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Background - Client is a Toronto based recruitment firm. Seeing the rise of AI technology and the potential for disruption within HR industry, client sought to develop a new AI based recruitment solution. He saw three areas for the power of AI:

- Screening candidates to decide which ones to interview
- Learning what type of candidates are likely to perform best / worst on the job
- Seeking out candidates for hard-to-fill positions with specialty requirements

After much discussion, we chose the first problem, Screening Candidates, to solve first

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Project Plan:

- Gather all past resumes into dataset
- Create a dataset of sample screenings, each screening consisting of:
  - Original pool of resumes
  - Which resumes were selected for interview
- Research an algorithm on this screenings dataset
- Build out user-interface around the algorithm

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Results:

- 93% of the time, our algorithm selected the exact same candidates for interview that the recruiter did
- Instead of screening 100's of resumes, recruiter now just needs to choose a couple that they like and system will find all similar resumes
- Saved 80% of the time required for screening process for fishRecruit