

## The Problem

There currently exists no simple way for small and medium sized companies to easily find talent for their open positions and easily guide applicants along their interviewing process. OnBoard is a service that allows businesses to discover good candidates for their job openings and make sure good talent does not get lost in the cracks

## Our Solution



### Facilitate Communication

Never lose contact with your applicants. OnBoard automatically notifies applicants when they complete important stages in your onboarding process. OnBoard also reminds you when you have not heard from an applicant in a while



### Find Similar Candidates

Do you really like an applicant? Tell OnBoard and it will automatically scour the web for similar candidates based off of their professional networks

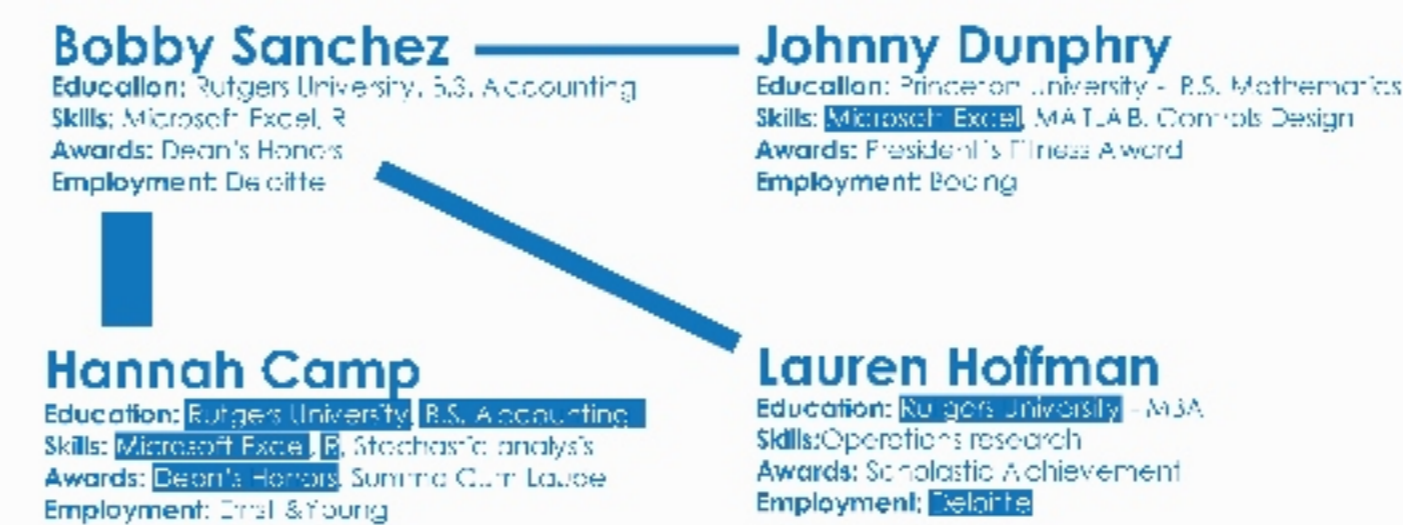


### Ease of Use

At its core, OnBoard is designed to be as simple to use as possible. With minimal set-up and configuration you can streamline your talent search and acquisition processes

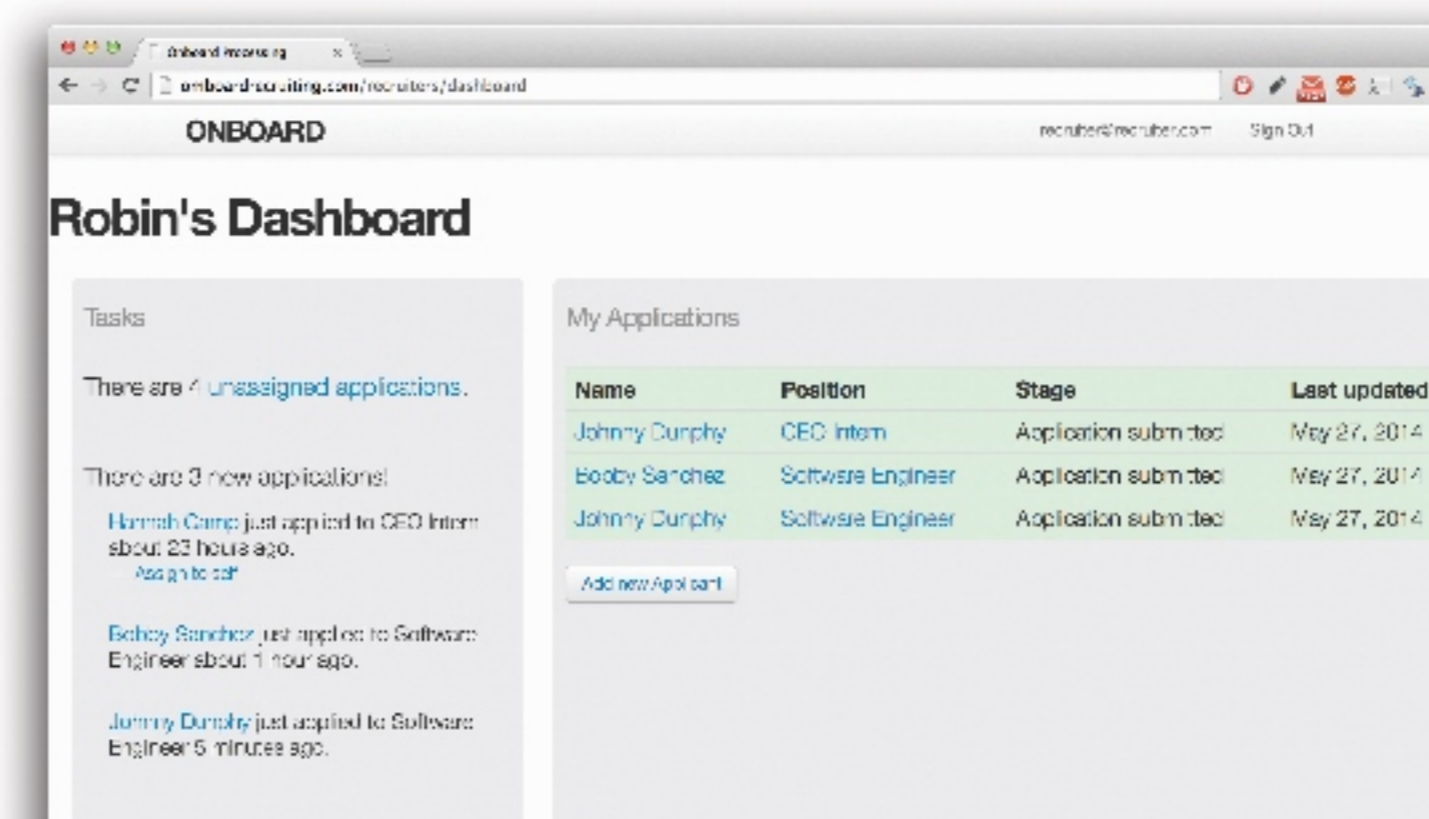
## Technical Design

### Webscraping and Finding Similar Profiles



- If an applicant provides a LinkedIn profile, we can use Mechanize to pull all information listed on their profile as well as their professional relations
- Using an applicant's profile, we can compare them to other people in their professional network and find similar candidates
- Given a profile we create a set of tags (e.g. "Education", "Skills", etc.) to compare profiles
- Using that profile's professional network, we find other related profiles and create a set of related profiles
- Each profile is represented as a vector, with the distance in each dimension being 1 or 0 depending on the existence of the corresponding tag
- We then find the cosine similarity between all the vectors in the set and the original profile's vector
- This set is then sorted and we can find the most similar profiles to the original profile

### Managing Applications



- A recruiter can manage all relevant applications from their Dashboard
- Important notifications are shown in the leftmost column. These notifications include new applications being submitted and applications advancing to the next stage in the interview process. Also, if an applicant has not been heard from in a while, a notification will appear.
- The table on the right lists all applicants being managed by the current recruiter. Clicking on them will bring up a detail view

