**Dataset Akkodis**

This is a description of the fields in the dataset related to the HR use case of Akkodis.

* The dataset consists of 40 columns and 21,377 entries.
* The data have been carefully anonymized. In particular
  + the name (and the surname) of each candidate, has been replaced with a *hash code*.
  + Names of previous companies where the candidate worked, has been removed. This process involved the **Job Description**, **Recruitment Request**, and **Last Role** fields.
* Following a brief description of each field:
  + **ID**: Unique identifier for the candidate. Each 'ID' is unique for a given name.
  + **Candidate State**: Status of the candidate's application.
  + **Age Range**: Range of age for the candidate.
  + **Citizenshi**p: Country of citizenship for the candidate.
  + **Residence**: Current place of residence for the candidate.
  + **Sex**: Gender identification of the candidate (Male/Female).
  + **Protected category**: Indicates if the candidate falls into a protected category. There are the two articles: Article 1 and Article 18.
  + **TAG**: Keywords used by recruiters.
  + **Study area:** Field of study or academic discipline.
  + **Study Title**: Academic degree or title obtained.
  + **Years Experience**: Number of years of professional experience.
  + **Sector**: Industry or sector in which the candidate has experience.
  + **Last Role**: Candidate's most recent job role.
  + **Year of insertion**: Year when the candidate's information was entered into our portal (database).
  + **Year of Recruitment**: Year in which the candidate was hired.
  + **Recruitment Request**: Represents the application request for a candidacy.
  + **Assumption Headquarters**: Headquarters location associated with the hiring assumption.
  + **Job Family Hiring**: Job family or category for the hiring position.
  + **Job Title Hiring**: Specific job title for the hiring position.
  + **Event\_type\_val**: It specifies the stage of the recruitment process for the candidate.
  + **Event\_feedback**: Feedback received from an event.
  + **Linked\_search\_key:** keys indicate the number of searches conducted for a job position (e.g. RS23.0594, “594” represents the 594th search conducted for that position.")
  + **Overall**: Overall assessment. Interview score.
  + **Job Description**: Description of the job role.
  + **Candidate Profile**: Profile information for the candidate.
  + **Years Experience**: Additional field for specifying years of experience.
  + **Minimum Ral (Gross Annual Salary)**: Minimum expected gross annual salary.
  + **Ral (Gross Annual Salary)** **Maximum**: Maximum expected gross annual salary.
  + **Study Level**: Level of study.
  + **Study Area**: Additional field for specifying the academic field of study.
  + **Akkodis headquarters**: Headquarters location for Akkodis.
  + **Current Ral (Gross Annual Salary)**: Current or existing salary.
  + **Expected Ral (Gross Annual Salary)**: Expected salary.
  + **Technical Skills**: Skills related to technical or specialized expertise.
  + **Standing/Position**: Standing or position within the organization.
  + **Communication**: Communication skills from 1 to 4.
  + **Maturity**: Level of maturity from 1 to 4.
  + **Dynamism**: Level of Dynamism from 1 to 4.
  + **Mobility**: Mobility from 1 to 4.
  + **English**: Proficiency in the English language from 1 to 4.