RESEARCH ARTICLE OPEN ACCESS

Automated Resume Screening System Using NLP for Smart Hiring Decisions

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Abstract

This document The large number of resumes received for a single job opening makes manual screening difficult for recruiters. Reviewing every application takes considerable time, and important candidates can sometimes be missed when screening depends mainly on keywords. This paper presents an Automated Resume Screening System that uses Natural Language Processing (NLP) to analyse resumes and compare them with job descriptions. The system extracts information such as skills, qualifications, certifications, and experience from resume documents. TF-IDF and cosine similarity are then used to measure how closely a candidate profile matches a given job description. An ATS scoring component combines the matching information and provides a suitability score along with suggestions for improving the resume. A Flask-based dashboard allows the results to be viewed in a simple interface. The experimental results show that the system can improve the speed and consistency of resume screening while helping recruiters identify candidates whose profiles are more closely related to the requirements of a job.

Keywords —Automated Resume Screening; Natural Language Processing; Artificial Intelligence; Machine Learning; ApplicantTracking System; Resume Analysis; Candidate Ranking; Skill Extraction; TF-IDF; Cosine Similarity; Recruitment Automation

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I. INTRODUCTION

This The Recruitment has increasingly moved to online platforms, making it easier for organizations to receive applications from a large number of candidates. Although this has made hiring more accessible, it has also created a practical problem for recruiters: screening a large collection of resumes in a limited amount of time. Manual review can be slow and may produce inconsistent results, particularly when many applicants have similar qualifications. Traditional screening systems often depend on matching predefined keywords. This approach is useful for finding obvious matches, but it may not work well when candidates describe the same skill in different ways. For example, a resume may demonstrate relevant experience without using exactly the same wording as the job description. As a result, a suitable candidate may be overlooked. Natural Language Processing provides a way to process the text contained in resumes and extract useful information automatically. In this work, NLP techniques are used to identify skills, educational qualifications, certifications, and experience. The extracted information is compared with the requirements in a job description to estimate the relevance of each candidate. The proposed Automated Resume Screening System combines text preprocessing, skill extraction, TF-IDF vectorization, cosine similarity, and ATS scoring. The system accepts resumes in common document formats, processes their contents, calculates a matching score, and presents the result through a web dashboard. The main aim is not to replace the recruiter, but to reduce repetitive screening work and provide a consistent starting point for candidate evaluation. PAGE LAYOUT

An easy way to comply with the conference paper formatting requirements is to use this document as a template and simply type your text into it.

I. RELATED WORK

- Several researchers have explored Artificial Intelligence and Natural Language Processing techniques for recruitment automation and resume analysis. Existing approaches include automated resume classification, keyword extraction, semantic matching, candidate ranking, and information extraction.
- NLP-based resume classification can reduce manual effort, although differences in resume formats can affect the extraction process. Keyword extraction and candidate ranking systems can reduce recruiter workload but may depend strongly on manually prepared skill databases.
- Semantic matching techniques using TF-IDF and cosine similarity provide a useful method for comparing resumes with job descriptions. NLP and deep-learning approaches have also been explored for extracting skills and educational information, emphasizing the importance of contextual understanding in automated recruitment systems.The proposed system integrates resume upload, text extraction, preprocessing, skill identification, similarity analysis, ATS scoring, candidate ranking, and recommendation generation into a single web-based platform.

II. SYSTEM ARCHITECTURE

A. Resume Upload Module

Candidates or recruiters can upload resumes through the web interface. The system accepts PDF or DOC documents and prepares the uploaded file for processing.

*B. T*ext Extraction and Preprocessing

Text is extracted from the uploaded resume using document processing techniques. The extracted content is cleaned before analysis. Tokenization, stop-word removal, stemming or lemmatization, and normalization are applied to reduce unnecessary variation in the text.

C. Skill Extraction Module

The processed resume is examined to identify technical skills, educational qualifications, certifications, and relevant experience. The extracted information is used to build a useful representation of the candidate profile.

D. Similarity Analysis Module

The candidate profile and job description are converted into TF-IDF vectors. Cosine similarity is then calculated to estimate how closely the two texts are related.

E. ATS Scoring Engine

Skill Extraction	**F1-Score (%)**		
	95.6	95.1	94.9
Resume Classification	94.8	94.3	94.0
ATS Score Generation	96.2	95.8	95.6
Candidate Ranking	95.4	94.9	94.7
Job Matching System	96.8	96.3	96.1
Overall System	95.8	95.3	95.1

The ATS module combines the extracted information, keyword relevance, and similarity result to produce a candidate suitability score. This score is used for ranking and for generating resume improvement suggestions.

IV. PROPOSED WORKFLOW

- Step 1 — Resume Upload: The user uploads a resume through the web application.
- Step 2 — Text Extraction: The text is extracted from the uploaded PDF or DOC file.
- Step 3 — Preprocessing: Unnecessary characters and common words are removed, and the remaining text is normalized for further processing.
- Step 4 — Skill Identification: The system identifies technical skills, qualifications, certifications, and other relevant details.
- Step 5 — Job Matching: The candidate information is compared with the job description using text similarity techniques.

- Step 6 — ATS Score Calculation: The similarity and extracted matching information are converted into an ATS suitability score.
- Step 7 — Recommendation Generation: The system identifies areas where the resume could better match the job requirements and generates suggestions.
- Step 8 — Result Display: The score, extracted skills, matching details, and recommendations are shown on the dashboard.

*1.*V. MACHINE LEARNING ALGORITHM

A. TF-IDF Vectorisation

C. Term Frequency-Inverse Document Frequency (TF-IDF) represents text as numerical feature vectors. It gives greater importance to terms that are useful for distinguishing one document from another and lower importance to terms that occur frequently across documents. In this system, TF-IDF is applied to both resumes and job descriptions before similarity is calculated.

B. Cosine Similarity

Cosine similarity is used to compare the TF-IDF representation of a resume with the corresponding job description. A higher similarity value indicates that the two texts contain more closely related terms and information.

C. NLP-Based Skill Extraction

The skill extraction stage identifies relevant technical and professional skills from the resume. This information is useful because a candidate may have relevant skills even when the complete resume text does not exactly match the wording of the job description.

1*D. Resume Ranking Algorithm*

Candidates are ranked using their ATS scores and job relevance. A candidate with a stronger match receives a higher position in the ranking, allowing recruiters to review the most relevant profiles first.

VI. EXPERIMENTAL SETUP

A. Datasets

- The experimental setup uses sample candidate resumes, job descriptions representing IT-industry roles, and a skill database containing technical and professional skills. The documents contain different combinations of education, skills, certifications, projects, and experience.
- ***B. Training Protocol***

- Before similarity analysis, resume and job-description text is tokenized, cleaned, and normalized. TF-IDF converts the processed text into numerical vectors. Different vectorizer settings, including n-gram range and maximum feature count, are considered during tuning. The configuration that provides consistent ATS scoring and useful candidate ranking is selected for the final evaluation.

F. C. Evaluation Metrics

The system is evaluated using ATS score accuracy, precision, recall, F1-score, candidate-ranking accuracy, skill extraction accuracy, job-matching effectiveness, and processing time.

VII. RESULTS AND DISCUSSION

2The skill extraction stage was able to identify important information from the sample resumes with good consistency. The preprocessing stage helped reduce differences in the way information was written across resumes.

The ATS component produced useful suitability scores by combining the extracted information with the similarity between the resume and the job description. TF-IDF and cosine similarity provided a straightforward way of measuring textual relevance without requiring a very large language model. The ranking stage also helped reduce the amount of manual comparison required from the recruiter. Candidates with stronger matches could be placed higher in the result list, while the recommendation component highlighted missing or less-represented skills that could be added to improve a resume. Overall, the results suggest that the proposed system can serve as a practical screening aid. It can reduce repetitive manual work and provide a consistent method for comparing candidate profiles, while the final hiring decision can remain with the recruiter.

VIII. CONCLUSION

G. This paper presented an Automated Resume Screening System based on Natural Language Processing and Machine Learning techniques. The system extracts useful information from resumes, compares candidate profiles with job descriptions, calculates ATS scores, ranks candidates, and provides suggestions for improving resume-job alignment.

The combination of text preprocessing, skill extraction, TF-IDF, and cosine similarity provides a relatively simple approach for automating the initial stage of recruitment. The system can identify relevant candidate information and perform candidate-job matching with good consistency. The dashboard also makes the results easier for recruiters to review.

Future versions could use transformer-based models such as BERT to improve contextual understanding, support resumes written in multiple languages, and use more advanced ranking models. Integration with live job portals and real-time job recommendations could also make the system more useful in practical recruitment environments.

H. ACKNOWLEDGMENT

The authors would like to thank the project guide and the Department of Information Science and Engineering, Don Bosco Institute of Technology, Bengaluru, for their guidance and support during the development of this project. The authors also thank Visvesvaraya Technological University (VTU) for providing the academic environment and resources

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