PROFILE SCREENING USING GEN AI
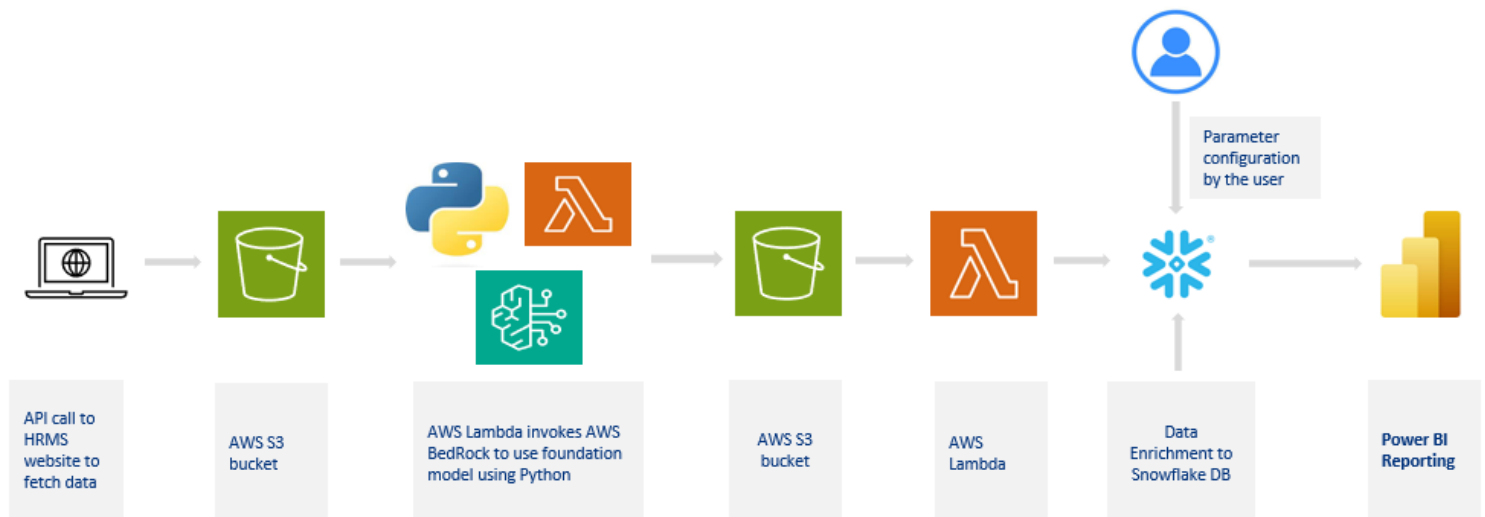
MAY 2024

Tres Vista
Catalyzing Your Impact

Request and Guidlines Provided

- Client: Private Firm
- The procedure of candidate screening for job application. The process involves data inputs from JAF (job application form), resume/CV, and candidate cover letter; it is a manual task with multi-stage human involvement with subject-matter know-how
- To save on human involvement and streamline the process, an LLM is introduced to help the recruiters with data consolidation, CV/resume data extraction and cover letter segregation. The output is a Power BI dashboard to visualize the data

Methodology and Final Deliverable

- The data flows through a hiring website (HRMS tool). The structured (employee details tables in CSV) and unstructured data (resume and cover letters) is stored in AWS S3 buckets. The data goes through an AWS pipeline and outputs relevant candidate's basis parameter selection (experience, background, education, skill-sets)
  - Descriptive textual data is extracted from the CV and cover letters using LLM
  - The data from CV is stored as key-value pairs in JSON format and cover letters are converted to single contextual paragraphs using prompt engineering to normalize the outputs
  - The data is pushed to SnowFlake DBMS and pushed onto MS Power BI for a comprehensive dashboard
  - The dashboard provides a comprehensive reporting platform to best present the set of candidates' using slicers and interactive visuals basis the job role requirement

Parameter configuration by the user

| API call to HRMS website to fetch data | AWS S3 bucket | AWS Lambda invokes AWS BedRock to use foundation model using Python | AWS S3 bucket | AWS Lambda | Data Enrichment to Snowflake DB | Power BI Reporting |

DATA INTELLIGENCE GROUP

Tres Vista
Catalyzing Your Impact

Enabling our clients to achieve resource optimization through leveraging an offshore capacity model

Our Highlights

- Worked with 1,000+ Clients
- From Emerging to Established Firms
- Servicing Clients in 80+ Countries
- Across Industries and Asset Classes
- Client-Integrated Operating Strategy

Why Partner With Us

HR Solution
- Flexible Staffing Model
- Dedicated Tiered Team Support

Quality
- Industry-Leading Talent
- Multiple Layers of Quality Checks

Operating Leverage
- Centralized Resource Pool
- Integration across Value Chain

Cost Efficiencies
- Lower Indirect Costs
- Meaningful Direct Cost Savings

What We Do

Private Equity and Portfolio Companies

- Data Sourcing and Engineering
  - Capturing Data from Portfolio Companies
  - Creating Data Pipeline Enabling Automated Data Flows
- Reporting and Automation
  - Dashboard and Reports for Performance of Portfolio Companies
  - Fund Summary Reports for Investors
  - Process Optimization and Automation

Capital Markets

- Data Sourcing and Engineering
  - Capturing and Processing Disparate Datatypes from Multiple Data Sources
  - Data Sanitization, Curation, and Data Pipeline Creation
  - Creating Databases, Data Lakes, and Data Warehouses & Ingesting using ETL/ELT Jobs
- Data Analytics, Reporting, and Automation
  - Customized Analytics
  - Key Indicators, Thresholds, Alerts, and Controls
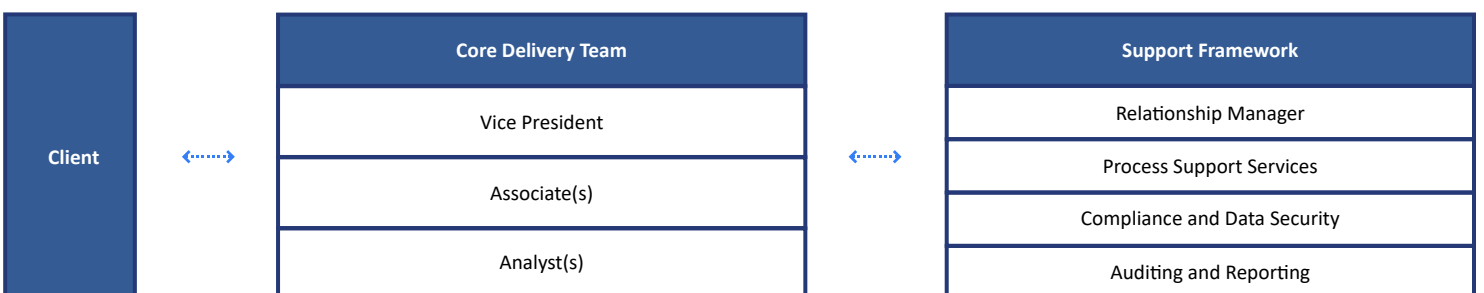 - Robotic Process Automation

Corporates

- Data Sourcing, Design, Architecture, and Storage
  - Capturing, Sanitizing, and Ingesting Disparate Datatypes from Multiple Data Sources using Data Model and Data Flow Diagrams
  - Creating and Maintaining Databases, Data Lakes, Data Warehouses, and Data Marts
- Data Analytics, Reporting, Governance, and Automation
  - Customized Analytics and OLAP Processing
  - Key Indicators, Thresholds, Alerts, Controls, and Data Governance
  - Robotic Process Automation and Artificial Intelligence

Data Vendors

- Data Sanitization and Enrichment
  - Creating Rules and Alerts
  - Enrichment of Data using Fuzzy Logic
- Data Reporting, Automation, and Governance
  - Dashboard and Reports for Performance of Portfolio Companies
  - Master/Meta Data Management, Data Lineage, and Access Controls

How We Do It

Client		Core Delivery Team	Support Framework
	←·····→	Vice President	Relationship Manager
		Associate(s)	Process Support Services
	←·····→	Analyst(s)	Compliance and Data Security
			Auditing and Reporting

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