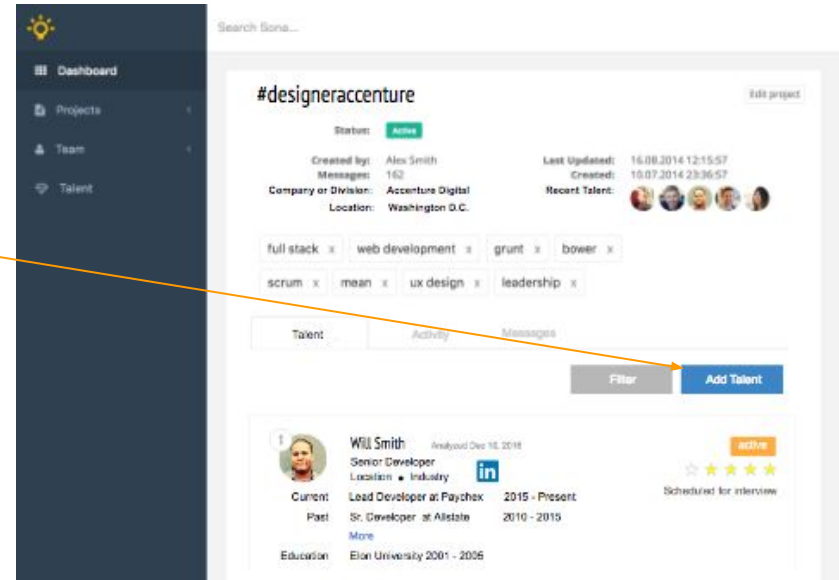
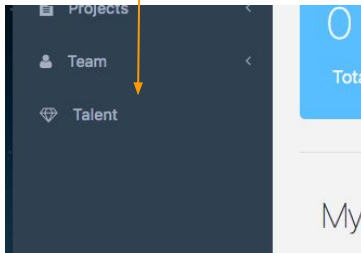


Summary of Candidate Search & Analysis Steps

- 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

Search Sona...

21 3

Dashboard

Projects

Team

Talent

Find Talent

☐ Include previously analyzed talent?

Keywords [Info & Tips](#)

full stack

Location within 50 miles

washington dc

Employer

Title

School

Degree

Major/Minor

Name

Time in Job

Career Length

Advanced

Search Reset

Saved Searches

☐ Hide contacted

☐ Hide added to project

Let's find talent!

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.

The screenshot shows a web application for finding talent. On the left is a dark sidebar with a navigation menu containing 'Dashboard', 'Projects', 'Team', and 'Talent'. The 'Talent' item is highlighted with an orange arrow. The main content area is titled 'Find Talent' and features a search form on the left and a list of candidates on the right. The search form includes fields for Keywords (with a dropdown set to 'full stack'), Location (with a range slider set to 'within 50 miles' and a dropdown set to 'washington dc'), Employer, Title, School, Degree, Major/Minor, Name, Time in Job (with a range slider), and Career Length (with a range slider). There is an 'Advanced' section with 'Q Search' and 'x Reset' buttons, and a 'Saved Searches' section with 'Hide contacted' and 'Hide added to project' checkboxes. The candidate list shows three results for 'Zhichao Han | Lead Software Engineer at Applied Predictive' in 'Arlington, VA'. Each result has a checkbox, a profile picture placeholder, and buttons for 'Analyze' and 'Add to Project'. Annotations with orange arrows point to various elements: the 'Talent' nav item, the search parameters, the candidate list, the 'Analyze' button, and the 'Add to Project' button. A text box at the bottom right explains the pagination and selection process.

Search Sona...

Find Talent

269 candidates

Analyze Selected

Analyze All

Keywords [Info & Tips](#)

full stack

Location within 50 miles
washington dc

Employer

Title

School

Degree

Major/Minor

Name

Time in Job

Career Length

Advanced

Q Search x Reset

Saved Searches

Hide contacted

Hide added to project

☐ Zhichao Han | Lead Software Engineer at Applied Predictive
Arlington, VA
Lead Engineer at Applied Predictive Technologies from Jul 2011 – present
Technical Intern Summer at Boston Scientific CRM from Jun 2010 – present
Center for Neuroengineering at Duke University from Jul 2009 – present
Co-founder at Shapea LLC from Jan 2010 – Jun 2011
3 more »

☐ Zhichao Han | Lead Software Engineer at Applied Predictive
Arlington, VA
Lead Engineer at Applied Predictive Technologies from Jul 2011 – present
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Lead Engineer at Applied Predictive Technologies from Jul 2011 – present
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Center for Neuroengineering at Duke University from Jul 2009 – present
Co-founder at Shapea LLC from Jan 2010 – Jun 2011
3 more »

Analyze

Add to Project

Analyze

Add to Project

Analyze

Add to Project

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.

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 solely on their profile details

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)?

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

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



Will Smith
Senior Developer
Location • Industry
2015 - Present
Lead Developer at Paychex
Sr. Developer at Alistate
2010 - 2015
More
Education
Elon University 2001 - 2005

Overall Match
91.4%

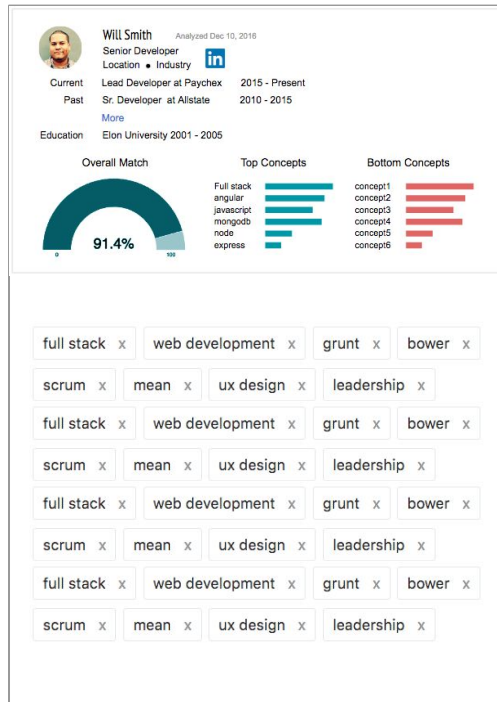
Top Concepts
Full stack
angular
javascript
mongodb
node
express

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
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

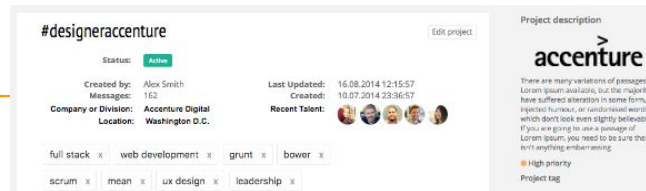
4). Analyzed candidate profiles are compared with a project's details and rank ordered according to percent match with the project analysis (concepts and parameters).

Analyzed Candidate Profiles



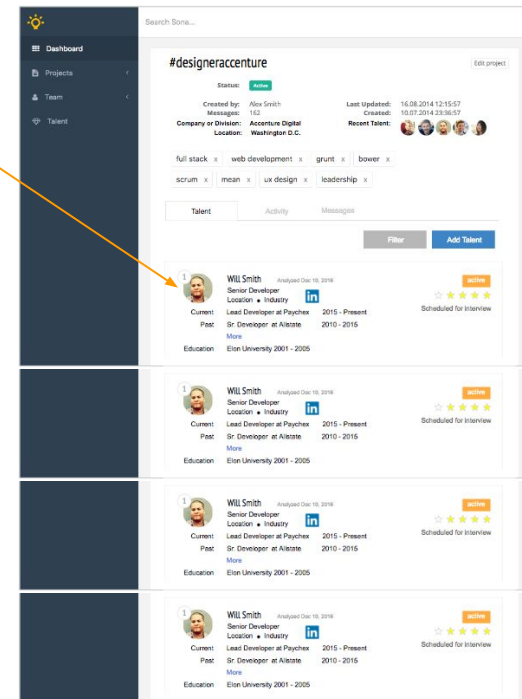
***Note that candidate highlight cards, when rank ordered, will show rank, percent match, and other concept details (see final slide). Full analyzed candidate profiles will show more detail, concepts, metrics, notes, etc. when viewed (clicked into) by a user.

...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.

Dashboard

Projects

Team

Talent

Search Sona...

#designeraccenture

Status: Active

Created by: Alex Smith

Messages: 162

Company or Division: Accenture Digital

Location: Washington D.C.

Last Updated: 16.08.2014 12:15:57

Created: 10.07.2014 23:36:57

Recent Talent:

full stack x

web development x

grunt x

bower x

scrum x

mean x

ux design x

leadership x

Talent

Activity

Messages

Filter

Add Talent

1

Will Smith

Senior Developer

Location • Industry

Analyzed Dec 10, 2016

active

Scheduled for interview

Current

Lead Developer at Paychex

2015 - Present

Past

Sr. Developer at Allstate

2010 - 2015

Education

Elon University 2001 - 2005

Project description

accenture

There are many variations of passages of Lorem Ipsum available, but the majority have suffered alteration in some form, by injected humour, or randomised words which don't look even slightly believable. If you are going to use a passage of Lorem Ipsum, you need to be sure there isn't anything embarrassing

High priority

Project tag

Zender

Lorem ipsum

Passages

Variations

Project files

Project_document.docx

Logo_zender_company.jpg

Email_from_Alex.mln

Contract_20_11_2014.docx

Add files

Report contact

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



Will Smith Analyzed Dec 10, 2016

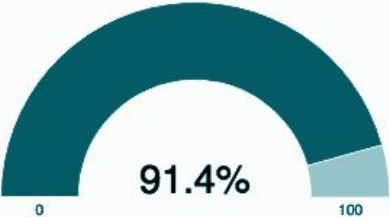
Senior Developer
Location • Industry

Current Lead Developer at Paychex 2015 - Present
Past Sr. Developer at Allstate 2010 - 2015

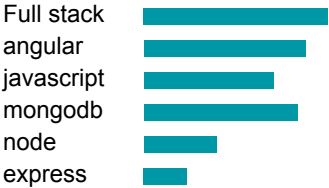
[More](#)

Education Elon University 2001 - 2005

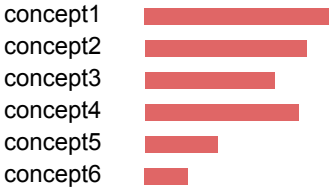
Overall Match



Top Concepts



Bottom Concepts



Scheduled for interview

active