Harbinger helped a popular Job Application System to add candidate shortlisting feature/process.

Harbinger created a layer of candidate shortlisting solution which helped to reduce the efforts spent on the manual screening of resumes and shortlisting the right candidate.

About Client

A US-based ISV, which offers widely used Job Application System.

Business Situation

- Hiring the right people was a major concern of the client. Their job openings pull in about 250 resumes, recruiters said that shortlisting qualified candidates is the most difficult part of their job.

- The major challenge was to design a solution that would detect highly qualified candidates who might have been overlooked because they didn't fit traditional expectations.

- An undue effort was required to decide which candidates to pursue a given job and what attributes in their profile might be a good fit.

Harbinger Solution

- We designed a solution of using keywords as a recruitment shortlisting strategy. It took approximately 3 minutes to analyze 500 resumes.

- Our solution doesn't restrict the recruiters to specific file formats. Using various Python libraries, the electronic resume documents are converted to simple text thus providing flexibility to the recruiters to deal with documents of different file formats (.pdf, .docs and .txt).

- By using Pure Python Regular expression library, extraction of total years of experience in a particular candidate profile was made possible.

- Wikipedia library in Python helped us to generate a dynamic corpus of IT specific skills. Corpus helped us to extract and categorize those skills present in a particular candidate profile.

- We also provided a solution to identify the previous employers of a particular candidate. By Web crawling one of the Job search portals, we extracted the list of approximately 26000 organization names.

- Additionally, we used Entity Recognition feature of Google Cloud Natural Language Product which helped us to identify entities labelled as an organization, mentioned in candidate resumes.

- The application also gathers, stores and organizes the information in an excel sheet which helps to save the time of interviewer during interviews.

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Benefits

- For a specific Job Description, we observed that approximately 40% who applied were unqualified, so shortlisting the qualified ones first was the major advantage of this solution.

- It helped to reduce the hours spent manually parsing resumes and matching the required skills against the Job Posting. Therefore, recruiting productivity is increased by saving time and resources.

- Automated parsing eliminated the human biases while resume screening.

- It also helped in ranking the resumes so that recruiters can set their priorities.