SMART JOB INTERVIEWER

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Abstract

Most companies hire employees through an interviewing process consisting of multiple steps. The applicants have to be present at the relevant offices to face each of those interviews. Multiple rounds of the interviewing process may be held on different dates and the applicant has to come to the office several times even for a basic interview. Furthermore a company usually receives thousands of applications for a single position they advertise for. They may find it difficult to filter the applicants who possess basic technical qualifications for the specified position out of this large amount of applicants. Therefore it consumes time and financial resources of the recruiting company as well as the candidates. Hence, the solution is focused to develop an interactive online web based platform to conduct a basic technical interview to facilitate the recruitment process. The system allows candidates to upload their resumes and the candidate's technical skills and other information are extracted from these resumes. A set of basic technical questions are generated and asked from the interviewee based on the extracted skills from the resume. The overall goal of the solution is to provide a cost effective and efficient platform to assess technical aspects of an interviewee.

Keywords: Natural Language processing, NLTK, SpaCy, Cosine similarity algorithm, Speech Recognition.