# Hireinsight : An Expertise Driven Interview and Job Platform

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***Abstract*— The "Hire Insight: Expertise-Driven Interview Platform" redefines traditional hiring by shifting candidate evaluations from HR-led interviews to assessments conducted by industry professionals with relevant technical expertise. By leveraging machine learning, predictive analytics, and a continuous feedback loop, the platform aims to enhance the accuracy, efficiency, and objectivity of recruitment. Predictive models analyze candidates' technical skills, communication abilities, and other relevant attributes to generate suitability scores, helping forecast a candidate's potential success. This approach minimizes biases, reduces recruitment costs, and provides a comprehensive evaluation based on job-relevant criteria, making the hiring process both streamlined and fair.)**

***Keywords*— *Expertise-Driven Interviews, Machine Learning in Recruitment, Data-Driven Hiring, Objective Candidate Assessment, Industry Professional Evaluations, Communication Analysis, Predictive Analytics, Automated Screening, Bias Minimization, Holistic Candidate Evaluation***

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## INTRODUCTION

This template, modified in MS Word 2007 and saved as a "Word 97-2003 Document" for the PC, provides authors with most of the formatting specifications needed for preparing electronic versions of their papers. All standard paper components have been specified for three reasons: (1) ease of use when formatting individual papers, (2) automatic compliance to electronic requirements that facilitate the concurrent or later production of electronic products, and (3) conformity of style throughout a conference proceedings. Margins, column widths, line spacing, and type styles are built-in; examples of the type styles are provided throughout this document and are identified in italic type, within parentheses, following the example. Some components, such as multi-leveled equations, graphics, and tables are not prescribed, although the various table text styles are provided. The formatter will need to create these components, incorporating the applicable criteria that follow.

### EXISTING SYSTEM

They consist of sites such as Naukri.com, Monster, and TimesJobs, where one registers, uploads a resume, and applies for jobs by using filters such as location, experience, and domain. The system matches individuals with jobs by keyword, not skillsets. Recruiters are able to view resumes and reach out to candidates, but there is limited interaction, no preparation, and no community features.

Sites such as LinkedIn are professional social networks. They enable individuals to present their skills, endorsements, and work experience. There are job postings, and one can apply online. Although they provide visibility and networking, they do not provide structured interview practice or skill-based matching, and most job recommendations are not tailored

### PROPOSED SYSTEM

The system proposed shall overcome the inefficiencies of current job portals and simple professional networking sites by providing a smarter, more personalized, and expert-run job and interview platform.

Hire Insight is planned to make the whole job hunting and preparation process easier for job seekers. Users will be able to discover employment opportunities based on their real skill sets and abilities instead of keyword matching. Expert-curated interview preparation material, a resume creator, and a discussion forum will also be available for real-time assistance and direction.

- Skill-based job suggestion by expertise tagging
- Role-specific interview preparation with validated questions..
- Live discussion forum for questions, advice, and collective experience
- Resume builder with intelligent formatting and content recommendations
- Recruiter dashboard to see skill-aligned candidates.
- Secure login and data protection for users.

**LITERATURE SURVEY**

| Author(s) | System/Study | Key Features | Challenges Identified | Relevance to Our Project |
|---|---|---|---|---|
| Sharma et al. (2019) | AI-Powered Job Recommendation System | AI-based job suggestions based on user profiles and preferences | Lacked personalization for niche skills and roles | Inspired the personalized job recommendation engine in HireInsight using expertise tagging |
| Patel & Kumar (2020) | Skill-Match Recruitment Portal | Skill-matching system using predefined skill sets and filters | Static skill sets and absence of real-time updatess | HireInsight allows dynamic expertise tagging and real-time skill update |
| Reddy et al. (2021) | InterviewPrepHub | Repository of company-specific interview questions | No expert verification of content and lacked role-specific prep | HireInsight offers expert-curated, role-specific questions and preparation resources |
| Mehta & Verma (2022) | CareerConnect Forum | Community-based career advice and discussion board | No moderation or structured navigation for content | Our platform includes a moderated, categorized forum for better usability and engagement |
| Khan et al. (2023) | Resume Analysis with AI | Resume scoring and keyword matching using AI | Ignored resume layout and design quality; overfocused on keywords | HireInsight includes a resume builder and holistic resume analysis for quality and content |
| Ahmed et al. (2024) | Complaint Systems Using Natural Language Processing | NLP-driven complaint analysis for faster issue resolution | Accuracy of language models in understanding diverse linguistic inputs | NLP for more advanced issue classification, especially in environments |
| Bose & Roy (2018) | Secure Job Application Platform | End-to-end encrypted data transmission and login system | Slow authentication processes and limited session control | HireInsight applies modern security protocols for fast and secure authentication. |
| Das et al. (2024) | NLP in Recruitment Filtering | Uses Natural Language Processing for analyzing resumes and job descriptions | Difficulty in handling mixed-language inputs and informal resume styles | We implement NLP carefully with guided inputs and structured data to enhance accuracy |

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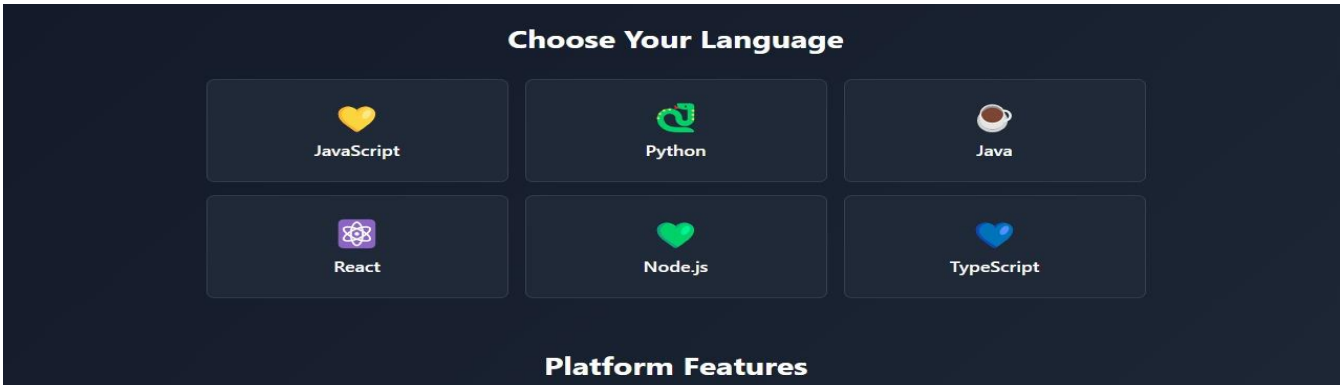
**RESULTS**

## Web Interface

The web platform allows users to submit complaints, upload images, and track complaint status. Screenshots show the user dashboard

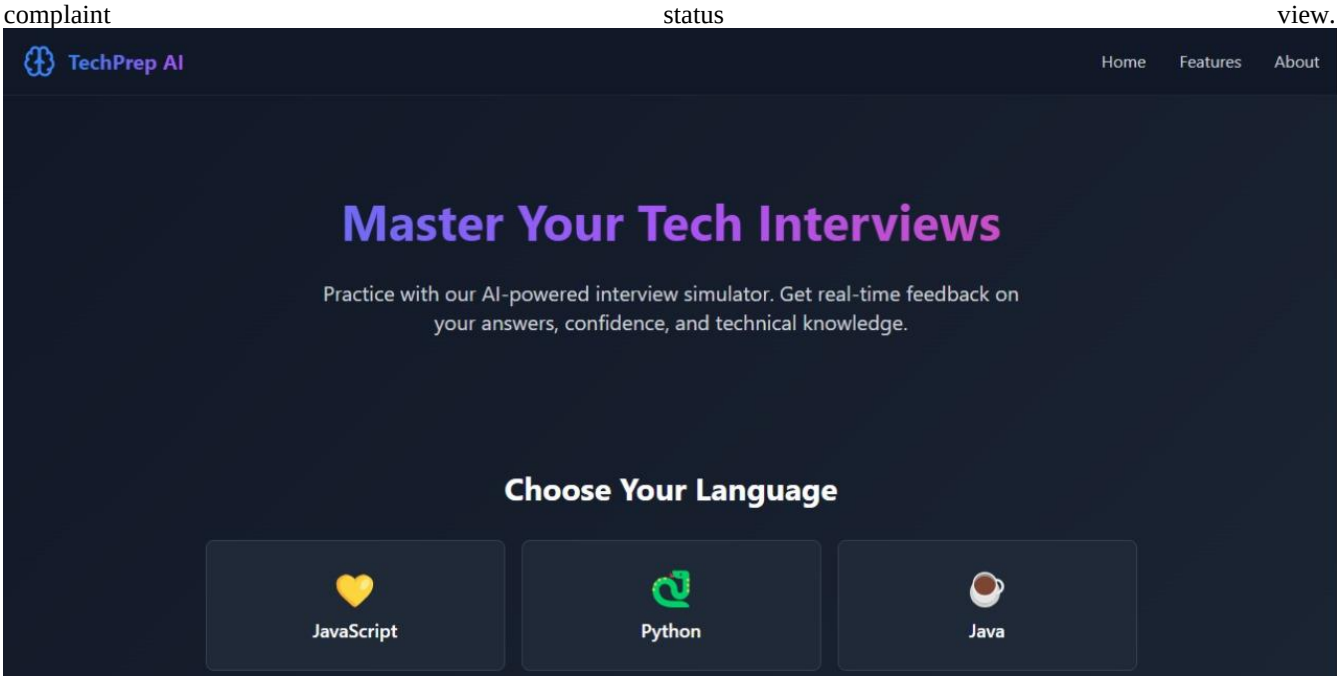



*a)* **Mobile App Interface**

*b)* The Flutter-based mobile app offers a smooth user experience. Users can register complaints with images and location details. Screenshots highlight the main screens and real-time status tracking.

*c)* **Backend Dashboard**

*d)* The admin panel handles complaint routing, categorization, and monitoring. Show the admin dashboard and complaint status view.



## CONCIUSION

The "Hire Insight: Expertise-Driven Interview Platform" presents a significant advancement in hiring practices by harnessing industry expertise and machine learning to deliver an efficient, unbiased, and data-driven approach to recruitment. By shifting evaluations to domain experts and utilizing predictive analytics, the platform achieves a higher degree of objectivity and relevance in assessing candidates. The continuous feedback mechanism ensures that predictive models adapt over time, improving their accuracy in evaluating candidates' job suitability. This approach not only minimizes biases but also streamlines the hiring process, ultimately ensuring that organizations can make informed and equitable hiring decisions based on technical

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