**Proposed Common method to rank CVs:**

**1. Define Evaluation Criteria**

First, establish the key factors that are important for the role. Some typical criteria might include:

* **Education**: Degree relevance and level.
* **Work Experience**: Number of years, relevance to the role, and specific achievements.
* **Skills**: Technical skills, soft skills, certifications, etc.
* **Professional Certifications**: Industry-relevant certifications.
* **Projects**: Practical projects or portfolio items relevant to the role.
* **Additional Information**: Languages spoken, volunteer work, and other notable attributes.

**2. Assign Weights to Each Criterion**

Assign different weights to each criterion based on its importance to the job. For example:

* Education: 15%
* Work Experience: 30%
* Skills: 25%
* Certifications: 10%
* Projects: 10%
* Additional Information: 10%

**3. Keyword Matching (Against JD)**

Implement a keyword matching system to scan CVs for relevant terms or phrases aligned with job requirements. This could include:

* Required job skills (e.g., “Java”, “Python” for technical roles).
* Industry-specific terminology.
* Experience with specific tools or software.

Higher keyword matches should improve a CV’s ranking.

**4. Quantitative Scoring (Against JD)**

Create a quantitative scoring model based on:

* **Keyword matches**: A higher number of relevant keywords increases the score.
* **Experience alignment**: Match the number of years of experience with the job description.
* **Skill level**: Compare the skill proficiency listed in the CV to job needs.
* **Project impact**: Consider the relevance and scale of projects mentioned.

Each section should have a maximum score that adds to an overall total.

**5. Soft Skills and Language Analysis**

Natural Language Processing (NLP) can be used to assess soft skills, leadership potential, and communication skills. Look for indicators like:

* Problem-solving experiences.
* Teamwork and leadership roles.
* Cross-functional collaboration.

**6. Automated Ranking Algorithm**

Once the weights, keyword matching, and quantitative scoring are defined, an algorithm can compute a final score for each CV based on how well they align with the requirements. The CVs can then be ranked from highest to lowest score.