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Resume Ranking

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Abstract—*Resume Ranker is a web application that helps ease the process of finding the right candidiate which is suitable for the job. It accepts and ranks the resumes according to the fields specified by the user by scanning the resumes for correct keywords. The application will match the keywords using regex functions and other matching methods. Recruiter will need to register to the website and then he can avail the functionality to upload n-number of resumes and can aquire the resumes which satisfy the eligibility criteria. The project will also include sending of email to shortlisted candidates using SMTP(Simple Message Transfer Protocol) service. Recruiter can get list of shortlisted candidates with their email ids and contact numbers before signing out.*

Keywords— *Keyword-Based Search, Author and Paper Matrix Rank, Multikeyword Ranked Search, Trie Data Structure, Inverted Index Algorithm.*

I. INTRODUCTION

Resume Ranker is an approach to make the hiring process smooth and hassle free. It eliminates the traditional method of reviewing all the resumes before shortlisting the candidates. It is a well known fact that human resource manager spend maximum of 6 seconds to skim through a resume. During this method, there are chances that a good candidate may not get shortlisted due to unappealing resume. Our system strives to give equal chance to all the resumes, no matter how they are prepared. It allows the HR manager to specify criterias required for an ideal candidate in an organization. Keeping these criterias as a base , the system tries to filter out the resumes. Later it assigns rank factors to each resume. Further, the system ranks the resumes which results in HR being able to view top desired resumes. The process ends with HR getting a list of all the shortlisted candidates thus saving lot of time without compromising the factor of equality among resumes.

II. AIM AND OBJECTIVE

- The goal of our project is to ease the process of selection of the recruiters.
- We have set the following objectives for our project to achieve the goal.
- The website should be interactive and should be easily usable by nave users(recruiters).
- We will provide a pre-set of selection criterias based on frequently used criteria used for selection to ease the process as much as possible.
- We will also provide text box so that extra selection criteria(if needed) can be specified by the user.
- This idea will help to sort the resumes with ease and make the selection process easy and fluent.

III. EXISTING SYSTEM

CVRanker is an intelligent and efficient Indian Recruitment Software. Globally, our software would fall under the category of an applicant tracking system which revolves around the tracking of candidates through various stages of recruitment. We go way beyond, using HR intelligence, to also come up with key resume analytics. This means faster and better hires. We, the founders at CVRanker are resume scientists and spent a couple of years studying Indian CVs. Over this time, as consultants, we studied a number of companies and recruitment agencies and worked closely with them to hear out their challenges. We identified a lot of inefficiencies in terms of time and money at various stages of the recruitment process. As a consequence of the sheer scale of the Indian recruitment market, we identified a set of problems that were uniquely Indian. We also understood that recruiters love simple products and so, we created CVRanker The simplest recruitment software for every Indian company and recruitment agency.

IV.   PROPOSED SYSTEM
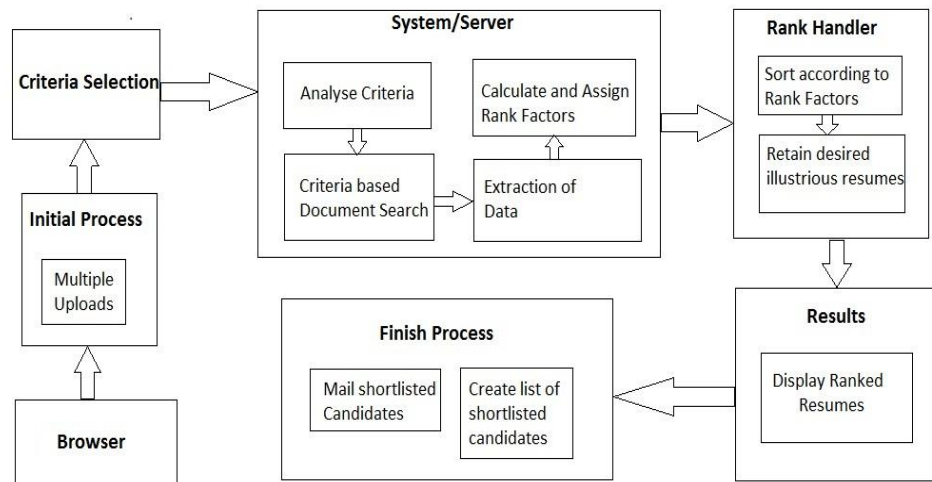
3.1. Methodology

Step 1:Planning: To identify all the information and requirement such as hardware and software, planning must be done in the proper manner. The planning phase has two main elements namely data collection and the requirements of hardware and software.

Step 2:Requirements Analysis: The System Requirements to develop such a system could be classified as follows Hardware Requirement: The System Requirements to develop such a system could be classfied as follows:

Hardware Requirement:

1. Computer System or Laptop with good browser like chrome,firefox etc.
2. Servers.
3. Database system for storing files.

Software Requirements:

1. Internet Connection.
2. Browser.
3. Microsoft Word.

Step 3:Design: After the requirements have been determined, the necessary specifications for the hardware, software, people, and data resources, and the information products that will satisfy the functional requirements of the proposed system can be determined.

Step 4:Coding and Debugging: Coding and debugging is the act of creating the final system. This step is done by software developer.

Step 5:System Testing: We upload a RESUME on the website, select criteria required by the recruiter and then finally we get the results.

Step 6:Maintenance: The database files has to be saved on multiple locations so it can be retrieved in the case of emergency, server testing has to be done from time to time. Database Maintenance Server Maintenance.

3.2 Scope of the project.

As the resumes will be in word format.Images in a Word document are easy to extract and reuse. This cannot be done with a PDF, because its images are embedded Free: As word files are free to use and many of the pdf documents are signed (protected) which means you have to pay in order to edit it. when it comes to written documents such as Resumes, Curriculum Vitae,business letters, memos, etc., Word is much better suited for writing the actual composition. Extracting needed keywords and terms from a word document is easy. It contains intuitive formatting and compositional tools that allow you to format your document as you create it. Word documents provide the benefits of spell-checking and grammar-checking, among many other useful writing tools.

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