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VISION”

# AI POWERED RESUME RANKER

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## Overview

The recruitment workflow starts when a **job application is received**, and the **job description (JD)** is fetched from **ERPNext or Webhook**. The system uses AI for **JD skill extraction** to identify and standardize key requirements. On the candidate side, the **resume is parsed and cleaned** to extract skills and experience. These are then **matched with the JD requirements**, and a **scoring logic** applies rules and weights for fair evaluation. Finally, the system provides a **skill score, overall rating, and feedback**, helping recruiters make faster and more consistent decisions.

## Workflow Steps

### 1. Job Application Submitted

The process begins when a candidate submits their **resume for a job opening**. This is the entry point where applicant data is first captured and stored in the system for further processing.

### 2. Job Description Retrieval

The system automatically **fetches the job description (JD) from ERPNext**. This ensures that all requirements, skills, and role expectations are accurately pulled into the evaluation process.

### 3. Resume Parsing

AI technology **parses the resume**, extracting key details like skills, work experience, and qualifications. The unstructured resume text is cleaned and converted into a **structured format** for easy comparison.

### 4. Skill Matching

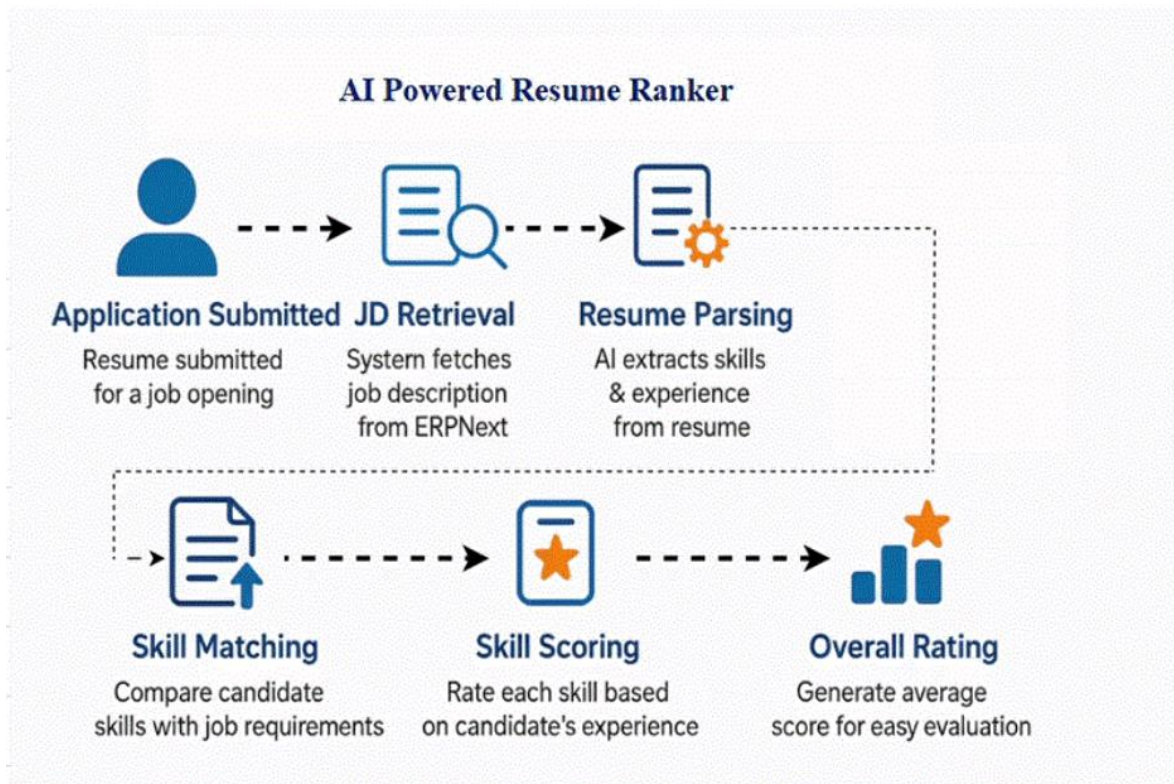
Candidate skills are then **compared against the job requirements** listed in the JD. This step helps identify alignment as well as any gaps between the applicant's profile and the role expectations.

### 5. Skill Scoring

Each relevant skill is **scored based on the candidate's experience, proficiency, and relevance** to the job. This scoring creates a fair and standardized assessment of each applicant.

### 6. Overall Rating

Finally, the system **generates an overall rating** by combining individual skill scores. The result is a clear, recruiter-friendly evaluation that simplifies shortlisting and decision-making.



## Benefits

- **Faster Screening** – Automates resume parsing and skill matching, reducing manual effort and saving recruiter significant time.
- **Fair & Consistent Evaluation** – Uses standardized scoring logic and weights, ensuring unbiased candidate assessment.
- **Improved Accuracy** – Extracts and compares skills with high precision, minimizing the risk of overlooking qualified candidates.
- **Better Decision-Making** – Provides clear **overall ratings and feedback**, helping recruiters shortlist candidates with confidence.
- **Scalability** – Handles large volumes of applications effortlessly, making the hiring process efficient for growing organizations.