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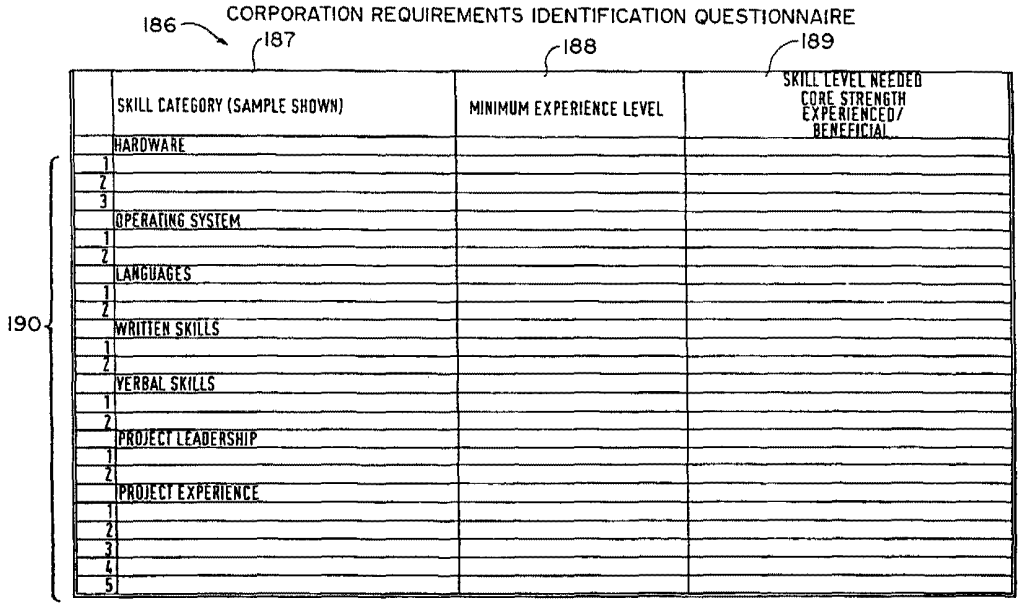
(54) Title: APPARATUS, SYSTEM AND METHOD FOR SELECTING CANDIDATE FROM POOL



(57) Abstract: An apparatus, system and method selects a candidate from a pool of candidates to fill a position based on the skills held by the candidate, the skills desired for the position and the priority of the skills for the position. Predefined lists of skills are used to develop detailed profiles of the candidates (Figure 9; 187, 188 and 189) and the positions to be filled for better matching. To compare and rank candidates, adjusted skills scores are used (Figure 3; 255, 256a, and 256b) which are limited by the priority of the skill for the position, yielding best-fit matches.

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Apparatus, System and Method for Selecting Candidate from Pool

Field of the Invention

The present invention relates generally to a method and system for selecting a candidate from a pool of candidates to fill a position and more particularly to a computer-hosted method and system for generating and storing profiles of candidates based on skills and experience, generating and storing a skills profile for a position to be filled, adjusting the skills profile of candidates based on levels of skills needed, and comparing candidates based on their adjusted profiles.

Background of the Invention

A number of web sites exist for matching job candidates to jobs or positions. These systems collect resume data from candidates and a job description from an employer. These services provide rudimentary matching that yields a high percentage of "matches" that are not necessarily qualified, or are overqualified, for given positions. What has been needed is a more sophisticated method and system for collecting data from candidates about their skills and data from employers about their needs. What has further been needed is a more finely tuned system and method of matching candidates to positions.

Summary of the Invention

The apparatus, system and method of the present invention yield highly compatible matches that should be satisfying for both employers and employees. Employers will find candidates who possess the skills they need at the level required for the position. Candidates can step into these positions confident that they are qualified and that their knowledge and experience are valued.

Further, this system and method produce conservation of skills: because employers are able to select candidates that "just fit" instead of those with the highest scores, jobs and positions can be staffed such that skills are not wasted where they are not needed. This leaves a more valuable pool of candidates from which to select for subsequent positions.

Brief Description of the Drawings

An exemplary version of an apparatus, system and method for selecting a candidate from a pool of candidates for a position that an employer seeks to fill is shown in the figures wherein like reference numerals refer to equivalent structure or steps throughout, and wherein:

FIG. 1a is a schematic representation of an apparatus, system and method according to the present invention;

FIG. 1b shows exemplary hardware for implementing the apparatus, system and method of FIG. 1;

FIG. 1c is a schematic illustration of an apparatus, system and method according to the present invention;

FIG. 2 is a flow chart illustrating the data gathering and verifying phase of the system and method according to the present invention;

FIG. 3 is a flow chart illustrating the data matching phase of the system and method according to the present invention;

FIG. 4 is a flow chart illustrating a feedback process of the system and method according to the present invention;

FIG. 5 is an exemplary table for receiving and displaying data pertaining to a candidate's technical skills for use with the system and method of the present invention;

FIG. 6 is an exemplary table for receiving and displaying data pertaining to a candidate's industry experience for use with the system and method of the present invention;

FIG. 7 is an exemplary table for receiving and displaying data pertaining to a candidate's communication skills for use with the system and method of the present invention;

FIG. 8 is an exemplary table for receiving and displaying data pertaining to a candidate's project experience for use with the system and method of the present invention;

FIG. 9 is an exemplary table for receiving and displaying data pertaining to the skill level required for one or more skills needed for a position to be filled for use with the system and method of the present invention;

FIG. 10 is an exemplary table for displaying information used to compute the maximum possible score for a given position for use with the system and method of the present invention;

FIG. 11a is an exemplary table for displaying scores of a plurality of candidates for use with the system and method of the present invention; and

FIG. 11b is an exemplary table for displaying adjusted scores of a plurality of candidates for use with the system and method of the present invention.

Detailed Description of Preferred Embodiment(s)

An apparatus, method and system for finding and selecting a qualified candidate to fill a position is described. For purposes of illustration, the invention is described in the context of finding Information Technology (IT) professionals to fill contract positions in IT, but it will be understood that the

system and method of the present invention can be applied in a variety of contexts.

The apparatus, system and method of the present invention use relational databases or database files to store, sort, search, and otherwise "mine" stored data. Examples of suitable database software that is commercially available include: Oracle, Access (made by Microsoft) and Filemaker Pro. In addition, the apparatus, system and method of the present invention can be implemented through the use of custom relationship database programs or software.

As illustrated in FIG. 1a, one or more employers, exemplified by reference numerals 1a, 1b, 1c, having one or more positions to be filled provide data regarding the skills desired ("needs"), the skill level or experience needed for desired skills for the position, and the importance or priority of that skill for the position. This "needs" data 5 is stored in a first storage medium 10. Independently, one or more people or "candidates" seeking positions, exemplified by reference numerals 12a, 12b, 12c, enter data regarding the skills they possess and the level of those skills. This "skills" data 15 is stored in a storage medium that is the same as, or is in data communication with, the first storage medium. The needs data and the skills data are stored on the storage medium in a relational database. Preferably, a system coordinator manages the database.

The apparatus, system and method of the present invention can be accomplished with a variety of hardware arrangements. A preferred arrangement 20 is illustrated in FIG. 1b. Employers 1 using PCs 21a-c and candidates 12 using PCs 22a-c are data connected to a server 25 to which data is supplied and retrieved by a file server 30 on which is stored a relational

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