

# hackzurich 2019 randstad challenge

by randstad digital factory

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# the idea (description)

Job interviews are often conducted online, and recorded. The recruiters learn new things about the candidates, things that are not mentioned in their CVs. Someone knows Cobol but didn't think it's worth mentioning in the application, someone would like his next job to be a managerial position - but that's nowhere on his or her resume. The recruiter will hear it — but sometimes won't put it in the candidate's file.

The challenge here is to use NLP tools to better understand the information exchanged between the recruiter and the candidate. This information, if well structured and accurate, will lead to the candidates getting more relevant job opportunities.

Consider the following exchange:

- Do you have experience with serverless?
- Yeah, on aws and gcp, although mainly aws.

The desired output would be something like: „skills = [„serverless“, „serverless aws“, „serverless gcp“]. Other useful attributes include preferred job titles, job experience, education and certification records.

The full solution to the problem is not trivial and we invite you to focus on a subset of it or creatively re-interpret it. To the best of our knowledge, a full, commercially viable solution does not exist yet - and is badly needed by pretty much all HR companies. We will provide you with some real interview transcripts, some in text, some with both text and audio.



# background

- hr companies do a lot of interviews, increasingly those are conducted online and recorded
- however, recruiters are not often rewarded for putting what they learned in databases for future use
- ...which means information is often lost, and candidates lose opportunities for jobs they don't apply for
- ...and HR companies operate on lower quality data which means candidates sometimes get irrelevant job offers

# the ask

- tackle the problem of extracting **structured**, valuable information from recorded job interviews („the candidate knows Java, last used 2019,,, „the candidate is interested in managerial position“, „the candidate speaks spanish“, etc.)
- we will provide some 30 interview transcripts - either text or text+audio, feel free to record some fake interviews between yourselves as well
- build a model that extracts things like skills mentioned, job experience, education, current address, preferred job title, availability to start work, etc. from the transcripts and the recordings
- bonus points for real time. we will have some job interviews recorded for the purpose of evaluating the solutions.



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