

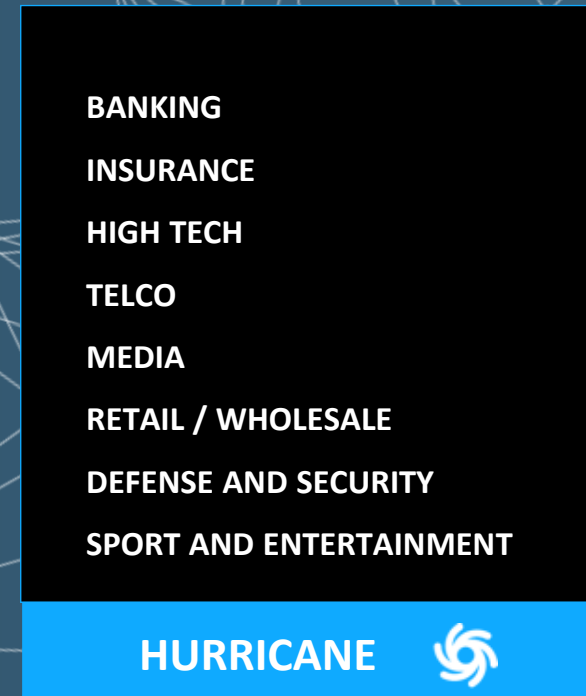
Digital Technologies and Machine Learning in Recruitment: CV Matching, TrueRecord

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Digital Tsunami



Internet of Things • Industry 4.0 • Artificial Intelligence • Sensors

Disruptive Trends in HR

GLOBALIZATION, analyzing micro markets for specific tasks

NEW professions – LinkedIn top 25 competencies social network marketer, digital finance, distributed and cloud computing (no. 1 in 2015), Chief Digital Officer

ROBOTS replacing tasks: driving, accounting/posting, contract documents by lawyers,
PROGRAMMERS DeepCode AI and renting free coding capacity

No skills to get the job for profession dropouts – **LUDDITES** on march to destroy robots?

ML to automate tedious repetitive tasks and **THRIVE** in new opportunities

Technology Trends



Artificial Intelligence,
Machine Learning



Blockchain



Conversational
Apps



Knowledge Workspace



IoT/Sensors



Microservices,
APIs



Multi-Modal User Experience
(AR/VR & Virtual Assistants)



Industry 4.0 /
Industrial Robotics



Cybersecurity



Neuromorphic
Hardware



Autonomous
Vehicles/Drones/Machines



Quantum &
Biocomputing

Computer vision is surpassing human abilities

Automated Labeling



A dog with ball
in its mouth



A skier is jumping
over
snow covered hill

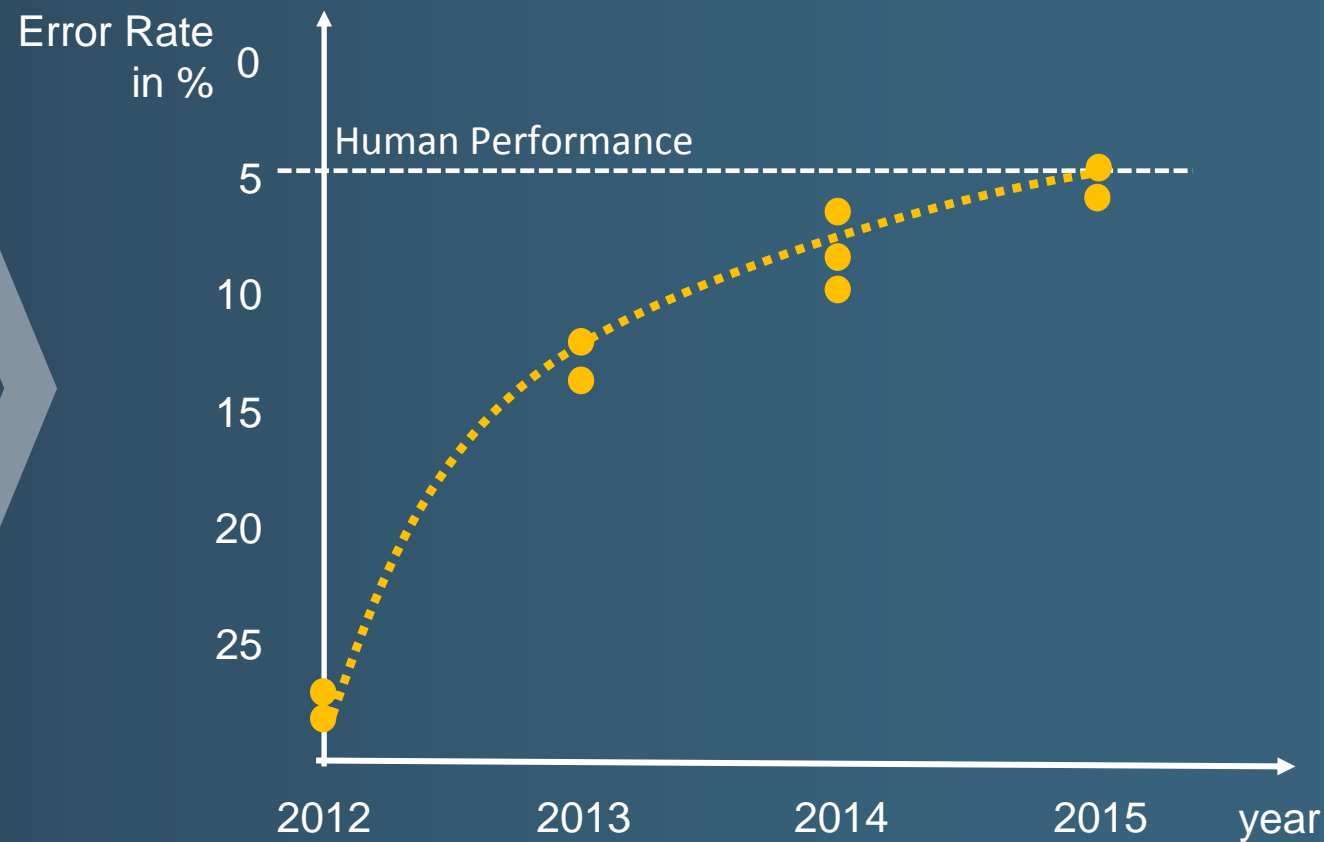


Group of six
people



Late 19th
century
architecture

ImageNet performance



Would Robots Hire Jack Ma?



in an interview with Charlie Rose in Davos, "... when I graduated, I was rejected for most jobs I applied for:

Ma was the only one out of 5 applicants to the police force to be rejected and the only one of 24 applicants to be a KFC manager to be rejected.

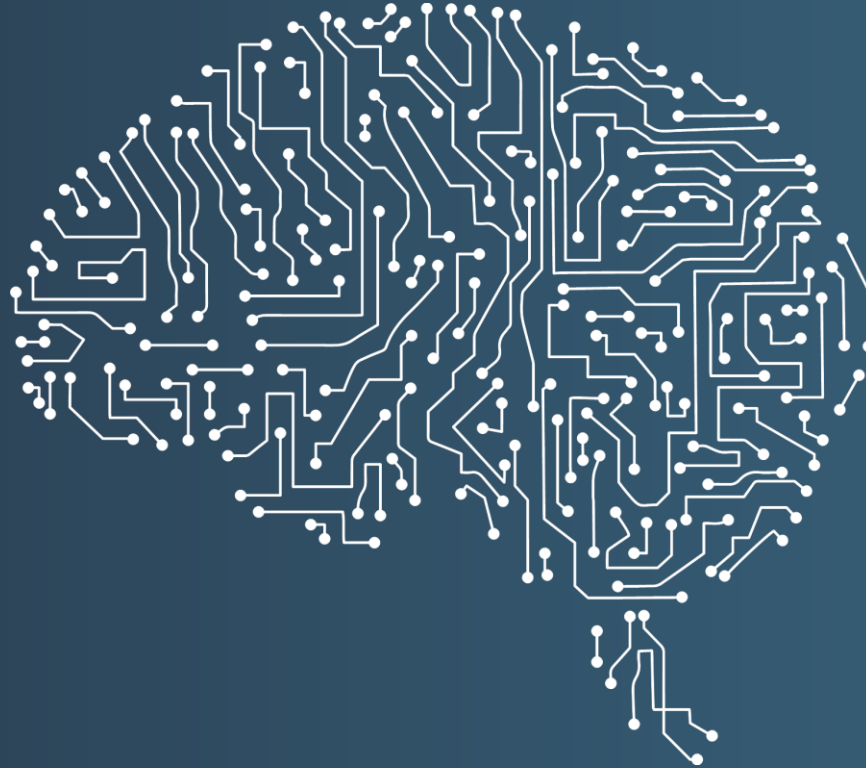
"I applied for Harvard ten times, got rejected ten times and I told myself that 'Someday I should go teach there.'"

<http://www.investopedia.com/university/jack-ma-biography/#ixzz4b7s4beZl>

Machines can now do things that were not possible before

What is Machine Learning?

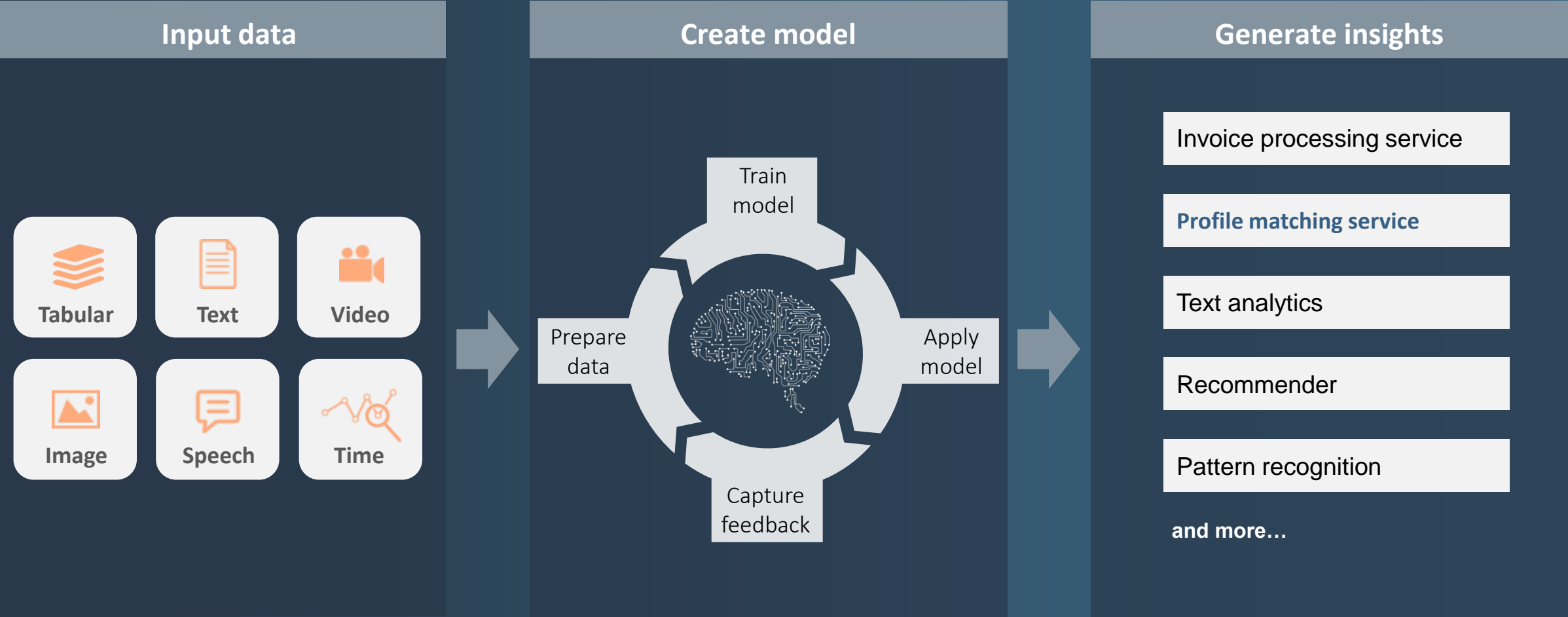
- Computers **learn from data** without being explicitly programmed
- Machines can see, read, listen, understand and interact



Why now?

- Massive improvements in **hardware** GPU, multicore
- **Deep Learning** - AI function that imitates human brain in processing data and creating patterns for decision making
- **Big data**
business networks, cloud applications, IoT and real-time data processing

How Enterprise Data is transformed into Business Value by Machine Learning



CV Matching

Recruit Best. Recruit Fast.



Increasingly competitive market for recruiting and retaining top talent. With hiring managers are spending hours and days screening candidates manually and often fail to identify the best candidates. Applicants struggle to find their dream job with job board providing poor job recommendations and long times spent in the application process.

What is Smart Recruiting?

Smart Recruiting applies sophisticated ML algorithms which parse and mine the resume and job descriptions to filter the best talent. Hiring managers can find the best candidates and applicants can find the best suited jobs in seconds.

How does it work?

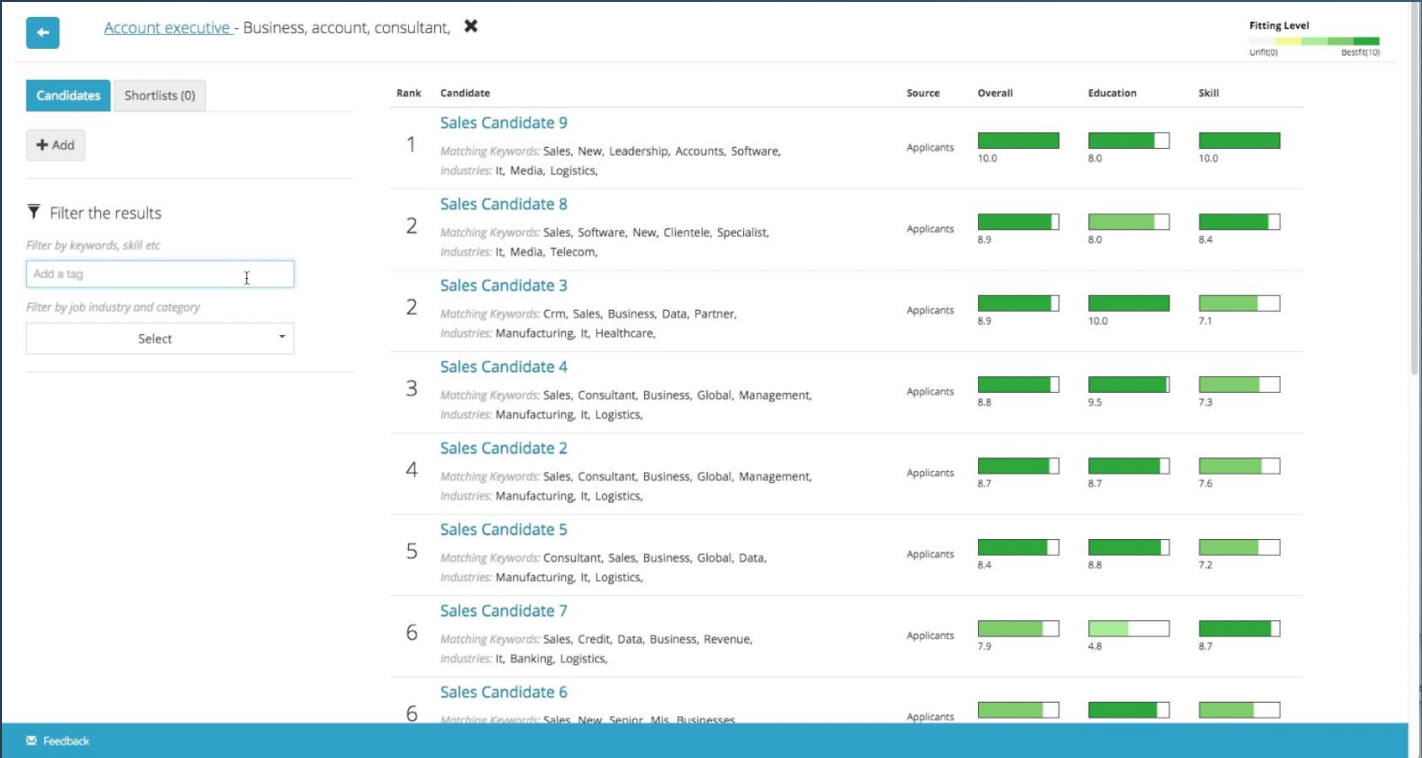
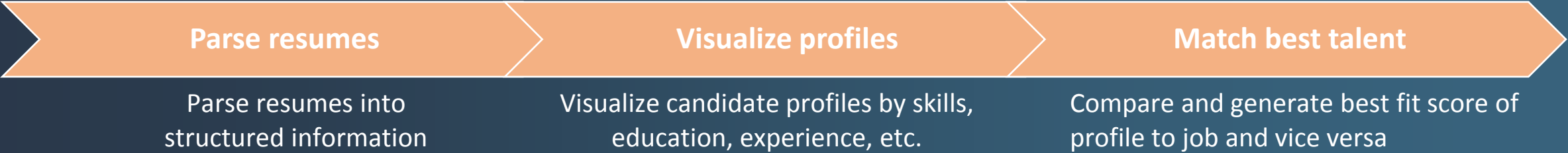
Smart Recruiting makes use of ML techniques to provide intelligent recommendations for both recruiters and candidates. Recruiters are recommended the best candidates for their jobs posts. Candidates spend less time searching for job posts and are recommended the right jobs to apply for. ML model learns from large amounts of historical model in existing system and continuously learns and improves accuracy over time.

Unique value proposition

- **Parse key candidate information** such as qualifications, etc. from the resume and present in a more readable format.
- **Visualize the matching candidates** based on key selection criteria
- **Match the best talents based** on the relevance score of their resume to the original job description through unsupervised similarity matching

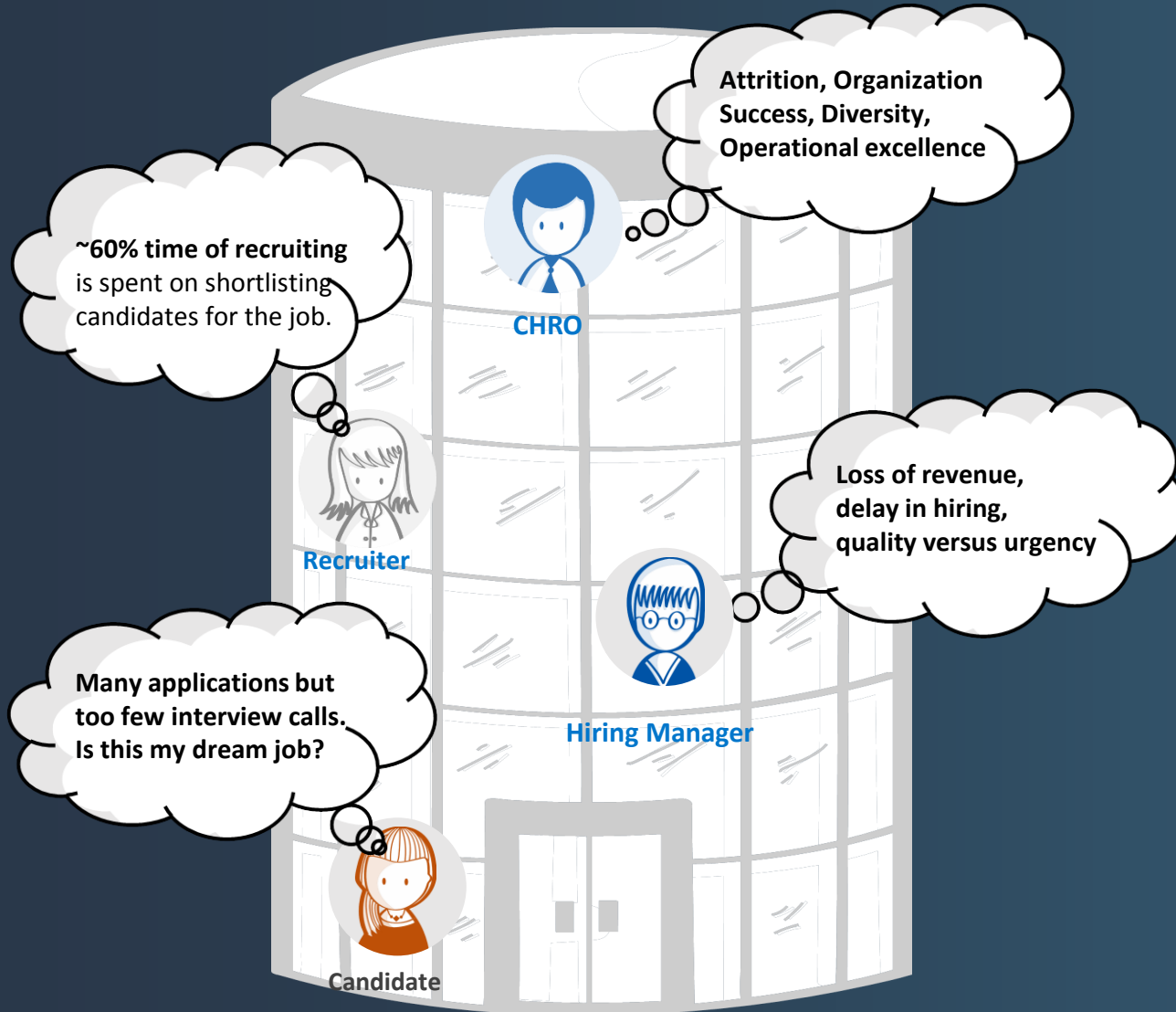
CV Matching

Narrow down the shortlist to find the best candidates



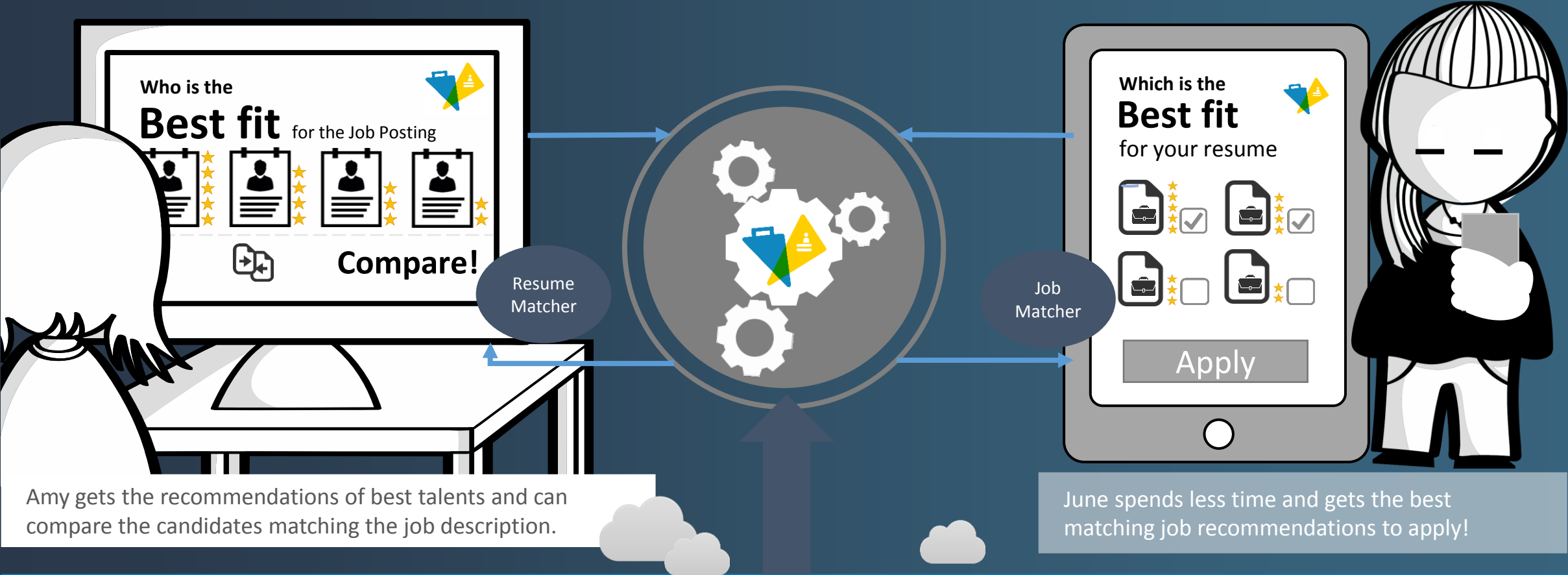
CV Matching

Challenges in the recruiting space



- Organizations constantly face challenges in finding the right talent.
- Increased spending in recruitment process due to quality versus urgency to hire, longer time to hire, skills mismatch, etc.
- Hiring managers are under a high time and cost pressure with candidate drop-off, revenue loss, increased cost to hire, quality of hires, etc.
- Candidate's job hunt finds major issues in finding the dream job with hassles of poor job recommendations from job portals and longer time spent in the application process

Both Sides Benefit



Job applicants



Company job postings

Blockchain Distributed Ledgers

Description

Blockchain is a technology using cryptography, peer-to-peer networks and consensus algorithms to form a “digital ledger” of transactions.

Every participant in a blockchain can see those transactions which are verified and recorded in a “connected chain of information”.

Blockchain allows participants to conduct business transactions directly with each other eliminating the need for third parties through build-in information transparency.

Facts & Figures

90%

of **banks** are currently exploring the use of blockchain/distributed ledger technology in payments ⁷⁾

24+

countries currently investing in distributed ledger technology ⁸⁾

\$1.4bn

in **investments** in a blockchain technology over the past 3 years ⁸⁾

⁷⁾ [Blockchain Technologies. How Banks Are Building A Real-Time Global Payment Network](#), Accenture, 2016.

⁸⁾ [The Future Of Financial Infrastructure](#), World Economic Forum, August 2016.

CHALLENGE

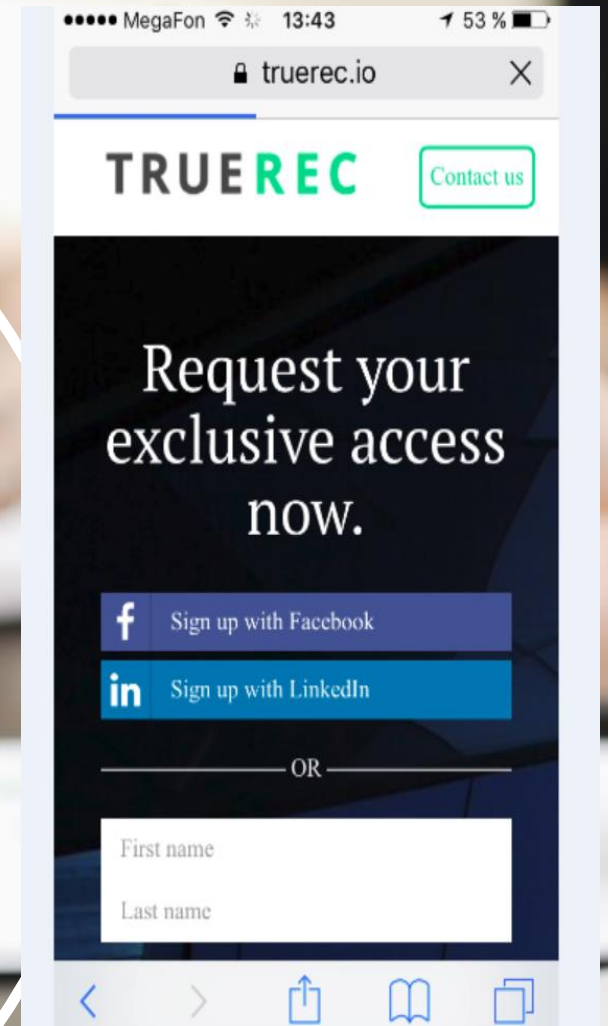
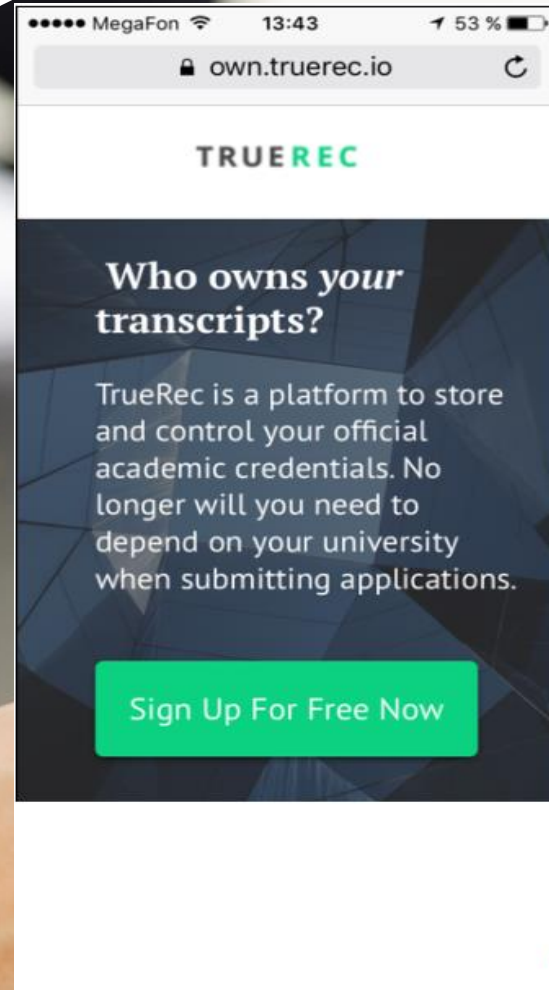
Tedious process to verify and prove a candidate's credentials (academic, employment, professional records) and identity

SOLUTION

A decentralized credential verification network that guarantees authenticity and significantly simplifies the current process

BENEFITS

Decentralized verification network enables instantaneous verification and at the same time provides full control over the credentials to the candidate.



Decentralized Verification Network – Foundation

challenge

The current process of background verification is.

- Time-consuming (1 to 3 weeks)
- Inefficient (many middle-men and 3rd party agencies)
- Expensive (\$150 - \$250 per candidate)

solution

- Provide a decentralized network that provides instantaneous verification of identity, education, and employment.
- Candidates can store credentials in a safe, reliable and trustworthy way.
- Trusted professional profile leveraging block chain.
- Employers can verify and issue certificates.
- Universities can issue certificates.

benefits

- TrueRec provides the most efficient and trustworthy way for managing, issuing and verifying credentials (Identity, Academic, Employment).
- Instantiations verification of candidates credentials. Thus helping companies to hire employees faster.
- TrueRec empowers applicants with full control over his data.

architecture

Blockchain, state of the art development platform, HTML 5 and Mobile

ML Is Not Mysterious – HR And Recruiters Should Care

Understand ML basic concepts, apply ML to real business problems

https://www.sap.com/solution/machine-learning.html#section_0

- Does CV MATCHER and JOB MATCHER on ML, or TRUE CERTIFICATES with BLOCKCHAIN matter for you?
- Talk to your Chief Digital Officer or to ML expert of choice

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THANK YOU!