



MEMO CARDS

SMARTASSISTANT



Hotel name, Country
Presentation title and date

MEMO CARDS

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DISCOVER SMARTASSISTANT

SmartAssistant improves hiring velocity by increasing productivity at your top of funnel sourcing activities by using powerful matching algorithms which provides your recruiters with candidate scores to support decision making around who are potential good fits to move forward in the hiring process as well as the ability to discover otherwise hidden talent.

Overview

MatchScore helps accelerate the hiring process by pre-screening and scoring each candidate based on their fit for the job. It won't make decisions for you, but it'll help you restack the list of applicants to highlight candidates who are the best fit, without having to scroll through the whole list and review one-by-one.

A screenshot of a candidate profile for Martyn Burge. On the left is a blue circular icon with the initials 'MWB'. To its right is the candidate's name 'Martyn Burge' and their details: 'Sales Consultant at Chertsey Engineering', 'Stuttgart, Germany', and 'Added to job: Nov 24, 2021'. Further right is a circular 'MatchScore' badge showing the number '85' and the word 'MATCH' below it. An orange arrow points from the text 'MatchScore' in the paragraph above to this badge. To the right of the badge is the status 'In-Review', the text 'Status updated: Nov 24, 2...', and 'From: SmartCRM'. Further right are five empty star icons and a vertical ellipsis menu icon.

When candidates apply (or are added to a job by a recruiter), **SmartAssistant** compares their application information to the job advert they applied to, and calculates a score for that application. Each application is scored relative to the job they are applying for, so a candidate who applies to more than one job will have multiple, independent scores.

A screenshot of a candidate profile for Elyes Garaali. On the left is a green circular icon with the initials 'EG'. To its right is the candidate's name 'Elyes Garaali' and their details: 'Programme Associate', 'UNHCR Lybia', and 'Added to system: Jan 14, 2022'. To the right of the profile are two separate MatchScore badges, each showing the number '68' and the word 'MATCH' below it. Two orange arrows point from the text 'multiple, independent scores' in the paragraph above to these two badges. To the right of the badges are the job titles 'Java Developer' and '[DEMO] Java developer', the role 'Lead', and the status 'Status updated: Jan 14, 2022' and 'Status updated: Aug 10, 2022' respectively. A vertical ellipsis menu icon is on the far right.

MATCHSCORE CALCULATED

SmartAssistant's MatchScore is a discrete score on a 0 to 100 scale, calculated using the information in a candidate's application and in the job advert, that provides an interpretation of the candidate's fit for a particular job.



Khaldi el Abidine

Workover & completion well site supe...
Sonatrach Exploration & Production di...
Added to system: Jan 14, 2022

Laghouat
DZ



Java Developer

Lead
Status updated: Jan 14, 2022



[DEMO] Java developer

Lead
Status updated: Aug 10, 2022



SmartAssistant will process the information from the job description by looking at key things like job title, required years of experience and skills, and education and produces a set of criteria for the job from this information.

[DEMO] Java developer (Default)

33360 Latresne, France • Full-time

Company Description

The Willy Wonka Candy Company was first imagined by Roald Dahl in the pages of *Charlie and the Chocolate Factory*.

Job Description

Looking for a Sr Java Developer with very good hands on experience

Should have sound knowledge Java, JSP, Spring and Struts MVC Framework

Have knowledge in WebLogic Portal

Knowledge on Spring Boot, Spring Integration is preferred

Qualifications

Must Have Skills

Java/J2EE, JSP, Spring MVC & Struts Framework, PLSQL

Desired Skills:

Spring Boot, Microservices, Spring Integration, Pivotal Cloud

Additional information

All your information will be kept confidential according to EEO guidelines.

Videos to Watch

MATCHSCORE CALCULATED

It will complete a similar process for the candidate, again considering the experience, education, skills, and previous company from their application. The MatchScore is then calculated by comparing these two criteria sets to determine how much of a fit the candidate is based on the job description.

The score is calculated when the candidate's application is added to SmartRecruiters (by the candidate or a recruiter), and doesn't change once calculated. As the details of the job are a critical input to the calculation, candidates will receive an independent MatchScore for each job. Candidate who apply to multiple jobs will have different MatchScore calculated for each application. **Candidates will never see their MatchScore and this information should never be shared with them.**

Job Ad => Candidate application
Job Description => Experience
Qualifications => Education

If one of these 3 sections is missing, the system is unable to make a relevant connection between the job ad and the application so the Match score is not calculated.



→

ABDELKADER SOUNA

Diploma& Certificat

- **MASTER of Science in OIL AND GAS DRILLING AND PRODUCTION ENGINEERING** IFP School (French petroleum institute).
Theme of Thesis: Master degree: selection appropriate completion for exploitation problem faced on Hassi Messaoud field
- **ENGINEERING DRILLING AND PRODUCTION** at National Institute of hydrocarbon and chemistry.
Theme of Thesis: different artificial lift method applied in the field.
- **WELL INTERVENTION certificate 2007**: Sonatrach& IFP training Algeria, Hassi-Messaoud, Algeria.
- **WELL CONTROL CERTIFICATE COMPLETION DATE 08/04/2014 EXPIRATION DATE 07/04/2016**
- **WELL CONTROL CERTIFICATE IWCF APRIL 2017 TO APRIL 2019**

Education

2006 – 2008: French petroleum institute, Master of Science drilling and production
1996 – 2003: National Institute of hydrocarbon and chemistry, drilling and production Engineer.

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Professional Experience

Workover and completion field engineer: Hassi Messaoud Field

Objectives:

- Wellbore Intervention Services
- DST drill stem test programming and supervising
- All ~~could~~ tubing operations :tube clean, matrix acidizing ,clean out, kick-off' wells for horizontal ,deviated and vertical.
- Coiled tubing (stimulation) field engineer.
- Follow up of operations wire line operations cased hole and open hole including PLT and RST. Tubing puncher.
- Follow up of operations slick line operations: bottom hole control, remove deposits, SSD opening, running in the no-go memory gauges for build-up test, gas-lift valves ~~repositioning~~ ~~SSX~~ replacement
- Knowledge in hydraulic fracturing.
- Snubbing operations programming and supervisor: Fishing, completion replacement, wells clean out.
- Casing Exit and Open Hole Sidetracking Re-entry Systems, Zonal Isolation and Well Abandonment
- Artificial Lift Systems, gas-lift using SPM, Electrical Submersible Pumps
- Well testing (clean-up and injectivity test).
- Coordinate between the field and superintendent.
- Killing wells using direct circulation or inverse circulation and bull heading
- In depth knowledge of Re-entry & Work-over Operations
- Experienced in Expandable Systems, ABL& Sand Control Completions
- Permanent PKRS ,Retrievable or Removable PKRS, Flow Control System, Safety Systems (SSSV),Redressing of Retrievable PKRS and Packer Setting ,Tools,Hydraulic Liner Hangers, Mechanical Liner Hangers,Liner,Top PKRS & Tie-back Completions ,Cement Retainer ,Bride ~~Plus~~ ~~Packer~~ Milling and Retrieving Tools, External Casing Packer ECP Systems ,Thru-Tubing inflatable Systems, Gravel Pack Systems.
- Preparation of work over and completion programs for different type of wells: Horizontal and multi-lateral drilling, extended reach drilling, advanced completion for multilateral wells (Smart completions, zonal isolation systems with production ICD & swell packers, ESP completions).

→

Mars 2004

To

Mars 2010

The weighting process used for the MatchScore is as follows:

- The most important element taken into account is the job title.
- This is then compared to the work experience provided by the candidate.
- The most important weight is given to the experience, unless it is an internship.
- If it is a traineeship, more weight is given to the candidate's education.
- Skills/attributes are taken into account, but most of the weight is given to the job title in relation to the work experience provided.

FIND THE MATCHSCORE ON THE JOB AND ON THE CANDIDATE PROFILE

The MatchScore can be found in these two locations:

1. On the Job Page
2. On the Candidate Profile

You can filter candidates in the Applicant list of a job by their MatchScore using the slider selection to chose the range of MatchScores to display. When you use this filter candidates without a MatchScore will be moved to the bottom of the list. Those without a MatchScore are included by default but if you wish to exclude them you can do so by unchecking the Include applicants without MatchScore option.

The image shows two screenshots of a recruitment platform interface. The top screenshot, labeled '1', is the job page for '[DEMO] Java developer'. It features a status bar with counts for various stages: 18 New, 4 In-review, 2 Interview, 24 All active, 71 Leads, and 1 Rejected. Below this is a candidate list with columns for status, name, and MatchScore. The bottom screenshot, labeled '2', is a candidate profile for Yannick Wipiez. It shows a MatchScore of 58 and highlights his 12 years of work experience in various engineering roles, as well as his education (Master, Associate Degree).

[DEMO] Java developer 1

33360 Latresne, France • REF1214Q • This job is offline
Status: SOURCING • Not Published • Aug 10, 2022

PUBLISH

18 New 4 In-review 2 Interview 24 All active 71 Leads 1 Rejected

PEOPLE SOURCING DISCOVER ACTIVITY JOB AD JOB DETAILS HIRING PROCESS

Search ADD CANDIDATE DISCOVER CANDIDATES

Showing 30 of 96 Actions Sort by: Added to Job

Match Score 0 100

☒ Include applicants without Match Sc...

Status Filter more statuses

- ☐ Lead (71)
- ☐ New (18)
- ☐ In-Review (0)
- ☐ Interview (4)
- ☐ Offered (2)
- ☐ Hired (0)
- ☐ Rejected (1)
- ☐ Withdrawn (0)

☐ Select all

test notif Added to job: Nov 24, 2022 New Status updated: Nov 24, 2... From: Default Career Page ☆☆☆☆

jjk Added to job: Sep 9, 2022 Interview Status updated: Dec 1, 2022 From: Alejandro ★★★★★

Yannick Wipiez Contrôleur de Gestion Central at Elior France Rejected ☆☆☆☆

58 [DEMO] Java developer 2

Is this information useful? YES NO

Highlights

12 Years Work Experience:
INGENIEUR MAINTENANCE, INGENIEUR consultant en mission, INGENIEUR Méthode, STAGIAIRE INGENIEUR FIABILITE, TECHNICIEN INGENIERIE DE MAINTENANCE, TECHNICIEN PREPARATION/METHODE, ALTERNANT TECHNICIEN SUR SITE PETROLIER

Relevant Skills:
No data

Education:
Master, Associate Degree

Match Score

60 80

☒ Include applicants without Match Sc...

Filters Applied:
Match Score: 60 - 80 X
CLEAR

HIGHLIGHTS CANDIDATE PROFILE

On the Candidate Profile, you'll be able to review a summary of the attributes which contributed to the calculation of the MatchScore for that application. This summary is broken down into different categories, such as Work Experience, Skills, and Education.



The screenshot shows a candidate profile for "[DEMO] Java developer". At the top left, there is a circular progress indicator with the number "58" and the word "MATCH" below it. To the right of this is a feedback prompt: "Is this information useful?" with "YES" and "NO" buttons. Below the progress indicator, the word "Highlights" is displayed. Under "Highlights", there are three sections: "11 Years Work Experience:" with a calendar icon, "Relevant Skills:" with a list icon, and "Education:" with a graduation cap icon. Each section has a brief description of the candidate's background.

58 MATCH [DEMO] Java developer

Is this information useful? YES NO

Highlights

11 Years Work Experience:
Workover and completion team leader, drilling and completion technical advisor, SENIOR WORK-OVER & COMPLETIONS ENGINEER

Relevant Skills:
No data

Education:
Master, Bachelor

- Work experience attributes show job titles that a candidate has held and companies where the candidate has worked.
- Skills attributes lists the relevant skills found on the candidate's profile
- Education attributes shows the name of the schools that a candidate has attended and the name of the majors/degrees and names of certifications found on candidate's profile.

PROVIDE FEEDBACK ON A MATCHSCORE

With any algorithm like MatchScore, feedback is important to make sure that accuracy and precision are maintained and areas of improvement are highlighted. In the MatchScore Highlights screen there's a section for providing feedback where you can let us know whether the MatchScore was useful. This feedback is reviewed by our Data Science team who use it to enhance the calculations behind the scene which ultimately helps to improve the quality of the scores.

Keep in mind that selecting Yes if the MatchScore was useful is a quick and simple step to provide feedback which gives validation that in this situation the score reflected the quality of the candidate well.

The screenshot shows a user interface for a 'Manufacturing Engineer' profile. On the left, under 'Highlights', there is a 'MATCH' score of 88. Below this, it lists '18 Years Work Experience' with roles like 'Structural Engineer, County Engineer, Circuits Engineer', and '6 Relevant Skills' including 'Engineering, Production And Manufacturing, Management, Product Design, Production Equipment, Manufacturing Processes'. The 'Education' section shows 'Master of Science'. On the right, a feedback form titled 'Share Feedback, Help Us Improve' is visible. It includes a question 'Is this information useful?' with 'YES' and 'NO' options. Below this, there are radio buttons for 'Why was the information not useful?' with options: 'The Match score should be higher', 'The Match score should be lower', 'Candidate information is incorrect or missing', and 'Other'. A 'General comments' section has a text input box labeled 'Your comment...'. At the bottom right of the form are 'CANCEL' and 'SUBMIT' buttons.

If you select the No option to the Is this information useful? question, you will be presented with an input box to provide additional details. As these are viewed manually by the team, we encourage that you provide as much details in the General Comments box as to why you selected one of these options.

✗ Example of Bad Feedback: "Score was bad"

✓ Example of Good Feedback: "Score should be higher because the candidate had a Professional Scrum with User Experience (PSU I) qualification which is very sought after for this job type"

The **SmartAssistant Discovery** feature can be accessed in a number of ways. When you view a job listing you should see both a tab called "Discover" and there is also a button next to the Add Candidate button to the right of the candidate search box with the label "Discover Candidates".

The screenshot displays the interface for a job listing titled "[DEMO] Java developer". The header includes the job title, location (33360 Latresne, France), reference (REF1214Q), and status (SOURCING, Not Published, Aug 10, 2022). A "PUBLISH" button is visible in the top right.

Below the header, there are several status boxes with counts: 18 New, 4 Interview, 2 Offered, 24 All active, 71 Leads, 1 Withdrawn, and 1 Rejected. A tooltip "Filter Candidates by this state." is shown over the "Interview" box.

The main navigation bar contains tabs: PEOPLE, SOURCING, DISCOVER, ACTIVITY, JOB AD, JOB DETAILS, and HIRING PROCESS. The "DISCOVER" tab is currently selected.

Below the navigation bar, there is a search bar with the placeholder "Search". To the right of the search bar are two buttons: "ADD CANDIDATE" and "DISCOVER CANDIDATES". The "DISCOVER CANDIDATES" button is highlighted with a red box and a red number "1" next to it.

Below the search bar, there is a "Match Score" slider ranging from 0 to 100. To the right of the slider is a checkbox labeled "Select all". Below the checkbox is a "test notif" button.

At the bottom right, there is a status bar showing "Showing 30 of 96", "Actions", and "Sort by: Added to Job".

1
Click on the
**DISCOVER
CANDIDATES**

SmartAssistant will look into the company's talent pools and past applicants alongside current applicants to identify who might be a good fit for this job using the MatchScore functionality. They will be automatically segmented into relevant groups based on job requirements and CV information. Recruiters will be able to see these groups and proactively filter this candidate pool by outstanding characteristics, such as suitable skill sets, nearby locations, relevant career experience, and more. These groups are called 'stacks' and will appear directly above the list of candidates.

The screenshot displays the 'DISCOVERY' tab in a recruitment system. The interface includes a left-hand filter panel, a top navigation bar, and a main area showing candidate cards. The filter panel on the left includes sections for 'FILTERS', 'Match Score' (a slider from 0 to 100), 'Candidate Status' (a dropdown menu), 'Education Level' (checkboxes for Master's degree (35) and Bachelor's degree (29)), 'Location', 'Job Title', 'Education Major', 'University Location', and 'Communities'. The top navigation bar has icons for PEOPLE, SOURCING, DISCOVER (highlighted with an orange box), ACTIVITY, JOB AD, JOB DETAILS, and HIRING PROCESS. The main area shows 'Showing 99 people' and 'Sort by: Match score'. Four candidate cards are visible, each with a circular profile picture, name, title, match score, and highlights. The candidates are: Mael Fahrasmane (Match Score 68, Highlights: Master's degree, 1 employment), Elyes Garaali (Match Score 68, Highlights: Fortune 500), Carine Vincart (Match Score 66, Highlights: Master's degree, 1 employment), and Abelev Tidi Bianga (Match Score 66, Highlights: Bachelor's degree, 1 employment).

Name	Title	Match Score	Highlights
Mael Fahrasmane	assistant responsable montage	68	Master's degree, 1 employment
Elyes Garaali	Programme Associate	68	Fortune 500
Carine Vincart	Supply Chain Planning Manager	66	Master's degree, 1 employment
Abelev Tidi Bianga	CONSULTANT	66	Bachelor's degree, 1 employment

The idea is to provide an overview of the entire candidate pool, beyond just the applicants for this role, at a glance which makes the tasks of sourcing potential new candidates and shortlisting them faster and more insightful.

VIDEO LINK _ DEMONSTRATION

