# logo and globo

# Expression of Interest

# Team Information

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| --- | --- | --- |
| Project No | Client Name | Title of the Project |
| 1. | S&P Global | 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.

At any given time, there will are thousands of applications for a job opening in S&P and it becomes difficult for an HR professional to select the best candidate for that position out of the myriad of applications. In most cases, an HR professional is required to manually sieve through the resumes to filter eligible candidates matching with the job description posted and short list the most eligible candidates for interviews.

Project is aimed at using Machine Learning Techniques to automate the filtering of the resumes matching the job description posted.

1. What is the approach you will take to address these issues?

We expect the data that will be available for us will consist primarily of sample resumes and job descriptions. Assuming data would be in text format, we would be employing text analytics (word2vec, n-gram, NLP) techniques for the project.

The approach would be:

* Understanding Job requirements and assigning weightage for specific skill sets.
* Analyze the sample resumes and algorithm should be made structure insensitive.
* Group the resumes using common keywords to match given keywords of the job descriptions.
* Refining the filter for the resumes using unique keywords that differentiate the correct candidates using weightages assigned for the job descriptions keywords.
* Rank the Resumes based on the percentage of matching with Job description.
* Provide % of match for top 20 resumes.

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

Expertise of our team can be summarized as below, and is aptly suited to execute the project:

* Average of 7.5 years of experience in project staffing, hiring, strategy etc. by team.
* Average of 5 years programming experience by the team in Python, R, PL/SQL and Java
* 2 members in the team have extensive experience in Data mining and Statistical Analysis.
* Working Knowledge on building machine learning models using text analytics.