

Resume Ranking

Conversations of Value | Solution Components

Component Overview

Resume ranking allows a buyer to rank job seekers based on how their resume matches the job posting.

Machine learning describes algorithms that can learn from data without having to be explicitly programmed.

In order for a buyer to use the Resume Ranking feature, a company configuration must be enabled. When enabled and a job seeker is submitted with a resume on a job posting, the job seeker is ranked based on how closely their resume matches the job posting description and qualifications.

Insight from Product Management

- *Accelerated screening and matching process, saving time and effort*
- *Reduces the chance of missing a job seeker as all resumes are processed and ranked*
- *The best candidates are identified based on job description keywords*
- *Resume ranking makes the job seeker rating process more objective, which decreases human bias when assessing potential candidates.*

Configuration Considerations

To use the Resume Ranking functionality:

- *The company configuration Use Machine Learning to Rank Resumes, must be enabled.*
- *The buyer user role permission, Job Seeker View Resume Rank, must be enabled for the user's role in order to see the resume rank information.*
- *DPA is required to enable this functionality*



Configuring Resume Ranking

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Configuration Example:

Real World Examples: Resume Ranking

Resume Rank is displayed to Buyer Users for submitted Job Seekers when:

- *Company Configuration, Use Machine Learning to Rank Resumes is enabled,*
- *User Role Permission, View Resume Rank is enabled*
- *Supplier has attached a resume when submitting the Job Seeker to a Job Posting*

Real World Examples: Resume Ranking User Role Permissions

<input type="checkbox"/> Job Seeker	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/> Evaluate <input checked="" type="checkbox"/> Schedule Interview/Meeting <input checked="" type="checkbox"/> Shortlist <input checked="" type="checkbox"/> Unshortlist <input type="checkbox"/> View Job Seeker Name and Email when Candidate Anonymity is Enabled <input checked="" type="checkbox"/> View Pay Rate <input checked="" type="checkbox"/> View Resume Rank <input checked="" type="checkbox"/> View Supplier Name
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Configuration Example:

Real World Examples: Resume Ranking

When a resume is submitted, SAP Fieldglass parses through each Job Seeker submitted towards a Job Posting while the Machine Learning algorithm assigns a resume rank based on closeness to keywords provided in the Job Posting Description and Qualifications.

Resume Rank is recalculated when any of the following actions occur:

- New Job Seekers are submitted to a Job Posting
- Existing Job Seekers are withdrawn from the Job Posting by the supplier

Below are samples of both the list and card view that the Buyer will see when reviewing resumes.

Real World Examples: Resume Ranking Job
Seeker List View

Resume Rank – Job Seeker List View

Potential Candidates Find Similar Candidates

0 Active Candidates

0 Active Contractors

0 Contractors Reaching End Date

55 Contractors in Talent Pool

Compare

Engage

Quick Hire

Shortlist

Unshortlist

Mark as Interviewed

Schedule Interview

Email Resume/CV

Reject

0 selected items

Items Found: 3 Filter

<input type="checkbox"/>	Submitted	Name	Flags	Status	Supplier	Site	ST Rate	UOM	Curren	My Rating	Resume Rank	Averag Rating	<input checked="" type="checkbox"/>	Resume/CV
		Enter Criteria		All	Enter Criteria	Enter Criteria								
<input type="checkbox"/>	04/04/2019 10:02 AM			Submitted		Toronto	95.00	Hour	CAD	☆☆☆☆☆	1	0.00	<input checked="" type="checkbox"/>	Download View
<input type="checkbox"/>	04/04/2019 10:00 AM			Submitted		Toronto	95.00	Hour	CAD	☆☆☆☆☆	2	0.00	<input checked="" type="checkbox"/>	Download View
<input type="checkbox"/>	04/04/2019 10:15 AM			Submitted		Toronto	77.07	Hour	CAD	☆☆☆☆☆	3	0.00	<input checked="" type="checkbox"/>	Download View



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Configuration Example:

Real World Examples: Resume Ranking Job
Seeker Card View

Resume Rank – Job Seeker Card View

Candidate

Submitted

Supplier

Available On

Rating

Resume Rank

04/04/2019

☆☆☆☆☆

2

Preview

Go to Details

View

Download

Engage

Actions

Meets Requested Criteria

Candidate

Submitted

Supplier

Available On

Rating

Resume Rank

04/05/2019

☆☆☆☆☆

1

Preview

Go to Details

View

Download

Engage

Actions

Meets Requested Criteria



Configuring Resume Ranking

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Configuring the Solution Component

1. *Enabling Company Configuration (Please reach out to SAP Fieldglass for assistance)*
 1. *Use Machine Learning to Rank Resumes*
2. *User Role Permission (To be completed by Company Admin User)*
 1. *Admin Menu > User Role > select the User Role name > Edit the desired User Role > View Resume Rank*

Related Solution Components:

<https://help.sap.com/viewer/04815a90ef974728ba24a5a92272642f/Cloud/en-US/312e889200ba4abb82a3a64a530595e4.html?q=resume%20rank>

