

Human Resources

# Resume Parsing

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## Affinda uses AI to extract over 50 unique fields from resumes

Personal details:	+1.122.122.1221 ; johnsmith@gmail.com
Skills:	Business improvement, strategic planning, ...
Job 1:	AgencyCo; 2018-present; Lorem ipsum...
Job 2:	ConsultingCo; 2015-2018; Lorem ipsum...
Education:	Bachelor of Arts



### BUSINESS CONTEXT AND CHALLENGE

#### Resumes require costly, time-consuming, error-prone manual review.

Every interviewer extracts and evaluates information from a wide range of CV and resume formats, yet must catalogue all this data consistently.

Though many hiring managers try to reduce their workload by forcing applicants to submit resumes through pre-structured forms, this approach still requires human reviewers to:

- Compare skills and career histories among endless applicants
- Extract personal data for background checks
- Identify key elements that differentiate candidates
- Parse contact info for reference calls, and much more.

Not only does this obsolete workflow fail to identify some of the most desirable interviewees – it's also highly time consuming, and fails to leverage the benefits of automatic sorting and indexing.

While some of today's manual parsing solutions can assist with these procedures, they typically rely on rules-based processes that require human involvement – yet offer only minor incremental returns.



### AFFINDA'S SOLUTION AND IMPACT

#### Streamline and standardize the resume data extraction process.

Affinda's deep-learning architecture quickly evaluates thousands of resumes and CVs, extracting predefined text fields into a single consistent format.

Our custom-designed solutions automatically identify and highlight key resume components according to the client's chosen criteria – rapidly zeroing in on the most pertinent words and phrases.

This revolution in resume parsing, matching and analysis yields a striking array of impactful downstream benefits:



More consistent shareable application templates



Collection and cross-referencing of CVs for hiring platforms



Discernment of ideal career paths for team members



Enablement of enterprises to rapidly catalogue skillsets



Backlog minimization, more applications procession in less time



Identification of ideal applicants for each position with measurably higher precision

In all these ways, Affinda helps optimize an organization's candidate selection and vetting pipeline – delivering both immediate and long-term ROI in return for a minimal onboarding time investment.

### Enhanced insights from an unlimited volume of existing resume data

Affinda has spent 7+ years developing a proprietary cognitive document reconstruction engine, which is capable of imposing the correct reading order on resumes and CVs across a wide variety of formats.

What's more, we design each solution to plug and play seamlessly into the client's existing procurement workflow – whether that means deploying through a web interface, or a cloud-hosted or self-hosted API accessible via Python script.

Affinda's leading-edge adaptability greatly simplifies the onboarding process – delivering immediate, measurable wins.



## About Affinda

- ✓ Affinda supports its clients to benefit from the latest advancements in artificial intelligence.
- ✓ Our hybrid team of strategists, scientists and developers has an unwavering focus on delivering high quality solutions that generate measurable ongoing return on investment.
- ✓ We combine our leading-edge cognitive document reconstruction engine with best-practice artificial intelligence approaches to extract insights and information from a diverse range of document formats.

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