SEEKERS

A recommendation-based application for freelancers seeking temporary jobs

Noura Alowayid | Raghad Alqurashi | Raghad AlJuhani | Al-Anoud Algrni | Sundos Shafi

Supervised by: Dr. Shorouq Alansari

UMM AL-QURA UNIVERSITY

01 INTRODUCTION

With the great development of technology and the increasing need in the labor market for people with expertise, there is a huge demand for freelancers.

Freelancers are individuals who are not considered full-time employees of a company, but they choose the company they want to do a short-term task for. Many organizations are interested in hiring freelancers with sufficient level of expertise for specific tasks.

02 BACKGROUND

E-recruitment

E-recruitment is the online process of influencing potential candidates via an electronic intermediary. It makes the selection process easier for recruiters by automatically comparing candidates' qualifications and experiences with job descriptions.

Applicant Tracking System (ATS)

ATS is a human resource (HR) software tool that fully manages and simplifies the recruitment process, and it is a program that deals with recruitment electronically. It is also used in institutions to identify the important points in the CV and to ignore the points that the institution does not want.
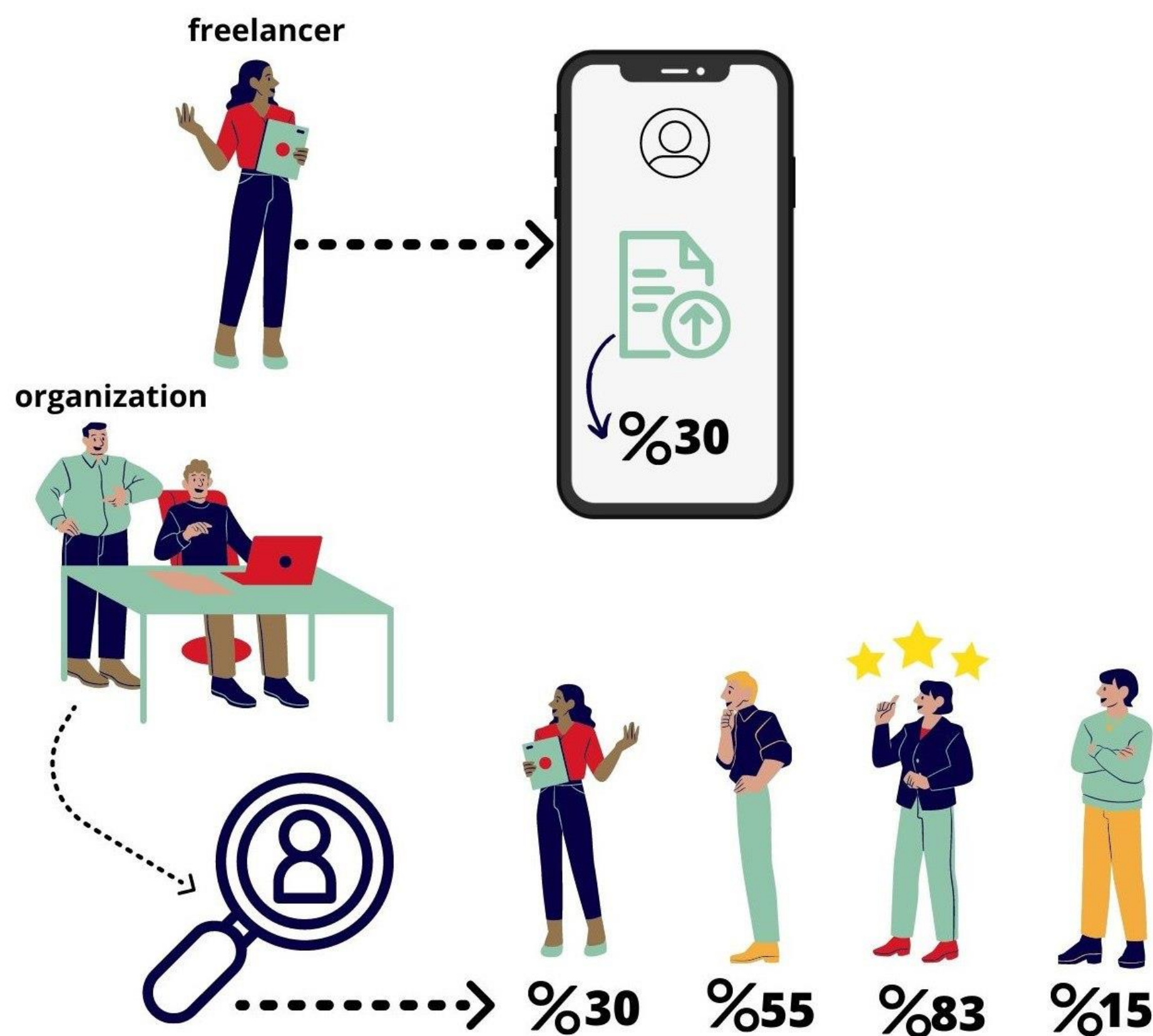
Recommendation systems

Recommendation system is a solution to the problem of offering the consumer the right stuff despite looking for several items. In general recommender systems are used to determine the articles of interest for a specific user.
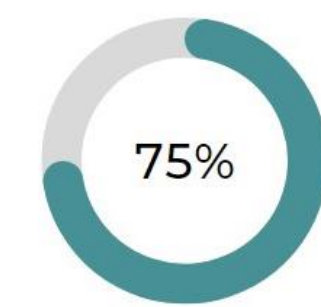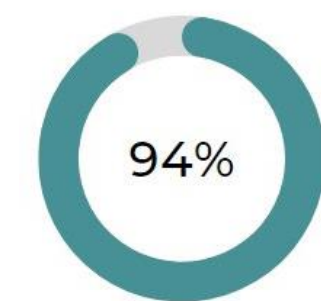
03 PROPOSED SYSTEM

Seekers is an application that combines an Applicant Tracking System (ATS) and a recommender algorithm. The ATS parser revises and parse the freelancer's skills and the suitability with his/her job title and gives a ratio of the suitability, also the system will suggest skills that will enhance the freelancer's CV. On the other hand, the recommender algorithm suggests the appropriate freelancer to interested organization in need, which enhances the hiring process and reduces the time it usually takes.

freelancer

%30

organization

%30   %55   %83   %15

04 MOTIVATION

75% of recruiters and hiring professionals **use** a recruiting or applicant tracking system.

94% of recruiters and hiring professionals say that ATS has **positively impacted** their hiring process.

06 FUTURE WORK

- Support multiple languages
- Support any type of CV formats
- Add more job titles.
- Provide a communication channel between the freelancers and the organizations
- Allow organization access to download freelancer's CVs.
- Allow organizations to show interest by liking the freelancers CV.
- Support a reputation functionality so both freelancers and organizations can evaluate their services.

05 TOOLS

Python | Visual Studio Code | MySQL | proto.io