ECE Capstone program  
Spring 2020  
Project Abstract & Info

Please provide the following information to be shared with on capstone information exchange platform:

1. **Project number:** S20-41

2. **Project title (as will appear on the poster):**
   OutRecruit

3. **Team members:**
   - Christopher Young
   - Jasjit Janda
   - Hersh Shrivastava
   - Jose Cuentas
   - Mohit Khattar

4. **Adviser(s) name(s):**
   Hana Godrich

5. **Up to 5 keywords that will help to classify the project scope:**
   Resume, Hackathon, Recruiting, Ranking.

6. **Project abstract (up to 250 words) to be shared with judges:**
   (General guidelines: The abstract should include: (a) A background review of the state of the art in the relevant field; (b) The problem addressed in the project; (c) Objective of the proposed projects; and (d) The adopted approach)

   Hiring is a complicated and arduous task for every company. It is not easy to hire capable employees that are capable, ready to learn, and work well in teams. The current hiring process takes a lengthy time and offers low communication for the candidate, and for the company. Hiring involves reviewing resumes individually, calling for interviews, and administering exams before an offer is given. There is little ability to evaluate teamwork and skills. In addition, it can take weeks for interviews and weeks for decisions before offers are given. Not to mention, no real skill is presented for the company to verify what interviews claim or test results show. Extensive and tangible knowledge, adaptiveness, and teamwork are all vital skills that every company should assess, and hire based upon.

   Our project aims to take pre-existing outreach events and hackathons to be able to draw ambitious candidates to apply, work, and receive feedback. We will be ranking and tracking candidates during recruiting events, by targeting keywords and phrases in their resumes. As candidates work alongside company employees during events such as Hackathons, valuable skills will be utilized. Input from company employees is stored in an extensive database. With all the information gathered, conclusive reports are generated and easily presented to the company. By targeting candidate skills and teamwork the hiring process becomes much more
beneficial and significant. From there, the real interviews can begin as early as the day of the recruitment event.