Real Resume - A Web-app for building resume and portfolio

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Abstract - *Due to the increasing growth in online recruitment, traditional hiring methods are becoming inefficient, the problem noticed in India related to the employment is that there are plenty of jobs especially in the IT sector but most of the candidates are not eligible for the particular job. The candidate's resumes are very unstructured and the skills they include in their resume are not verified through a trusted sources which makes difficult for the recruiters to select the proper candidate s per the particular designation, Recruiters of big tech giants uses ATS(Application Tracking System) to sort the large number of candidates resumes for particular job designation. To overcome this problem. The solution is building a well-structured machine learning web-app platform which can make structured verified resume and portfolio for ease of recruiters The proposed System, Real Resume-A Web App for Building Resume and Portfolio, is a machine learning based platform to create structured resume of the candidates by verifying their skill sets and applying the ATS guidelines to the resume so that it can be passed through strict ATS software. The resume will be verified by taking mock test of a particular skill included by the candidate using machine learning. As the resume is verified on the platform itself, It will be shown up in the feed section of the recruiters and platform will categorize the candidates as per the requirement of the recruiters. Benefit of this platform is ease of recruitment for the recruiters since it skilled verified candidates will be there for a particular job designation.*

*Key Words***: ATS, Machine Learning, Mock test, Portfolio, Resume, Web-app.**

1.INTRODUCTION

In the recent years, online job portals have started to receive an enormous number of resumes in diverse styles and formats from job seekers who have different academic backgrounds, work experiences and skills. Finding and hiring the right talent from a wide and heterogeneous range of candidates remains one of the most important and challenging tasks of the HR department in any organization. To address this challenge, many companies have shifted to exploiting e-recruiting platforms. These platforms reduce the cost, time and effort required for manually processing and screening applicant resumes. To overcome the above-mentioned limitations, we present a hybrid approach to classify resumes and their corresponding job post by utilizing an integrated occupational categories knowledge base. The exploited knowledge base assists in i) classifying resumes and job offers under their corresponding occupational categories and ii) automatically ranking applicants that best match the announced offers.

Recruitment process in big tech companies is a big challenge they don't get candidates as per their job designation requirement so they have to invest and engage resources for the non-skilled candidates to train them for the jobs. Also, the recruitment process is too long, To solve this problem there must be a trusted source who has verified the skills of the candidates which shortens the recruitment process for the recruiters. Hence, Real Resume is a trusted source who provides skilled candidates to the recruiters. The more details about models are described in their respective following sections in detail.

2. RELATED WORK

This section will give some knowledge on related works and research published in history on resume related mentioned in this paper.JRC: A Job Post and Resume Classification System for Online Recruitment by Abeer Zaroor, Mohammed Maree, Muath Sabha. In this Section based segmentation & Knowledge based assisted Classification technology is used. It give higher precision results in less execution time but it only Consider on Static generated user profile[1].Development of Intelligence Process Tracking System for Job Seekers by Santosh Kumar Nanda,Rashmi Ranjan Mohanty,Subhshree Sukla and Gopal Chandra Ghosh. It uses Process tracking System but it not verify the details.It help to Make intelligence relationship between user and job

provider companies[2].Assessment of Graduate Students Resumes Using Short Text Searching Method by Sara Nasr, Oleg Vitoldovicz.It gives Show targeted job at the end but it has limitation of Cannot work without web-servers and online computer system[3].Career Mapper : An Automated Resume Evalution Tool by Vivian Lai, Kyong Jin Shim, Richard J. Oentaryo, Philips K. Prasetyo, Casey Vu Ee-Peng Lim, David Lo.It uses Recommend Technology but it only Works only onelastissearch data source and it gives Automated resume evolution[4].Ontology based information extraction from Resume by Mhapasekar Darshan P.It Increase the accuary of resume[5].

3. METHODOLOGY

The existing system gives ranking to users resume using the concept of Knowledge base Assisted Classification, by classification features directly to category-based matching. The features taken in consideration in the existing model are resume taken various pattern i.e. Unstructured format on that after processing it provides the ranking to resume [1]. The uploaded CV is unstructured format. From unstructured resume we apply section-based segmentation in this resume is divided in section. After making section remove unnecessary term from resume than passes through various process. Then finally show the ranking which is less time consuming and that is useful for improving our skill [1].

The proposed system has the capability to rank your resume and show where your resume stands for that job. Our system has three main inter-faces namely web app, machine learning and backend (Firebase). In web app inter phase react is is used for Graphical User Interface (GUI) in this system takes all details from user about their resume details. User feed section here user gives their feedback related our system and in recruitment feedback user, organization and Human Resource (HR) firms can give suggestion to how we improve the system.
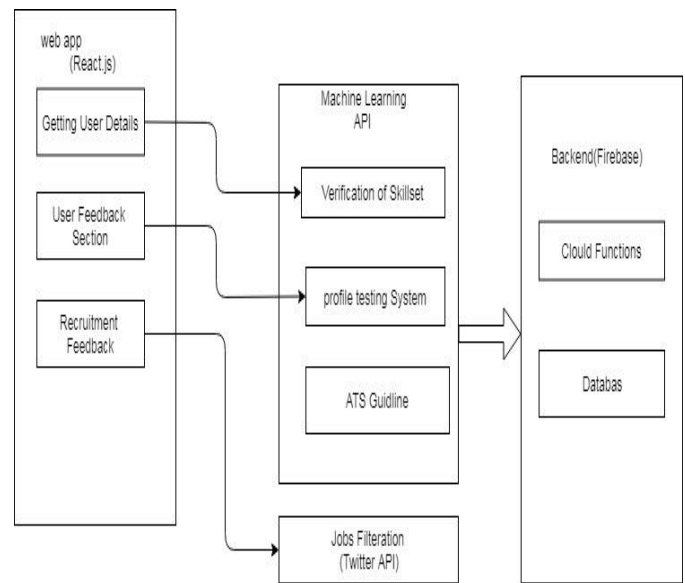

Figure 3.1**:** System Architecture

In second interface means Machine learning (ML) and jobs filtration. In ML section we verify the user skill-set that has to be given by user using various validation. After validating the skill-set we conducting the profile testing system means mock test which is generated with the of ML algorithm. After the mock test result, we apply ATS guidelines to user given skill on the basis of that we rank the users resume is where stands and how can user improve their skill for that job. Job filtration we Twitter API for all the latest upcoming job from that user can get those job who want to user and in this we can add HR recommendation [4]. In third interface means Backend (Firebase). Backend which to the all user's data in this system we stored user data in google firebase which works on cloud function.
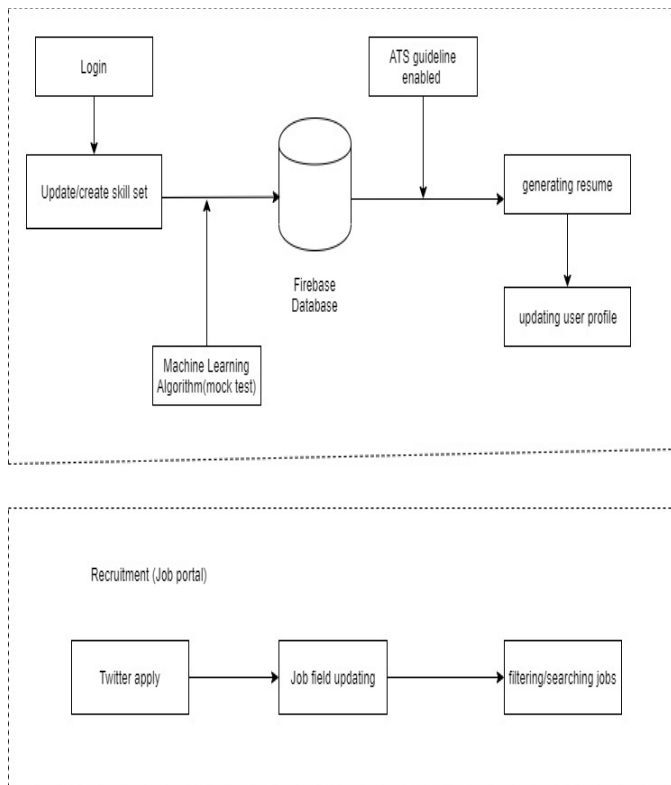
3.1 SYSTEM FLOW CHART

Figure 3.1.1 System Flow Chart

In the proposed system, first user login than it goes to create resume here user update and create his/her resume according to their skill set. On the basis of user's skill set mock test is conducted using Machine Learning. From the mock test result we verify the skill of user and all details are stored in Firebase database then after that we apply ATS guideline for the ranking the resume. After ranking we generate resume and user get updated user profile [4].

In the recruitment we use twitter API for all the the latest upcoming job vacancy after getting all job details, we update job field according to users requirement after that we filter out the jobs gives notification to user.
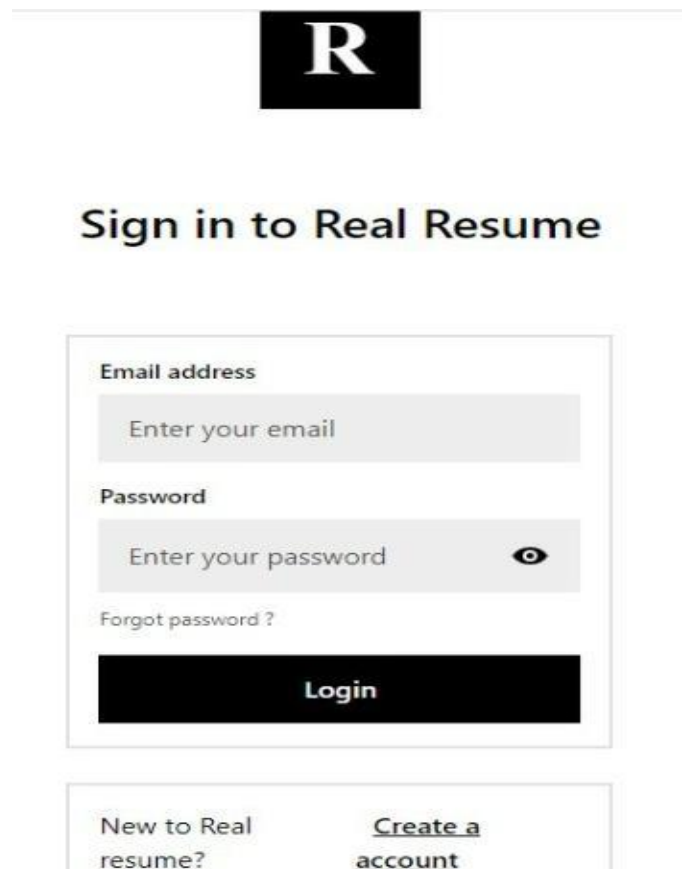
3.2 SYSTEM INTERFACE
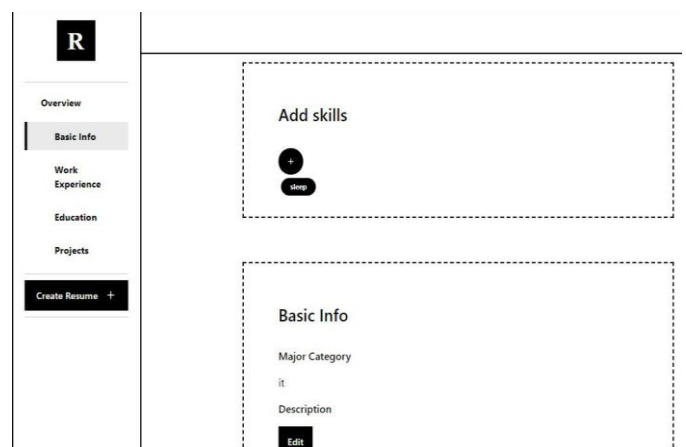

Figure 3.2.1 System Login Interface

Figure 3.2.2 The Mainframe

4.CONCLUSION

In this report, we have proposed a machine learning solution for the skill-based resume. To create structured resume of the candidates by verifying their skill sets and applying the ATS guidelines to the resume so that it can be passed through strict ATS software. The resume will be verified by taking mock test of a particular skill included by the candidate using machine learning. As the resume is verified on the platform itself, it will be shown up in the feed section of the recruiters and platform will categorize the candidates as per the requirement of the recruiters.

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