

inda

INtelligent **D**ata **A**nalysis
for HR

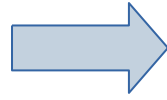
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Inda è una soluzione di Interviewweb S.r.l.
Società del gruppo Zucchetti

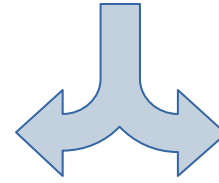
Context

2009: Interviewweb S.r.l.
founded as a **startup**



In-recruiting
Applicant Tracking System (ATS)

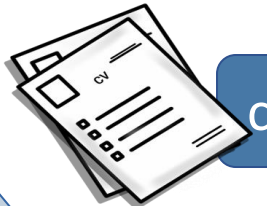
ATSs have
limits



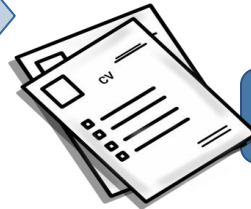
ATSs improve
recruiting process



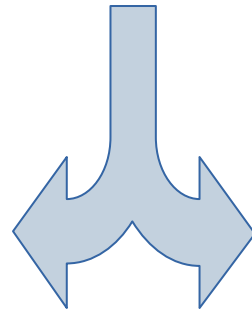
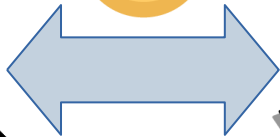
Keyword-based search



commerciale

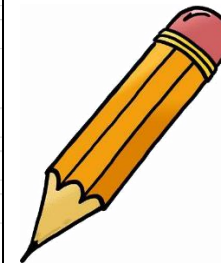


sales



Application forms to be filled

Name*
E-Mail*
Personal Details
Date of Birth* (dd-mm-yyyy)
Person with Disabilities*
Phone Number
Work Experience
Total Years' Experience*

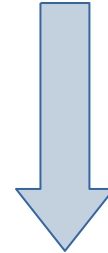


Context (2)

2010s: huge improvements in **Natural Language Processing (NLP)**



2018: creation of **Data Science Team** in Intervieweb



2019: Zucchetti Group acquires Intervieweb



Apply **Data Science** to
Human Resources

Analyze data

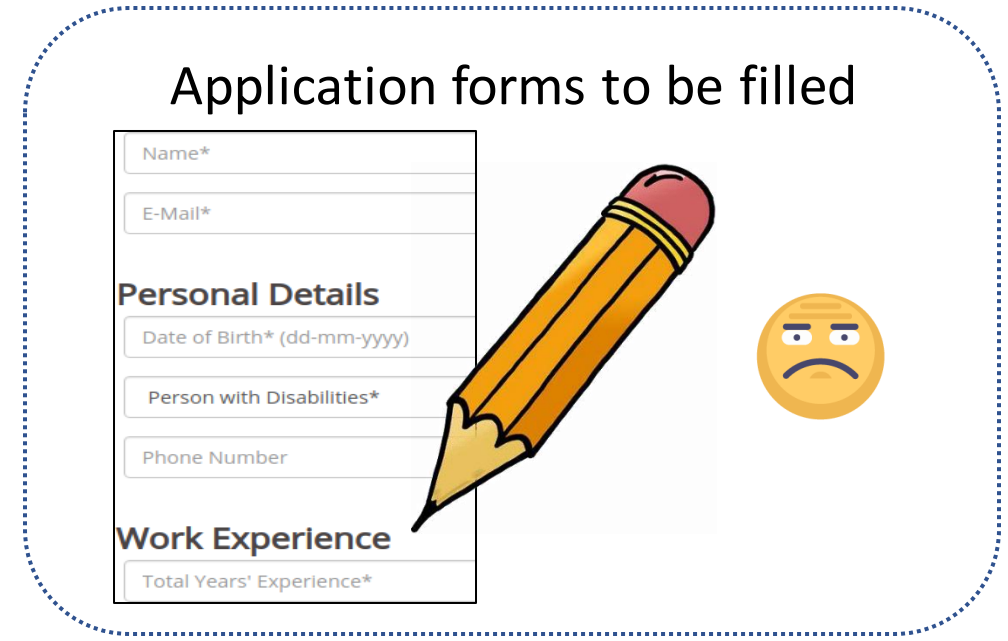
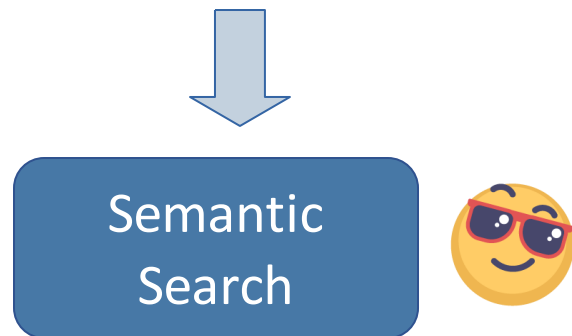
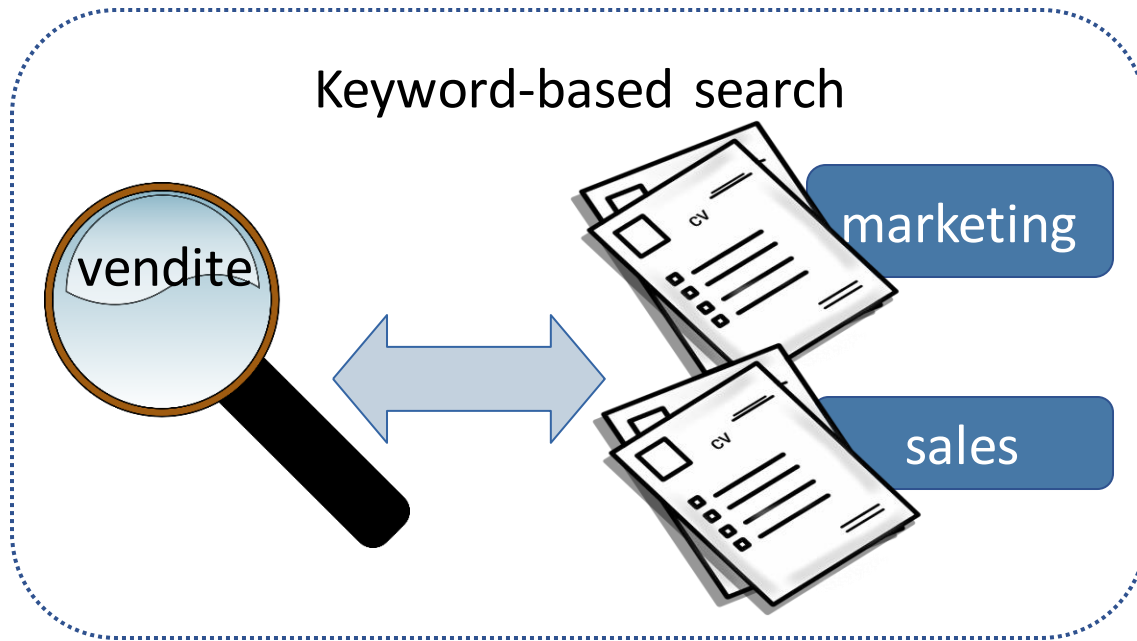
Automate repetitive tasks

Highlight useful information

Data Science Team grows



Context (3)



Our Task

Requirements



Help recruiter

Improve candidate-experience

Proprietary technology

Multilingual

Scalability

Integrability with any software



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INtelligent
Data
Analysis



Information
Extraction

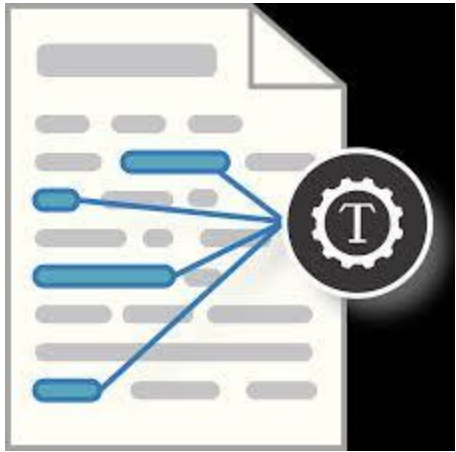


Semantic
Search

System
Architecture



Information Extraction



Curriculum Vitae



Text



Structured Information (Json)



Filled Form

Document Layout Analysis (DLA)

Optical Character Recognition (OCR)

Text Extraction

Named Entity Recognition (NER)

Relation Extraction (RE)

Entity Mapping

Computer Vision

Neural Network

Training

Semantic Search



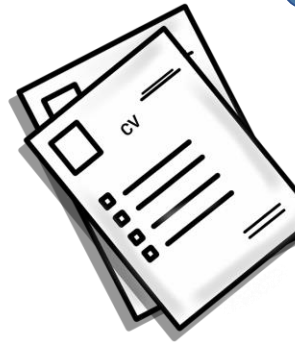
Search candidates by token

Search similar candidates

Match candidate with job description



Token

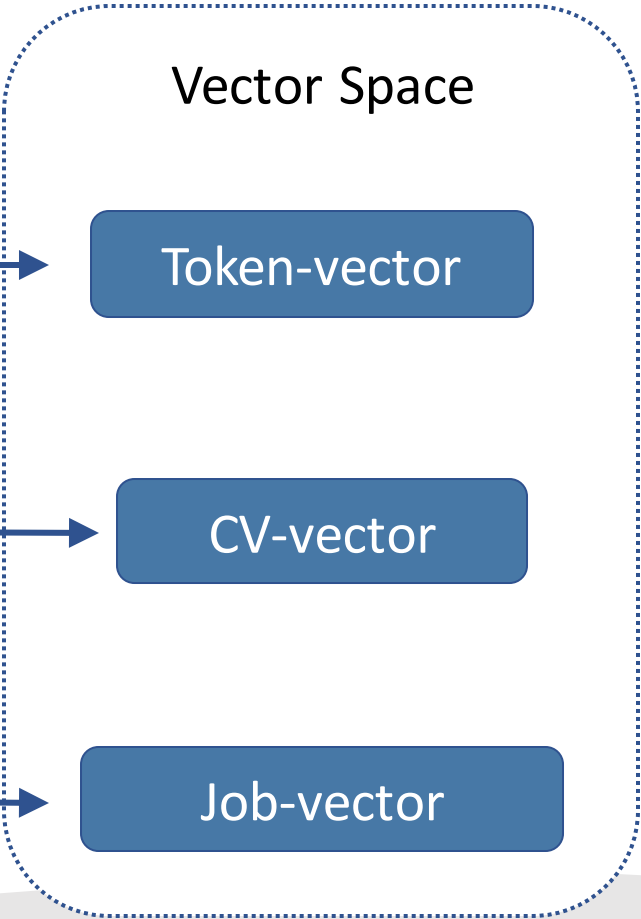


CV



Job description

word2vec

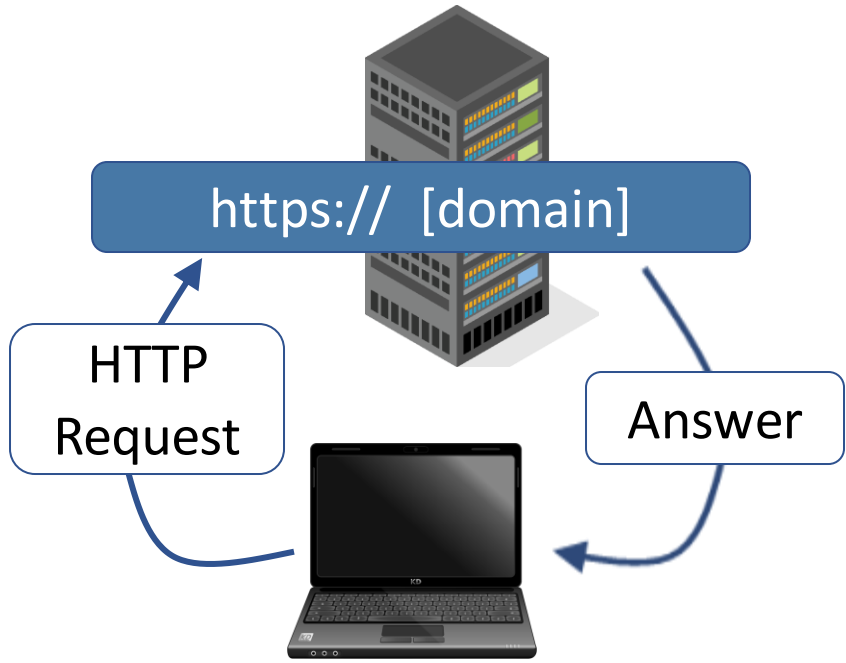


Distance

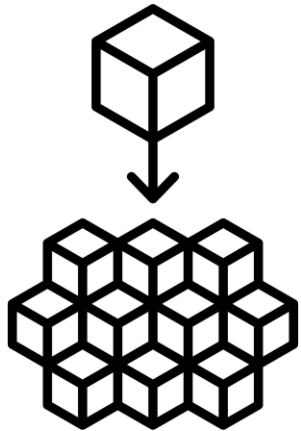
System Architecture



RESTful Application Program Interface (API)



Micro Services



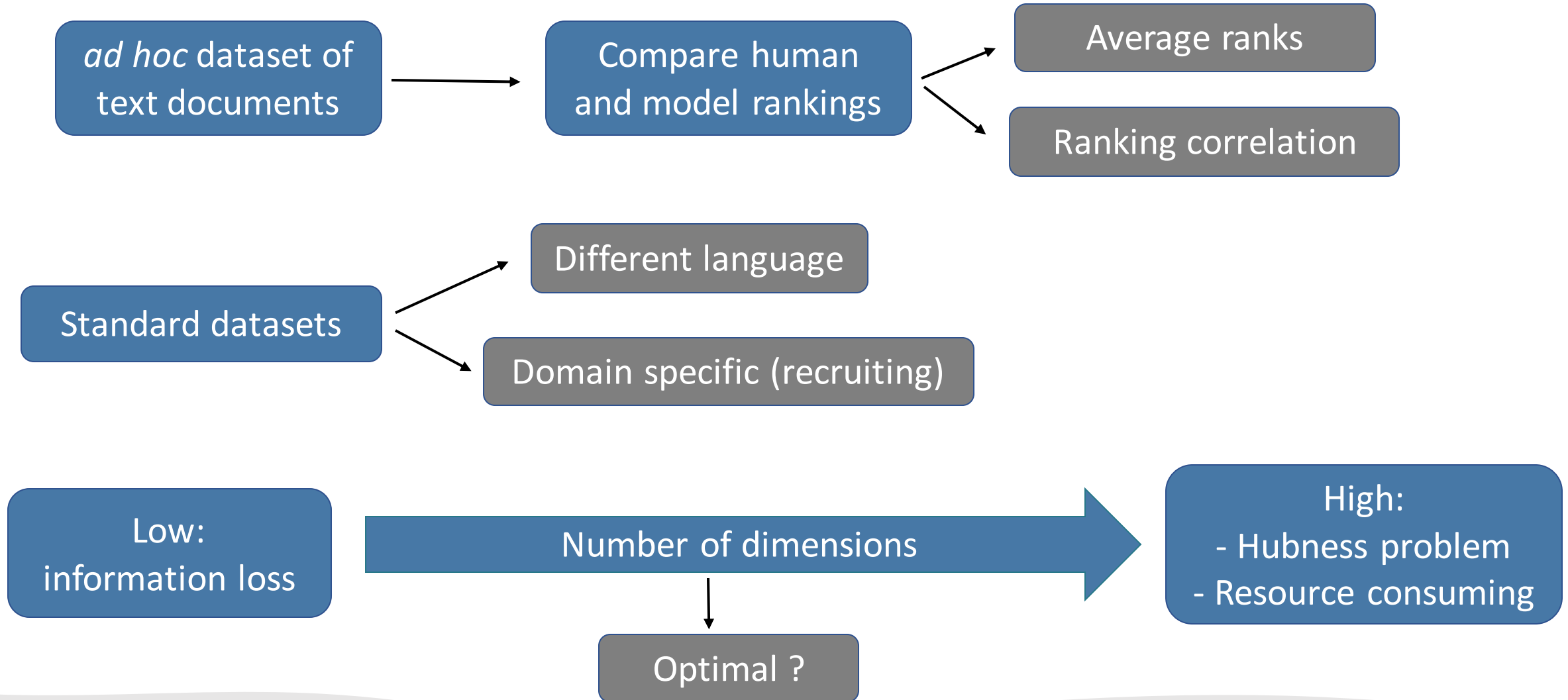
Distributed architecture



Thesis Topics

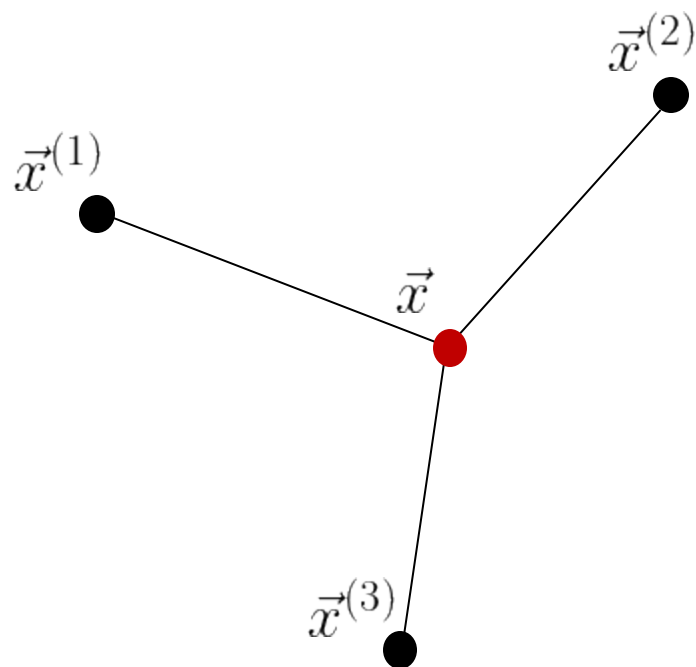


Evaluation of Semantic Search



Distance in embedding

Comparison of Euclidean and Cosine distances



Linear combination of
Euclidean distances

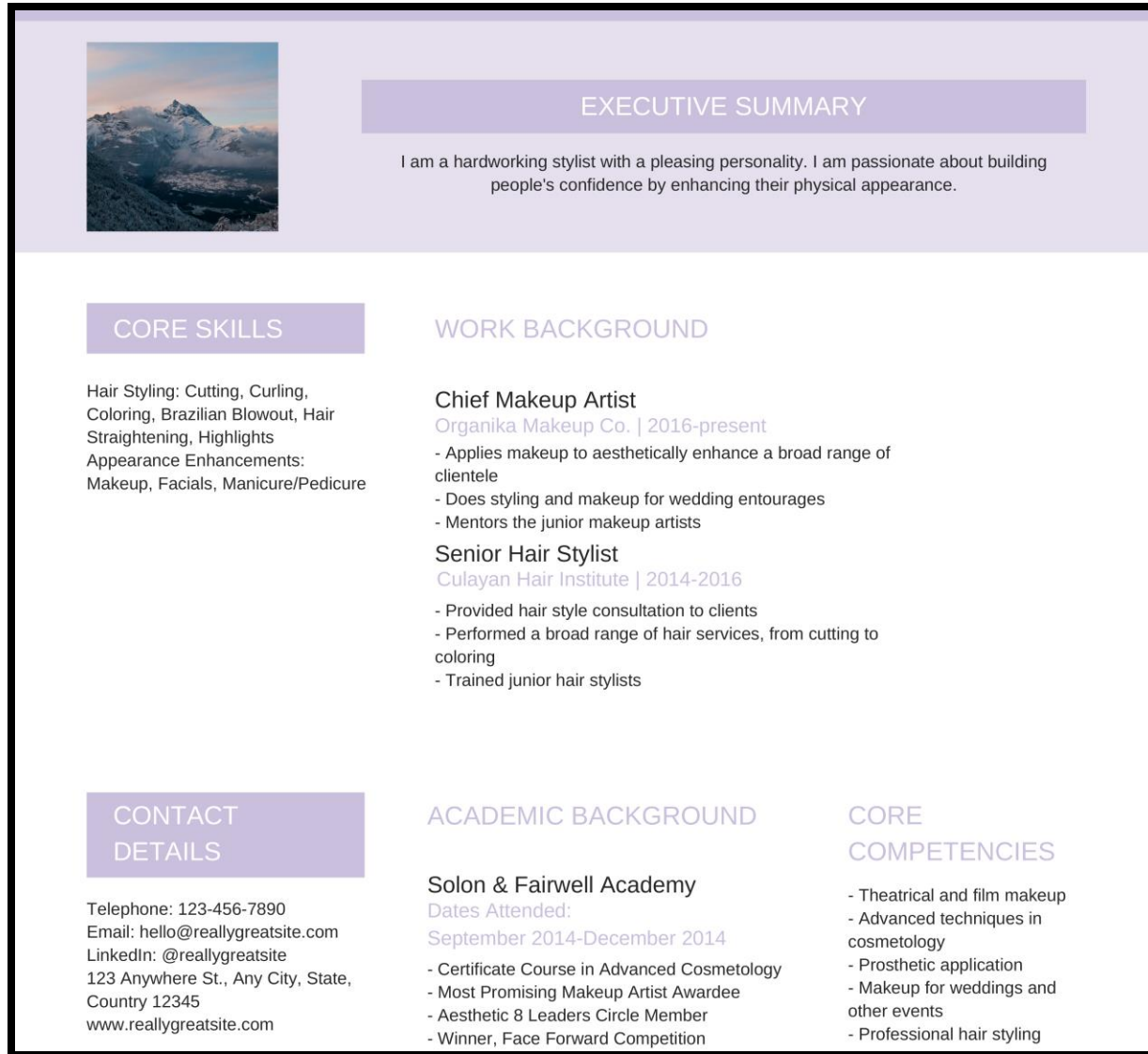
Straightforward
minimization

Cosine distance
analogous?

$$f(\vec{x}) = \sum_{\alpha} w_{\alpha} \sum_i \left(x_i - x_i^{(\alpha)} \right)^2$$

$$x_j = \frac{\sum_{\alpha} w_{\alpha} x_j^{(\alpha)}}{\sum_{\alpha} w_{\alpha}}$$

Document Layout Analysis



EXECUTIVE SUMMARY

I am a hardworking stylist with a pleasing personality. I am passionate about building people's confidence by enhancing their physical appearance.

CORE SKILLS

Hair Styling: Cutting, Curling, Coloring, Brazilian Blowout, Hair Straightening, Highlights
Appearance Enhancements: Makeup, Facials, Manicure/Pedicure

WORK BACKGROUND

Chief Makeup Artist
Organika Makeup Co. | 2016-present

- Applies makeup to aesthetically enhance a broad range of clientele
- Does styling and makeup for wedding entourages
- Mentors the junior makeup artists

Senior Hair Stylist
Culayan Hair Institute | 2014-2016

- Provided hair style consultation to clients
- Performed a broad range of hair services, from cutting to coloring
- Trained junior hair stylists

CONTACT DETAILS

Telephone: 123-456-7890
Email: hello@reallygreatsite.com
LinkedIn: @reallygreatsite
123 Anywhere St., Any City, State, Country 12345
www.reallygreatsite.com

ACADEMIC BACKGROUND

Solon & Fairwell Academy
Dates Attended:
September 2014-December 2014

- Certificate Course in Advanced Cosmetology
- Most Promising Makeup Artist Awardee
- Aesthetic 8 Leaders Circle Member
- Winner, Face Forward Competition

CORE COMPETENCIES

- Theatrical and film makeup
- Advanced techniques in cosmetology
- Prosthetic application
- Makeup for weddings and other events
- Professional hair styling

Resumes have
non-trivial layouts

Identify regions

Geometric analysis

Questions and Contacts

www.inda.ai

pierangelo.lombardo [at] interviewweb.it

