor cortices of rhesus monkeys during self-timed button presses using hidden Markov models (HMM). Spiking activity is modeled as a multivariate normal distribution. Time-flexible HMMs are used to model button presses of different duration. Properly designed HMMs can be used to model the temporal dynamics in neuron populations and can predict motor behavior for applications such as BMIs.

Co-founder
Shapea LLC
January 2010 – June 2011 (1 year 6 months)

Started a mobile app development firm based upon developing polling mobile app ideas from submissions on the web.
Designed and implemented a website for Shapea that promotes the startup and takes mobile app idea submissions from site visitors. Implemented a mySQL database for idea submissions and a review system for the group to research and make decisions on ideas.

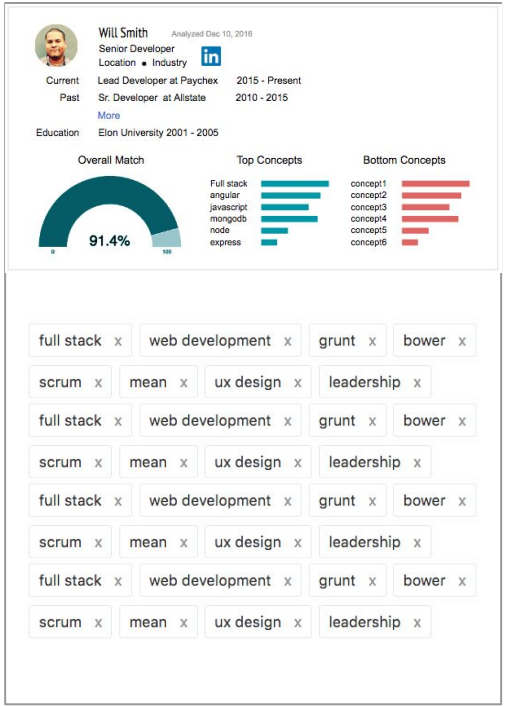
Academic Tutor
Duke University
October 2008 – May 2010 (1 year 8 months)

Tutored students in advanced calculus and multivariate calculus
Focused on improving students' work habit, critical thinking, and test taking skills in addition to course material

Technical Intern Summer
Boston Scientific CRM
May 2009 – August 2009 (4 months)

Alchemy

Analyzed concepts and details from LinkedIn public profile data are used to produce an Analyzed Candidate Profile.



Will Smith Analyzed Dec 10, 2016
Senior Developer
Location • Industry

Current Lead Developer at Paychex 2015 - Present
Past Sr. Developer at Allstate 2010 - 2015
More
Education Elon University 2001 - 2005

Overall Match: 91.4%

Top Concepts: Full stack, angular, javascript, mongodb, node, express

Bottom Concepts: concept1, concept2, concept3, concept4, concept5, concept6

full stack x | web development x | grunt x | bower x
scrum x | mean x | ux design x | leadership x
full stack x | web development x | grunt x | bower x
scrum x | mean x | ux design x | leadership x
full stack x | web development x | grunt x | bower x
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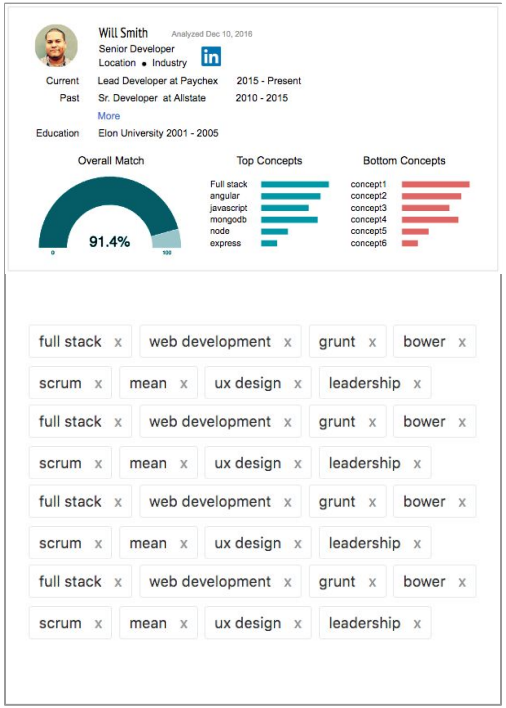
full stack x | web development x | grunt x | bower x
scrum x | mean x | ux design x | leadership x

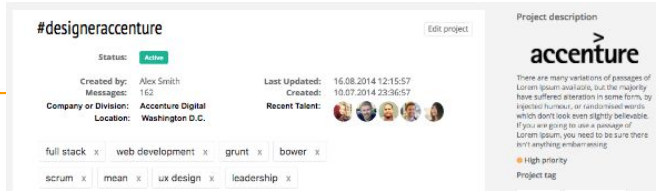
4). Analyzed candidate profiles are compared with a project's details and rank ordered according to percent match with the project analysis (concepts and parameters).

Analyzed Candidate Profiles



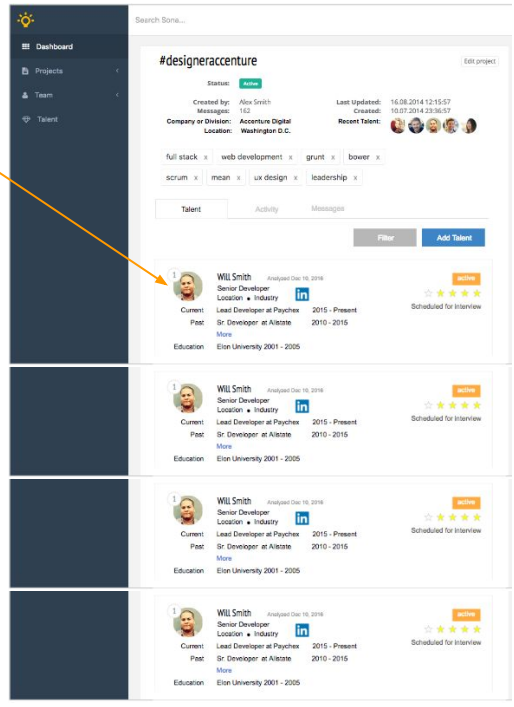
***Note that candidate highlight cards, when rank ordered, will show rank, percent match, and other concept details (see final slide).Full analyzed candidate profiles will show more detail, concepts, metrics, notes, etc. when viewed (clicked into) by a user.

...are compared with Analyzed Project Details



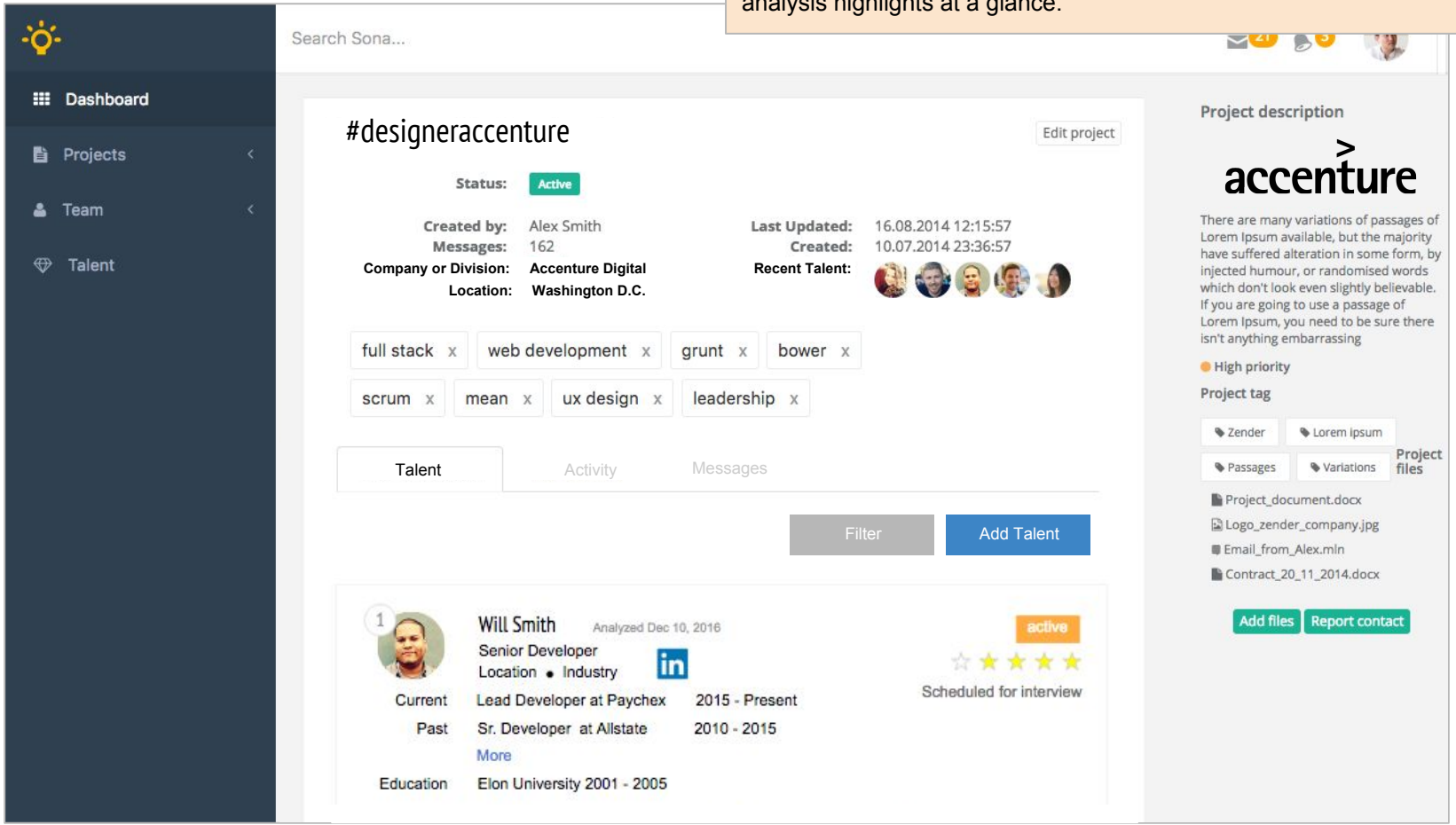
Would it be helpful to use Watson's "Retrieve and Rank" service for rank ordering candidates?

..and rank ordered and displayed below project details



Example of Project Details Page (still being designed)

5). Candidate profile highlight cards are displayed in rank order below the project details. User can scroll down to view ranked candidates and their analysis highlights at a glance.



Example of Analyzed Candidate Profile Highlight Card (as displayed under project details in rank order)

This is the systems rank for the candidate based on provided concepts/details

User can assign active or inactive to understand if the individual is still in consideration regardless of “stage”. Otherwise “stage” determines active or not.

User rates the candidate. This aids machine learning, allows for better filtering, aids visual tracking by user.

User sets the stage the candidate is in:
None (blank), contacted, replied, interested, not interested, under review, scheduled for interview, interviewing, offer, hired, rejected

1

Will Smith

Analyzed Dec 10, 2016

Senior Developer

Location • Industry

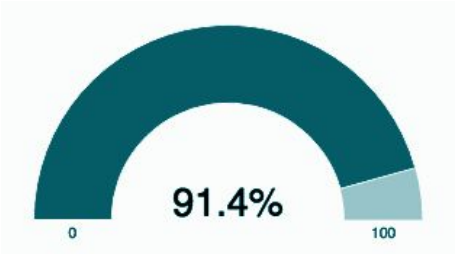
active

☆ ★ ★ ★ ★

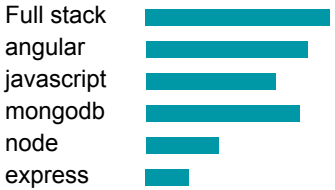
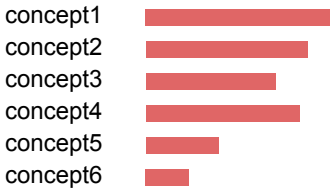
Scheduled for interview

Current	Lead Developer at Paychex	2015 - Present
Past	Sr. Developer at Allstate	2010 - 2015
	More	
Education	Elon University 2001 - 2005	

Overall Match



Top Concepts



Bottom Concepts