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...
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
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;
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