***Certificate Programme in Business Analytics***

Capstone Project Description

# *Company Details*

## Name of the Organization:

Standard &Poor’s (Known as S&P Global)

1. Brief Background of the organization: ***(you may add text OR include a website link to your organization’s homepage)***

Standard & Poor's Financial Services LLC is a U.S. financial services company. It is a division of S&P Global that publishes financial research and analysis on stocks, bonds, and commodities. S&P is known for its stock market indices such as the U.S.-based S&P 500, the Canadian S&P/TSX, and the Australian S&P/ASX 200.

1. Industry Sector: ***(please select one of the following)***

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| --- |
| ***Automotive*** |
| ***BFSI*** |
| ***Consulting***  ***Education /Vocational Training*** |
| ***Energy***  ***FMCG*** |
| ***Healthcare /Pharma*** |
| ***Infrastructure & Real Estate*** |
| ***IT Products/Services*** |
| ***Manufacturing*** |
| ***Media & Entertainment*** |
| ***Public Sector*** |
| ***Retail/E-commerce*** |
| ***Social Sector*** |
| ***Technology/Telecom*** |
| ***Transportation / Logistics***  ***Others – please specify*** |

# *Project Details*

1. Project Title: ***(one line title for the project)***

E-recruitment using ML

1. Primary Focus of the Engagement: *(please classify the nature of consultancy expected from the team – pick any one/two)*

|  |  |
| --- | --- |
|  | ***Strategy*** |
|  | ***Marketing*** |
|  | ***Operations*** |
|  | ***Finance*** |
|  | ***Technology*** |
|  | ***Supply-Chain*** |
|  | ***Others – please specify*** |

1. Project Description: ***(please*** ***elaborate the project title above, to help the team understand the focus and background of the project)***

One of the biggest challenges facing HR professionals today is finding the best talent to hire. This task has proven burdensome in the past, in part due to inefficient manual tasks that plague the recruiting process and the lack of access to the right data to make informed decisions. In fact, per research conducted by LinkedIn, 46% of recruiters and hiring managers have identified "finding the right candidate" as the biggest hurdle in hiring today. To tackle these challenges, new technology companies are rapidly emerging in the HR tech ecosystem with robust solutions that use Big Data, predictive analytics, and AI to automate and improve everything in the recruitment process from job advertising and resume screening to applicant engagement, scheduling, and recruiting by text. These new tools offer us ways to help overcome the limitations and biases inherent in recruiting with automated processes that are hyper-responsive to market data, complex metrics, and even budget constraints.

Hence this project is to find out on very fist problem, where we would like to find out a solution to match job requisition with candidate’s resume.

1. Project Data: ***(please elaborate on the dataset(s) of the project which will be shared with the team for analysis)***

We would give enough resumes and Job descriptions to get this problem solved and able to support team, on all of their data requirements.

|  |  |
| --- | --- |
|  |  |

1. Project Deliverables, Timeline and Impact: ***(Please elaborate on your expectation of the final project deliverables and the benefit you expect to derive from this engagement)***

This project definitely going to help us to make our hiring process more robust as we would use machine learning methods for resume screening. As a deliverable we are looking for solution towards this area and looking for deliverable like – Source code, Hypothesis behind any solution etc.

# *Engagement Details*

1. Team Composition Requirements: ***(Please specify any special requirements in the project team, with regards to the size/education/work experience / background)***

Open for any team, but require people who can think to solve the problem differently.

1. Please specify the location – City(s)/State:

Gurugram

1. Organizational Resources that will be provided: ***(To facilitate smooth completion of the engagement, the student team will require assistance from your organization, this may include contacts, personnel, facilities and data)***

We would provide required data. There would be a POC to discuss project challenges on real time basis and Mentor.

# *Your Contact Details*

|  |  |
| --- | --- |
| Organization division concerned/responsible  ***(Which division of your organization will the engagement be concerned with)*** |  |
| Contact details of the project mentor  ***(Please mention the name& designation of the point of contact in your organization who will lead / be in-charge of reviewing the engagement)*** | **Name:** Surendra Dattatrey  **Designation:** Associate Director  **Phone Number:** +91-8595004424  **Email ID :** surendra.dattatrey@spglobal.com |
| Name of the sponsor  **(Please mention the name & designation of the person approving the project if different from mentor)** |  |