# logo and globo

# Expression of Interest

# Team Information

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| --- | --- | --- | --- | --- |
| ***No.*** | ***Student Name*** | ***PGID*** | ***Mobile No.*** | ***CBA Email ID*** |
| 1 | Laxmi Narasimhan Akshay | 11810102 | 9910904849 | Laxmi\_Narasimhan\_CBA2019W@isb.edu |
| 2 | Nikhil Bhasin | 11810011 | 9899988435 | [Nikhil\_Bhasin\_CBA2019W@isb.edu](mailto:Nikhil_Bhasin_CBA2019W@isb.edu) |
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| --- | --- | --- |
| Project No | Client Name | Title of the Project |
|  | Standard & Poor’s | E-recruitment using ML |

Project being applied for:-

***Answer these three questions (Should not exceed two pages)***

1. Problem/ sub-problem as the team have understood.

The HR team receives hundereds to resumes for the open positions and it makes the whole process of screening, shortlisting and reviewing the individual candidatures very time consuming, subjective and with a possibility of misidentification of a potential ‘right-fit’ due to humar errors. To make the whole process more objective, seamless and data driven we would like to undertake this project of automating the screening of the candidates with the help of ML.

2. What is the approach you will take to address these issues?  
We can implement our learnings and knowledge from Text analytics course and take a level based approach to address these issues. At each level we will be applying various algorithms to score the resumes. These levels could be-

a) **Word matches from JD and resumes**- Uisng Bag of words  
b) **Searching and locating similarity of words**- Using word to vec or glove  
c) **Context matching between the JD and resume**- using frameworks like Microsoft CNTK

At last, the top candidates with high scores will be presented to the HR who can then engage with the appropriate candidates and start the recruitment process.

Please Note- In addition to the above mentioned methods we can try to implement advanced techniques depending upon the available data to achieve better results.

3. Why is your team the best suited to take up this project? (your competencies as a team, interests and prior experience if any)

Our team provides a good mix to take on this project requirement. One team member is a statistician and hence is a value team member with previous experience with analytics to be able to contribute on the project requirement. Has experience in document scraping, pdf to excel conversion, sentiment analysis and creating word clouds while working in Health & benefits including Insurance for a leading HR outsourcing and consulting firm – Mercer. One individual has been in advisory firms (including McKC, Gartner, and Grail Research) as background and can keep the business advisory side of the project always at the core of the requirement and can try to look at the key issue at hand. And the third team member has developed significant experience in two projects successfully completed during the ISB Business Analytics course on Text Analytics, NLP and related technologies to be contribute significantly on the project.