

**Pro-Recruiter Application**

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**Introduction**

In today’s competitive job market, the process of matching the job adverts with potential candidates looks very time-consuming and resource-intensive for recruiters. Also the jobseekers might find it difficult to identify suitable job opportunities that match their skill set and abilities.

This is where the power of Artificial Intelligence comes into play. By using AI algorithms, job adverts and resumes can be analysed and matched more efficiently saving both the recruiter’s and jobseeker’s time. It can also reduce the unconscious bias in the recruitment process by focusing solely on skills, qualifications and experience.

**Pro-Recruiter** is an AI based application to automatically find live vacancies and analyses the text in those job adverts by categorizing the terms to determine soft and hard skill needs.

It then reads the CV again for the text in the CV and categorising soft and hard skills. Using Machine Learning it then matches the CVs to the available vacancies.

This Project is done in the form an internship with one of the **AI Foundry** projects from **THE BRITISH INSTITUTE OF RECRUITERS**.

**Key Objectives**

* Create a list of employer career pages using scrapping from <https://www.cv-library.co.uk/companies/employers>, so first navigate to each industry type employers and navigate website and look for career page link and store it in database or csv file along with company details.
* Make generalized scrapping to scrape jobs from employer website career pages stored in csv
* From the scrapped jobs, classify the jobs based on the job title, job type, salary, description..etc

**Additional Objectives**

* Study if the recruiting engine is gender neutral
* Research on how the use of a language model would improve the performance of the system
* Find out what language model seems to best suit the use-case.
* Research on the use of embeddings via the language models and how different types of embeddings affect the performance.
* Conduct careful feature testing of the website, producing detailed reports on findings where features are not working, perform badly or are not intuitive and suggest changes for improvement. The output is a detailed word doc report with screen shots for the team to discuss.

**Software Requirements**

* Python
* AI
* Machine Learning
* Natural Language Processing
* Web Scraping