# logo and globo

# Expression of Interest

# Team Information

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| --- | --- | --- | --- | --- |
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| --- | --- | --- |
| Project No | Client Name | Title of the Project |
| 14 | Standard &Poor’s (Known as 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.

Hiring best talent is always a big challenge for companies. The first & hardest step in the process is to screen or shortlist the right candidates who are right fit for the job description.

This job has to be done manually or recuriters employ simple keyword search to match. More than 80% of resume received are not qualified. Adding to already high Manual efforts. Manual efforts are very expensive & time consuming

Also with every passing day, the hiring volume is set to increase while the recruitment staff will stay same or decrease.

This calls for Automated system which should be able to

* Screen large number of resume
* Can match it with the required job Description
* Select or Rank by relevance

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

Our approach would be two -fold **Similarity & Relevance** i.e.

1. Finding the similarities between Job Description & Resume
2. Finding the relevance between JD & Resume by abstraction

For finding similarity, we will use the below techniques (not exhaustive)

* Converting all resume format to text.
* Build NER models to extract entity informations\ summarization.
* Cluster the data to reduce volume.
* Use Python Wikipedia libraries to craete skill corpus
* Use similarity models with Job description extraction to find similar resumes and rank them

For Abstraction of essential information for finding higher relevance, we would employ and explore

* NLP techniques
* Deep learning

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

We believe that we are best suited as

* Diverse Background with Finance,Consulting, IT & Engineering currently employed with Adobe India and Microsoft India
* We have Average experience of 12.5 Years But all are passinaote for Data Science
* Diverse Skillsset including
  + NLP & Python,
  + Deep learning, Supervised & Unsupervised ML
  + Data Mining, statistics & Big Data
  + Strong knowledge of Cloud, Visualization & Project Management

Also

* We are Co-Located in Same region
* Performers in CBA Course
* Two of the team member work closely with HR\recuriter teams for resource hiring
* We are willing to spend total of 24 Hours with respective HR\Recuriter teams to understand the Recruitment function.

Apart from above we have common & firm belief that it will be a great contribution towards your initiative of enabling the organizations to find the right candidate and happy employees .

**We are confident that we can deliver on the same in timely and professional manner.**