**INTRODUCTION**

Smart Talents Scout is a web based candidate recommending system which goes along the line of these online platforms, but with additional capabilities. It will ease the workload of a job recruitment company by selecting the best matching candidates for their job requirements.

Main goal of this project would be to locate the perfect matching candidates for a given job requirement with the assistance of an efficient candidate ranking.

This will lead the job seekers and employers to persuasively and productively fulfil their requirements while conveniently having access his or her most interested jobs and candidates.

**Problem**

Job portals in most cases do not have the rich range of abilities that employers need to locate the best candidate matched to their own preferences, their capacities, and their interests and goals.

**Solution**

We propose a ranking based system, where different Skills, Educational qualifications and Work experience of a job seeker are considered with a view to providing a ranking among other candidates.

**Results**

Table 2: Resume matching compatibility results

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Resume No** | **Algorithm I** | **Algorithm II** | | | **Relative Score (RS)** | **STS Ranking** | **Manual Ranking** |
| ***SWE*** | ***SK*** | ***(SWE+SK)÷2*** |
| Resume 1 | 0.245 | 0.375 | 0.33 | 0.3525 | 0.29875 | 6 | 6 |
| Resume 2 | 0.319 | 0.25 | 0.20 | 0.225 | 0.272 | 7 | 7 |
| Resume 3 | 0.690 | 0.875 | 1.00 | 0.9375 | 0.81375 | 1 | 1 |
| Resume 4 | 0.750 | 0.375 | 0.50 | 0.4375 | 0.59375 | 5 | 4 |
| Resume 5 | 0.293 | 0.125 | 0.00 | 0.0625 | 0.17775 | 8 | 8 |

**Key Features**

|  |  |  |
| --- | --- | --- |
| **Feature** | **Existing Applications** | **Smart Talents Scout** |
| Ranking applicants based on their skills and work experience | No | Yes, one of the main difference |
| Ranking applicants based on their educational background | No | Yes, one of the main difference |
| Ability for employers to filter applicants through tag based searching | No, | Yes, can search for candidates with multiple skills at once |

**Conclusion**

Smart Talent Scout is an ontology based candidate recommendation system that can help recruiters to find suitable candidates more precisely. A new algorithm which uses both logic and semantic based approach, to calculate the similarity value between a job requirement and resume models was used to rank candidates. The results showed that the proposed system might be useful in real-world online recruitment and ranking of candidate resumes, and it will have a better recommendation precision and efficiency than currently existing systems. In the future, we attempt to investigate the useful information about job recruiting and extract as much as possible information to implement an enriched candidate recommendation system with better performance and accuracy.