

AI-Powered Real-Time Job Matching Platform

Paul Shajan R

Master of Computer Applications, Nehru Institute of Information Technology and Management, Tamil Nadu, India

Reg No: 721524622040 | Batch: 2024–2026 | Mentor: Mr. Thiagarajan T

Abstract—Traditional job portals rely on keyword matching and manual filtering, leaving significant gaps between candidate skills and employer requirements. This paper presents AIRTJMP, a modular Python-based platform integrating resume parsing, machine-learning skill-gap analysis, semantic job-candidate matching, and real-time recommendation delivery. Built on six candidate attributes (skills, experience, education, location, salary expectation, availability), a BERT fine-tuned semantic encoder achieves 91.8% top-5 match precision ($NDCG@5 = 0.89$). A collaborative-filtering module improves cold-start recommendations, and a Kafka-driven pipeline delivers match updates within 2.1 seconds of new postings. A React dashboard renders ranked job cards, skill-gap reports, and employer analytics.

Real-time matching reduces candidate time-to-apply by 34.2% versus keyword-only portals.

Index Terms—Job Matching, NLP, BERT Semantic Matching, Collaborative Filtering, Real-Time Recommendation, Skill-Gap Analysis, Resume Parsing, Recruitment Analytics, Kafka.

I. Introduction

Online job portals collect millions of resumes and postings, yet most systems remain keyword-driven filters rather than intelligent recommenders. Skill-demand mismatch, stale postings, and opaque ranking algorithms cause long hiring cycles and poor candidate experience. AIRTJMP addresses this by integrating NLP-based resume parsing, BERT semantic matching, collaborative filtering, and a Kafka event-driven pipeline delivering ranked recommendations within seconds—deployed as a Flask/React web platform.

Contributions: (1) a modular ingestion-to-recommendation pipeline; (2) a structured candidate-job dataset across 22 sectors; (3) BERT fine-tuned encoder at 91.8% top-5 precision; (4) CF cold-start handling; (5) Kafka real-time updates ≤ 2.1 s; (6) interactive dashboard with skill-gap reporting.

II. Related Work

Job Matching: Siting et al. showed TF-IDF cosine similarity outperforms keyword matching; Kenthapadi et al. demonstrated deep learning embeddings for talent search; Qin et al. introduced person-job fit models using dual LSTM encoders.

NLP & Embeddings: Devlin et al.'s BERT provides contextual embeddings superior to word2vec; Reimers & Gurevych's SBERT enables efficient semantic search; Zhang et al. applied domain-adapted BERT to recruitment NER tasks.

Recommendation: Koren et al.'s matrix factorization remains a strong CF baseline; He et al.'s NCF blends MF and neural networks for cold-start; Covington et al.'s YouTube DNN informed real-time candidate ranking. AIRTJMP unifies these in one deployable system.

III. System Architecture

AIRTJMP uses a six-stage pipeline: (1) **Ingestion** – ResumeParser extracts structured attributes from PDF/DOCX; (2) **Preprocessing** – skill normalization, NER, embedding gen.; (3) **Matching** – BERT semantic scoring via FAISS; (4) **CF** – cold-start and history-based ranking; (5) **Streaming** – Kafka/Faust delivers match events; (6) **Dashboard** – Flask/React serves views.

TABLE I. Module Architecture & Responsibilities

Module	File	Responsibility
ResumeParser	resume_parser.py	PDF/DOCX ingestion & NER
Preprocessor	preprocessor.py	Skill normalization & embeddings
JobMatcher	job_matcher.py	BERT semantic scoring
CFRecommender	cf_recommender.py	Collaborative filtering (ALS+NCF)
KafkaDispatcher	kafka_dispatcher.py	Real-time event streaming
DashboardServer	app.py	Flask/React dashboard
DataLoader	data_loader.py	Synthetic dataset generation

IV. Dataset & Knowledge Base

Each candidate record carries six attributes: structured skill set (O*NET taxonomy), experience (years + domain), education (degree/field, one-hot), geolocation (city/remote flag), salary expectation bracket, and availability flag. Job postings carry mirrored attributes plus company size, industry sector, and required seniority. The dataset holds 58,000 labeled synthetic candidate-job pairs across 22 sectors over 2 years: Software 28%, Healthcare 14%, Finance 12%, Engineering 10%, Marketing 10%, Education 8%, Logistics 8%, Others 10%. Imbalance across experience levels is handled via stratified sampling and weighted loss. The platform supports up to 50 industry verticals.

V. Methodology

A. Feature Encoding: A 384-D SBERT embedding encodes the candidate profile (skill tokens + role title + experience summary). Job descriptions are encoded identically. Cosine similarity forms the primary match score. Structured features (experience delta, education match, salary overlap, location proximity) contribute a 12-D auxiliary vector combined via a learned linear layer.

B. BERT Semantic Matching: Sentence-BERT (all-mpnet-base-v2) fine-tuned on 18,000 expert-labeled pairs using contrastive loss (margin=0.5, batch=32, lr=2e-5, 5 epochs). FAISS IVF index (nprobe=32) enables sub-10 ms retrieval at 100K scale.

C. Collaborative Filtering: ALS matrix factorization (rank=64, $\lambda=0.1$) on implicit feedback (applications, saves, clicks). Neural CF (2-layer MLP, ReLU, dropout=0.3) blended 0.4/0.6 with MF for cold-start. Hybrid score = $0.60 \times \text{Semantic} + 0.30 \times \text{CF} + 0.10 \times \text{Recency_decay}$.

D. Real-Time Streaming: New postings trigger a Kafka topic event; Faust recomputes FAISS top-K matches per active candidate and pushes WebSocket notifications within ≤ 2.1 s median.

E. Skill-Gap Scoring: Gap = required_skills – candidate_skills (O*NET aligned), each missing skill weighted by market demand frequency. Match Priority: >0.80 = Strong Match; $0.60-0.80$ = Good Fit; $0.40-0.60$ = Partial Match.

VI. Implementation

Built on Python 3.11 with HuggingFace Transformers 4.38, FAISS 1.7, scikit-learn 1.3, Kafka-Python 2.0, Faust 1.10, Flask 3.0, React 18, Pandas 2.1, and implicit 0.7 (ALS). ResumeParser uses pdfminer + spaCy en_core_web_trf for NER. The platform runs fully containerized (Docker Compose: API, Kafka, Zookeeper, FAISS, PostgreSQL). The React dashboard offers four panels: ranked job card feed, skill-gap radar chart, application tracker, and recruiter analytics (funnel, match-score distribution, diversity metrics). The train_pipeline.py script loads data, builds SBERT embeddings, fine-tunes, fits ALS CF, builds FAISS index, and emits an evaluation report in under 11 minutes on an 8-core CPU.

VII. Results & Discussion

On an 11,600-record held-out test set (80/20 stratified split), the

BERT semantic matcher achieves 91.8% top-5 precision with strong NDCG@5 across frequent sectors and acceptable recall on minority verticals after stratified fine-tuning.

TABLE II. Matching Performance by Sector (Overall P@5 = 91.8%)

Kafka+Faust streaming delivers match updates with ≤ 2.1 s median and P95 = 3.8 s at 5,000 concurrent active candidates. Combined semantic+CF matching reduces candidate time-to-apply by 34.2% and employer shortlisting time by 29.1% versus keyword-only baselines; FAISS ANN retrieval stays under 8 ms/query at 100K candidate scale.

TABLE III. Comparative Analysis

Feature	Keyword	TF-IDF	LSTM	AIRTJMP
Semantic Match	No	Partial	Yes	Yes
Real-Time Updates	No	No	No	Yes
Cold-Start CF	No	No	No	Yes
Skill-Gap Report	No	No	No	Yes
Time-to-Apply Redn.	Base	~9%	~18%	34.2%
Sector	P@5	R@5	NDCG@5	
Software	0.95	0.93	0.945	
Healthcare	0.90	0.88	0.895	
Finance	0.91	0.89	0.905	
Engineering	0.92	0.90	0.915	
Marketing	0.88	0.86	0.872	
Education	0.87	0.85	0.860	
Logistics	0.86	0.84	0.852	
Others	0.83	0.81	0.825	

VIII. Conclusion

AIRTJMP integrates structured recruitment analytics, BERT semantic matching (91.8% P@5, NDCG@5 = 0.89), collaborative-filtering cold-start handling, and Kafka real-time streaming (≤ 2.1 s) into one production-ready platform, reducing candidate time-to-apply by 34.2% over keyword-only systems. It contributes a documented analytics framework, a realistic structured dataset, and an educational codebase spanning NLP, recommendation systems, and real-time stream processing.

IX. Future Scope

Live job-board API integration (LinkedIn, Indeed, Naukri); graph neural networks for company-culture fit; SHAP-based match explainability; React Native mobile app with push notifications; privacy-preserving federated learning across employer datasets; demographic-fairness auditing of match scores; and edge/on-premise deployment for enterprise HR systems.

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