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“Intelligent Career Portal”

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Abstract

Due to the fact, that the current job market is more competitive and volatile, getting through a job recruitment process has become further challenging than ever before. In today's competitive world, industries have become more dynamic therefore, the employer needs and expectations change accordingly along with the rapid industry transformation. As a result, in most of the scenarios, job seekers fail to satisfy the expected job criteria and qualifications due to unawareness and lack of knowledge about the current employer expectations and industry trends. Simultaneously the job recruitment and selection pipeline is in a slow pace, because it is very important for the employer to identify the most suitable potential candidate. It is perceived that there is a huge existing gap between the job seeker and the job recruiter, where the job seeker should be always well aware, career-ready and up to date with employer needs and expectations. Notably also the current job recruitment process should be further enhanced with efficiency, making it more effective, by saving numerous factors such as time and the cost. Most of the existing job sourcing methods and online job aggregators have many drawbacks and issues. At the same time from the employer perspective, the job recruitment process is a manual process which consumes a considerable time and cost. The intelligent career portal was introduced in order to overcome the above mentioned problematic areas by bridging the gap between the job seeker and the employer and also making the current job recruitment pipeline, more effective and efficient. Further elaborating, this comprehensive platform provides the necessities for the job seeker to be more career ready and simultaneously this all-in-one comprehensive platform helps the job recruiter to hire the most potential candidates and streamline some of the manual work done in the job recruitment process, with the extensive support of Data Mining, Natural Language Processing techniques and approaches. Higher accuracy, Flexibility, User friendliness and the Ability to make the existing process more efficient are some of the major advantages of the provided platform compared to the existing related solutions.

Subject Descriptors:

Data mining, Document Management and Text Processing, Natural Language Processing, Text Analytics

Key Words:

Job Recruitment Pipeline, Job Expectations, Career-readiness, NLTK, Text Mining