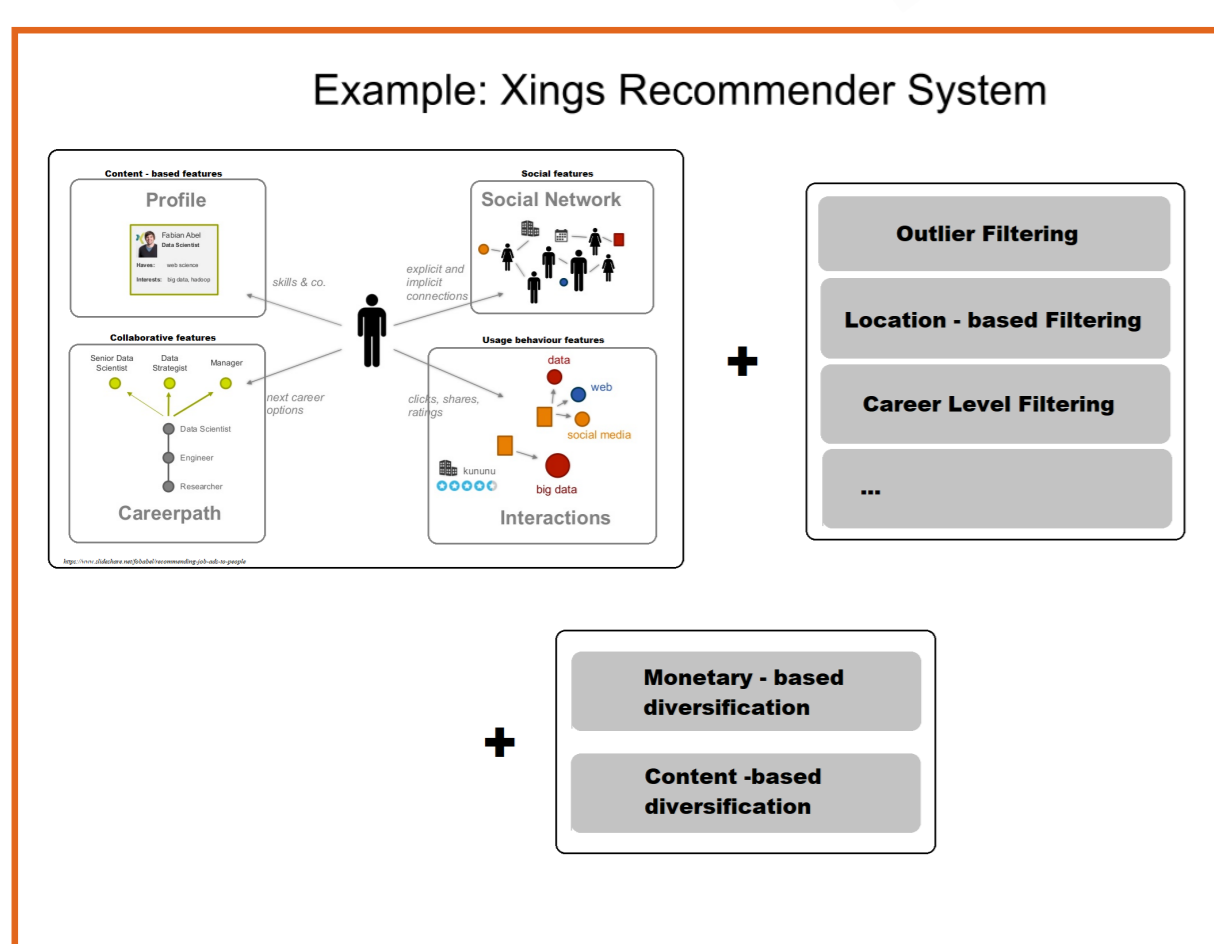
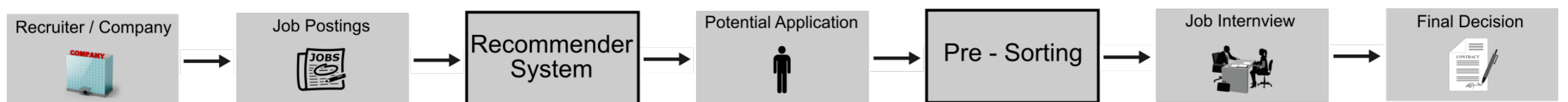
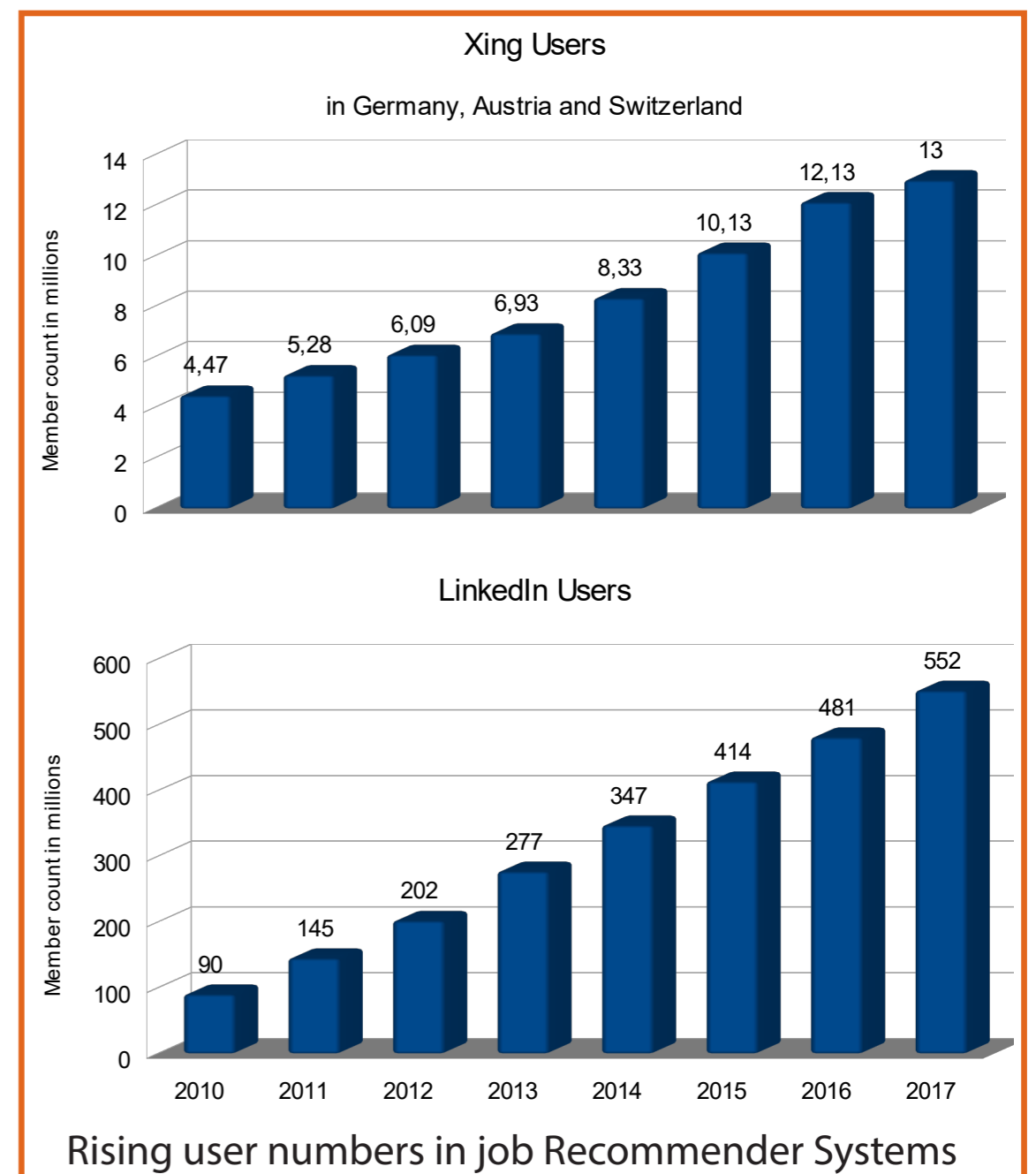


# A vision of how to connect talents with their best matching jobs

We are currently living in a faster changing and a more and more globalized world where a company's locations are spread over many countries as well as are their customers. Especially these big globally acting players want to find the best talents for their ranks to stay on top. On the other side, every graduate or jobseeker in general wants to find a for him meaningful job that also allows him to satisfy his social and economic needs. Getting those two fitting parties together is a cumbersome task. To build up networks and overcome global distances different companies emerged that try to tackle these issues via online platforms that allow people of an area of expertise to connect with each other and use Recommender Systems to offer users job postings according to their profiles. These Recommender Systems are already returning quite good results but are not perfect yet. The more parameters and data we can use, the better future systems might get.

On the other side human resources departments often get so many applications for one position, that it's not possible to take every single one into account. Furthermore applicants are often not assessed objectively because factors as gender, race or social status are taken into account. A system trained with enough data from previous employees could rank applications in a completely objective way by predicting the careers of the applying talents in the company. After that a for the recruitment responsible person can use this supportive system to choose the most fit talent for the job out of this smaller presorted group.

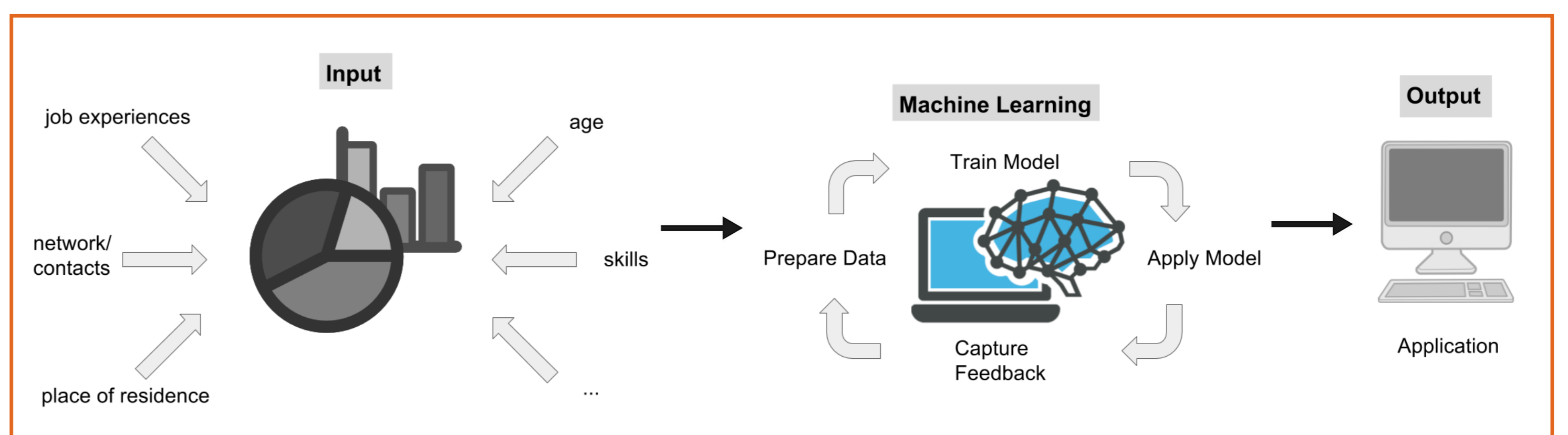


Future Tasks

1. How can we interpret profile data and application descriptions written by different people in an objective way
2. How can we accumulate enough data from previous employees to predict future workers careers

! Scalability

A vision of a more intelligent Enterprise:  
=> Machine Learning as key technology



A cheaper, faster and less biased recruitment process leads to better fitting and more motivated employees