

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 'MWB' and a checkbox. The candidate's name 'Martyn Burge' is above his details: 'Sales Consultant at Chertsey Engineering', 'Stuttgart, Germany', and 'Added to job: Nov 24, 2021'. To the right is a circular 'MatchScore' badge with '85' and 'MATCH' below it, with an orange arrow pointing to it. Further right are the status 'In-Review', a star rating of five stars, and a vertical ellipsis menu. Below the status is the text 'Status updated: Nov 24, 2...' and 'From: SmartCRM'.

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 'EG' and a checkbox. The candidate's name 'Elyes Garaali' is above his details: 'Programme Associate', 'UNHCR Lybia', and 'Added to system: Jan 14, 2022'. To the right are two circular 'MatchScore' badges, each with '68' and 'MATCH' below it, with orange arrows pointing to them. The top badge is for the role 'Java Developer Lead' with 'Status updated: Jan 14, 2022'. The bottom badge is for the role '[DEMO] Java developer Lead' with 'Status updated: Aug 10, 2022'. A vertical ellipsis menu 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
- **ENGINEER of DRILLING AND PRODUCTION**: 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.



Professional Experience

Workover and completion field engineer: Hassi Messaoud Field

Objectives:

- Wellbore Intervention Services
- DST drill stem test programming and supervising
- All **coiled** 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 **09/06/2004** **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, Retrivable or Removable PKRS, Flow Control System, Safety Systems (SSSV), Redressing of Retrivable 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).

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 screenshot shows a job page for "[DEMO] Java developer" with a status of "SOURCING". The job details include 18 New, 4 In-review, 2 Interview, 24 All active, 71 Leads, and 1 Rejected. The candidate list is filtered to show 30 of 96 candidates, sorted by "Added to Job". The filter settings show "Match Score" set to 60-80 and "Include applicants without Match Score" checked. The candidate list includes "test notif" (New), "ijk" (Interview), and "Yannick Wipiez" (Rejected).

The candidate profile for "Yannick Wipiez" shows a MatchScore of 58. The profile highlights 12 Years Work Experience, Relevant Skills (No data), and 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 a "[DEMO] Java developer" with a MatchScore of 58. The profile is divided into three sections: Work Experience, Relevant Skills, and Education. Three arrows point from the explanatory text on the left to these sections.

58 [DEMO] Java developer
MATCH

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.

88 MATCH Manufacturing Engineer

Highlights

18 Years Work Experience:
Structural Engineer, County Engineer, Circuits Engineer

6 Relevant Skills:
Engineering, Production And Manufacturing, Management, Product Design, Production Equipment, Manufacturing Processes

Education:
Master of Science

Is this information useful?
YES NO

Share Feedback, Help Us Improve

Why was the information not useful?

The Match score should be higher

The Match score should be lower

Candidate information is incorrect or missing

Other

General comments:
Your comment...

CANCEL SUBMIT

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 shows a job listing for "[DEMO] Java developer" with the following details:

- Location: 33360 Latresne, France
- Reference: REF1214Q
- Status: SOURCING
- Job Status: Not Published
- Date: Aug 10, 2022

Below the job details, there are several candidate status counts:

18	4	2	—	24	71	—	1
New	Interview	Offered	Hired	All active	Leads	Withdrawn	Rejected

A tooltip "Filter Candidates by this state." is visible over the "Interview" count.

The navigation bar includes tabs for PEOPLE, SOURCING, DISCOVER (highlighted), ACTIVITY, JOB AD, JOB DETAILS, and HIRING PROCESS.

Below the navigation bar, there is a search bar, a "Match Score" slider (0 to 100), and a "Select all" checkbox. To the right of the search bar, there are two buttons: "ADD CANDIDATE" and "DISCOVER CANDIDATES" (circled in red). Below these buttons, it says "Showing 30 of 96" 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' section of a recruitment system. The top navigation bar includes 'PEOPLE', 'SOURCING', 'DISCOVERY' (highlighted with an orange box), 'ACTIVITY', 'JOB AD', 'JOB DETAILS', and 'HIRING PROCESS'. Below the navigation, a sidebar on the left contains a 'FILTERS' section with a close button (X). The filters include: '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 main content area shows 'Showing 99 people' and 'Sort by: Match score'. Four candidate cards are displayed in a grid. Each card features a circular profile picture with initials, the candidate's name and title, a 'Match' score in a blue circle, and a list of highlights. The candidates are: 1. Mael Fahrasmane (MF), assistant responsable montage, Match score 68, highlights: Master's degree, 1 employment. 2. Eyles Garaali (EG), Programme Associate, Match score 68, highlight: Fortune 500. 3. Carine Vincart (CV), Supply Chain Planning Manager, Tempoux, BE, Match score 66, highlights: Master's degree, 1 employment. 4. Abelev Tidi Bianga, CONSULTANT, Match score 66, highlights: 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

