

Information Retrieval and Natural Language Engineering for Intelligent Online Recruiting Servicing

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Agenda

- Online recruiting servicing
- Company's profile
- Problem domain
- Business processes
- Data collection, processing, storage, and representation
- Problems to solve
- Discussion

Background

- CV writing, Career management, Job search engines...
- Job Boards: jobs.ac.uk, Monster, CareerBuilder...
- ***JobServe, ltd.*** : <http://www.jobserve.com/>

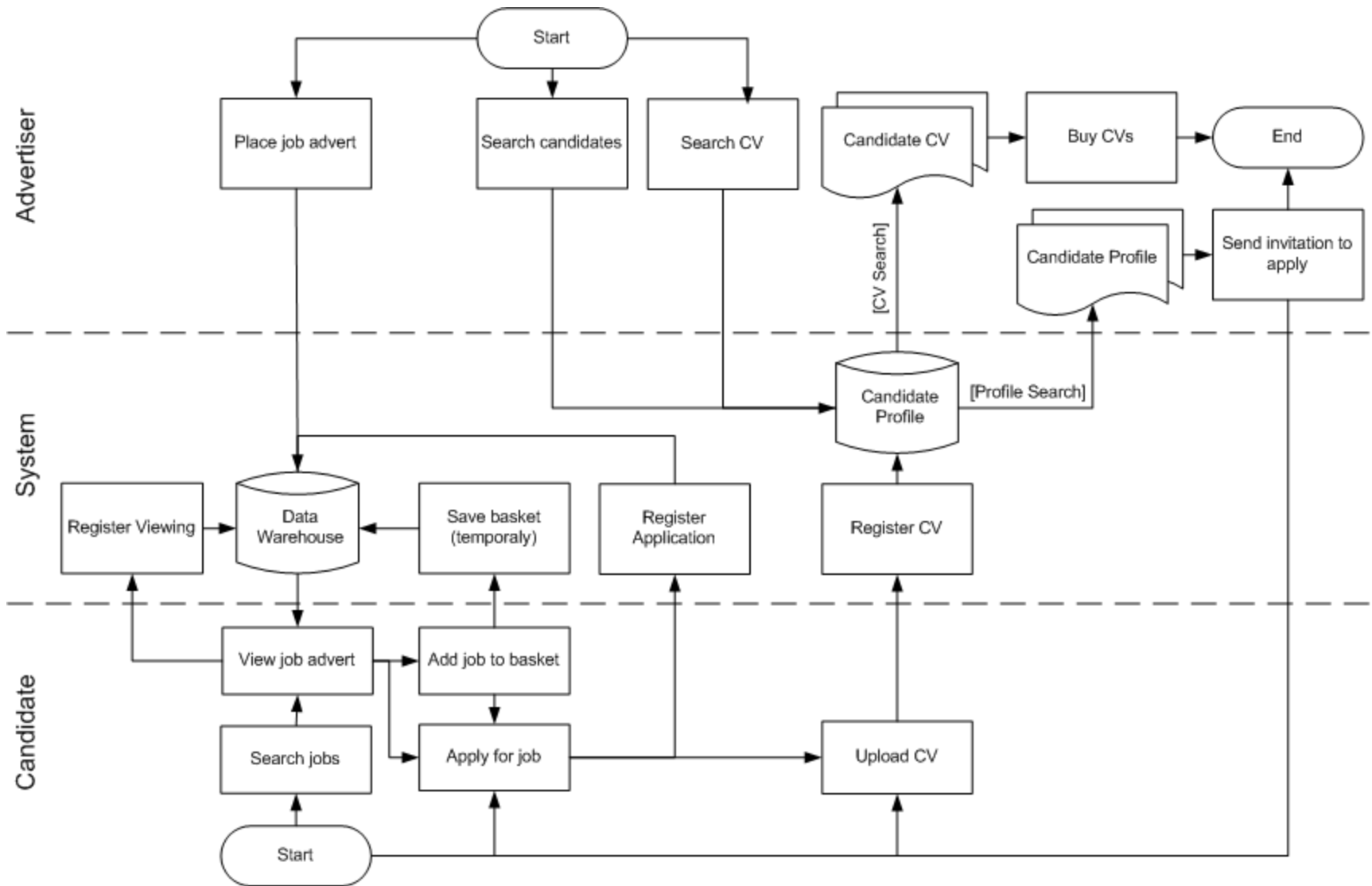
Company's Profile

- ***JobServe, Ltd.*** - the world's first Online Recruitment Service, established in 1993 as a UK IT specific service.
- Provide job seekers the ability to search and apply for advertised roles.
- Revenue comes from online job advertising and other associated recruitment products such as CV search.
- Major customers are the global Recruitment Agencies.
- Now also Finance, Sales, Healthcare, HR, Public sector, and some other industries.
- Territories: UK, USA, Canada, Australia, Thailand.

Scope

Job searching and matching technologies

Business Process



Candidates

- Active
- Dormant
- Visitors

Relevant data:

- Profiles
- CVs
- Applications
- Skills
- Searches
- Job Views

Services Facilitating Applications

Advertisers:

- Search Results
- CV Sale
- CV Alerts
 - Instant
 - Daily
- Featured Jobs

Candidates:

- Search Results
- Basket
- Job Alerts
 - Instant
 - Daily
- Pushing Jobs

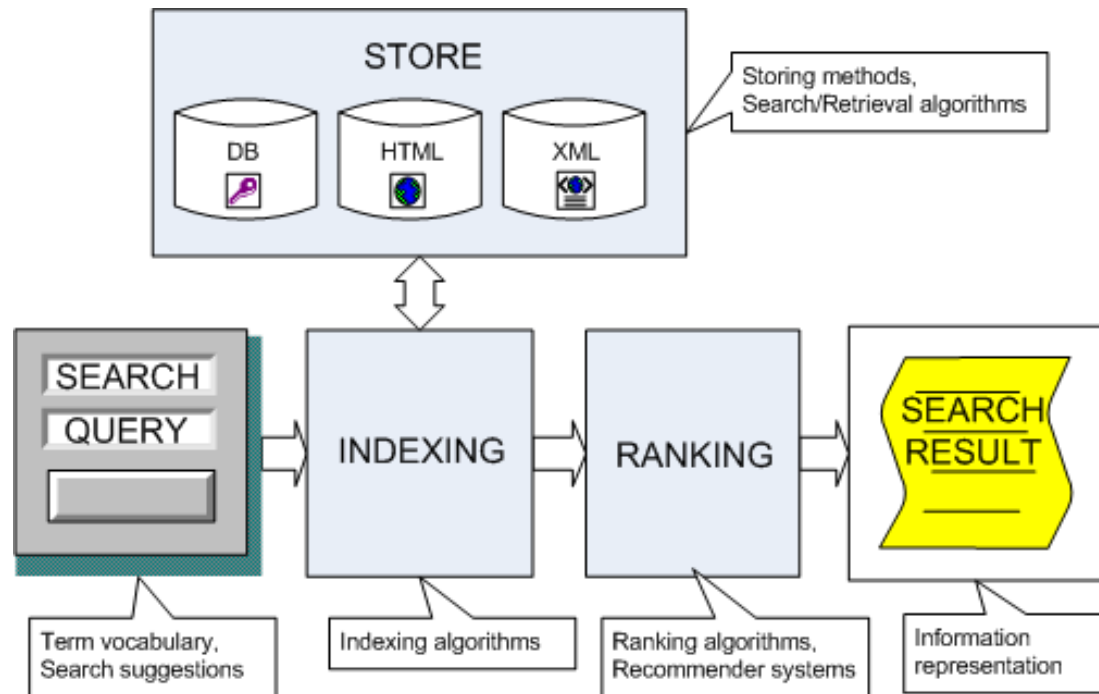
Data Collection

- Job adverts via the web portal
- Job adverts via the web service
- Candidates' profiles and CVs via the web portal
- Candidates' behaviour tracking on the web portal

CV Processing

- Original CV
- Extracted Xml
- HTML Version of extracted data

Search Process



Research areas concerned:

- Human-computer interaction: web design, information collection and representation;
- Search & recommender mechanisms: Information Retrieval, NLP, Web-log Analysis, Cluster Analysis, Pattern Recognition.

Project

Career Path prediction and
recommendation system

Mini-Projects

- CV processing
- Term search frequency analysis
- Matching and ranking algorithms
- Jobs' cluster analysis
- Candidates' cluster analysis
- Web-log analysis
- Application predictor

Discussion

Thank you for your attention!

Q & A