International Journal of Science, Strategic Management and Technology
Volume **02** Issue **05** May-**2026** | ISSN: **3108-1762 (Online)** | Impact Factor: 3.8
An International, Peer-Reviewed, Open Access Scholarly Journal Indexed in recognized academic databases

AI Resume Analyzer and Career Recommendation System

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https://doi.org/10.55041/ijsmt.v2i6.122

Cite this Article: Behera, S. & Swain, S. K. (2026). AI Resume Analyzer and Career Recommendation System. International Journal of Science, Strategic Management and Technology, *02*(6). https://doi.org/10.55041/ijsmt.v2i6.122

The recruitment process is very important for organizational success as it helps in identifying and selecting the right candidates for the job positions. With the rise of the online recruitment platforms, organizations are getting thousands of resumes for every job opening. Manual screening of resumes is time-consuming, labor intensive and frequently prone to human bias and inconsistency. Artificial Intelligence (AI) has become a powerful technology automating and improving many business processes including recruitment and talent acquisition. This research proposes an AI-Based Resume Analyzer which uses Natural Language Processing (NLP) and Machine Learning (ML) techniques to automate resume screening, skill extraction, candidate evaluation and job matching.

The proposed system takes the data of the resumes in the PDF and DOCX formats and analyzes the candidates' qualifications, finds the technical and non-technical skills, and compares the skills with the requirements of the job descriptions. The system uses NLP techniques such as tokenization, stop-word removal, lemmatization, Named Entity Recognition (NER), and TF-IDF vectorization to convert textual data into meaningful information. Compatibility between the candidate profiles and Job requirements is calculated using Cosine Similarity. The system provides candidate matching scores and rankings to help recruiters make well-informed hiring decisions.

Experimental results demonstrate that the proposed system achieves high accuracy in resume parsing, skill extraction and candidate ranking and substantially minimizes manual effort and screening time. The system is a smart, scalable and efficient solution for modern recruiting issues. Future enhancements could be deep learning models, large language models, multilingual and predictive analytics for recruitment.

Keywords: Artificial Intelligence Resume Analyzer Recruitment Automation Natural Language Processing Machine Learning Candidate Ranking Talent Acquisition Skill Extraction

I. INTRODUCTION

In today's businesses, recruitment and talent acquisition processes are essential as the success and development of any organization depends largely on the quality, skills and capabilities of their workforce. Each year, many companies receive a huge number of applications of candidates who have different backgrounds such as education, experience, technical domain, and skills. In today's digital age, where online job boards, professional networking sites, and online hiring tools are becoming increasingly popular, companies may find themselves inundated with hundreds or even thousands of resumes for a single job posting. The enormous amount of resumes to handle manually has become a huge challenge for recruiters and human resource departments. The traditional recruitment approach mainly involves manual resume screening, human judgment and keyword-based filters, which tend to be time-consuming, labor-intensive, inconsistent and subject to human errors. For this reason, intelligent technologies in recruitment and talent acquisition have become a necessity to increase hiring efficiency and find the best candidates.

The innovative use of technologies like Artificial Intelligence (AI), Machine Learning (ML), Natural Language Processing (NLP), Data Analytics, Cloud Computing and Web Technologies has generated new opportunities for smart recruitment systems. These cutting-edge technologies provide automated resume analysis, intelligent candidate evaluation, skill extraction, job matching and data-driven recruitment decision making. Artificial Intelligence enables computer systems to scan through extensive candidate data to uncover significant trends that can help recruiters find appropriate candidates. Machine Learning algorithms can analyse and learn from recruitment data to refine the accuracy of evaluation of candidates, and Natural Language Processing can help the computer process and understand unstructured textual data in resumes and job postings.

Recruitment systems are moving towards using AI-powered tools as they are intelligent in candidate screening and boost recruitment productivity. A resume carries important information like skills, technical skills, qualifications, internships, projects, certifications

and achievements, and work experiences. Most of this information is however, typically reported in unstructured text, which makes manual analysis cumbersome and time consuming. The use of NLP techniques enables the transformation of all unstructured information from a resume into structured data (which can then be analyzed and evaluated automatically). AI-powered recruitment tools can analyze text and extract relevant information, provide insights on candidate skills, and offer valuable suggestions to recruiters.

The proposed system, called "AI-Based Resume Analyzer Using Natural Language Processing and Machine Learning", aims to create an intelligent system for the automation of the recruitment process through the integration of Artificial Intelligence, Machine Learning, Natural Language Processing and current web technologies in a single solution. The main goal of the proposed system is to automate the resume screening and candidate evaluation technique by applying intelligent data analysis methods. Overall, the system seeks to streamline the process of recruiter workload, enhance the precision of candidate selection, save manual work, and aid in data-informed hiring choices. The proposed solution offers an effective approach to process candidate resumes and screen them for individuals who meet the criteria for a given position.

The system being proposed is composed of several interrelated software modules which will cooperate in the process of intelligent analysis of resume and the ranking of candidates. It supports the upload of resumes in PDF and DOCX format, and automatically acquires the text information from the resumes through document processing technology. The extracted content undergoes various Natural Language Processing operations such as tokenization, stop-word removal, text cleaning, lemmatization, and information extraction. These processes are useful in transforming raw resume content into structured and meaningful information that can be utilized for further analysis. The system searches the uploaded resumes for candidate skills, educational qualifications, certifications, projects and technical competencies.

The skill extraction module is the important module in the proposed Resume Analyzer system. Technical skills like Python, Java, Django, React, SQL, Machine Learning, Cloud Computing, Data Structures and Web Development are automatically identified and categorized. The system also uncovers aptitudes like communication, teamwork, leadership, problem solving and project management which are non-technical skills. The extracted skills are then matched to the required skills in job descriptions. The comparison process is used to ascertain the similarity between the candidate and a specific job role and to evaluate the right candidate for a job quickly.

The intelligence layer of the proposed Resume Analyzer system is implemented by Machine Learning. The machine learning model processes the information from the candidates and the job specifications to get matching scores and rank the candidates. Various factors such as skill matching, educational qualifications, certifications, project experience, and work experience are considered during candidate evaluation. The system produces a score of compatibility which reflects the general suitability of a candidate to a particular job. This automated assessment process not only helps to recruit in a consistent manner but also minimizes the chances of bias in the selection of candidates.

Modern software technologies like Python programming language, Django framework, Django REST Framework, React.js, Tailwind CSS, PostgreSQL database, machine learning libraries (Scikit-Learn, NLTK, SpaCy) are used for the implementation of the proposed system. The backend platform where authentication, API development, database management, and business logic are implemented is Django. An interactive and user-friendly web interface with the help of React.js and Tailwind CSS will be built to help recruiters upload resumes, analyze candidate profiles, view rankings, and generate reports efficiently.

Different from the rest, one of the important things of the proposed system is automated resume scoring and ranking. Recruiters can take advantage of intelligent resumes ranking system instead of manually reading hundreds of resumes. The Resume Analyzer assigns all candidates to a score based on the preset criteria, making recruitment more consistent and fair. This greatly cuts down on recruitment time and how accurately candidates are selected. Additionally, the system offers skill gap analysis and recommendations to assist candidates in identifying areas for further education and/or certification that will enhance their employability.

The proposed system also is equipped with report generation and history keeping capabilities to keep track of the recruitment data. The results of the resume analysis, matching scores, candidate ranking and skill information extracted are kept in the database for future reference and analysis. The system can produce professional reports that provide an overview of candidates' qualifications, strengths and weaknesses, and their suitability for the job. Such reports assist in the informed hiring process and in keeping an open recruitment process.

The proposed AI-Based Resume Analyzer also offers several significant benefits in terms of scalability and adaptability.The other major benefit of the proposed AI-Based Resume Analyzer is its ability to scale up and adapt. This system can efficiently process a huge number of resumes without any significant degradation in performance. Job descriptions can be tailored to suit the needs of an organization to evaluate and modify the requirements and competencies needed for a particular position. The system's modular structure also enables seamless integration of future advanced technologies such as Large Language Models (LLMs), Deep Learning algorithms, Interview Recommendation Systems, Career Guidance Modules, and Predictive Hiring Analytics.

The AI-Based Resume Analyzer is a significant advancement in the process of intelligent hiring and automated talent acquisition. The system combines features of Artificial Intelligence, Natural Language Processing, Machine Learning, and web-based technologies, which enhances the efficiency of recruitment, the accuracy of candidate evaluations, reduces manual workload, and helps in data-driven hiring decisions. The proposed solution is a scalable, intelligent, and cost-effective recruitment platform that is applicable to the current business world and shows how AI

technologies can be applied to HR and talent acquisition models.

LITERATURE SURVEY

In the last few decades, the technology of recruitment and talent acquisition has completely transformed, with the advent of Artificial Intelligence (AI), Machine Learning (ML), Natural Language Processing (NLP), Data Analytics, Cloud Computing, and Web Technologies. Recruitment automation is a widespread trend that sees organizations around the globe looking for ways to automate their recruitment processes, cut hiring expenses, improve the accuracy of their candidate selection and boost recruitment efficiency. As more and more job applications are coming in online, researchers and software engineers have been looking for intelligent resume analysis systems that can automate the job application screening and evaluation processes.

Automated resume screening is one of the key research aspects of intelligent recruitment systems. The traditional method of recruitment primarily involves manual resume screening, during which the recruiters assess various aspects of the candidate's resume, including their skills, experience, education, and qualifications, to determine their suitability for the next phase in the recruitment process. Manual screening is time consuming, inconsistent and prone to human error, though it can be used to evaluate the material in detail. A study has found that efficiency in selecting candidates can be greatly increased and the recruitment effort reduced through automated resume screening systems. These systems automatically process the information provided by the candidates and produce a ranking according to set recruitment criteria.

One of the most popular technologies used in resume analysis systems is Natural Language Processing. Unstructured textual information such as skills, education, certifications, projects, internships, work experiences, and achievements are usually part of a resume. Extracting meaning information from resumes is typically done using NLP techniques like tokenization, stemming, lemmatization, stop-word removal, part-of-speech tagging and Named Entity Recognition (NER). The studies have demonstrated that NLP-based information extraction can greatly enhance the accuracy of resume analysis, whereupon the information is used to automatically evaluate candidates with less human effort.

A number of researchers have worked on creating systems for resumes' parsing and extracting candidate information from PDF and DOCX files automatically. Resume parsers are able to recognize key data like candidate's names, contact details, technical skills, educational background, certifications, and professional experiences. These systems convert unstructured data from resume into structured data that can be stored, analysed and compared. Current resume parsing systems offer the efficient information extraction, but there are many of them which are useful for data extraction and cannot be used for intelligent candidate ranking and job matching operations.

In recruitment automation, the uses of Machine Learning technologies have attained significant focus. Logistic regression, Decision trees, Random forest, Support vector machine (SVM), K-nearest neighbors (KNN), Naive bayes and Artificial neural networks are the different machine learning algorithms used in candidate classification and job matching applications. These algorithms can match candidate profiles and make connections between candidate qualifications and job requirements. Machine learning models enhance recruitment decision-making by providing suitability scores and estimating the likelihood of success for candidates. Experimental studies have shown that machine learning-based recruitment systems can be more accurate and consistent in recruitment results than traditional hiring methods.

One other aspect of research studied is the job description matching and the ranking of candidates. These systems match job requirements with candidate resumes and then determine similarity values which represent the suitability of candidates. There are several techniques that are commonly used for evaluating the compatibility between resumes and jobs, including TF-IDF Vectorization, Cosine Similarity, Word Embeddings, and Semantic Similarity Analysis. It has been proved that similarity judgment-based candidate ranking algorithms aid the recruiters in finding highly qualified candidates in an efficient way. Many of the current systems, however, are keyword-based and do not seem to capture the semantic relationships between the candidate skills and job requirements.

Transformer-based language models like BERT, RoBERTa, GPT, and large language models are new in the recruitment applications which recent on-going developments in AI have made possible. These sophisticated models offer better understanding of context and semantics than conventional NLP techniques. Transformer models have been exploited for the classification of resumes, candidate recommendation, job matching, and developing a recruitment chatbot. While these models work well, they typically require substantial computing power and large training sets to function, which may be challenging for small-scale recruitment operations.

Cloud computing technologies have also been integrated in the contemporary recruitment solutions for the storage and management of data at a central level and for large-scale analysis of resumes. A cloud-based recruitment platform offers scalability, accessibility, and effective data management features. Recruiters can access candidates' profile data from remote locations and carry out their recruitment activities through Web based dashboards. Cloud-based solutions can, however, demand constant Internet access and security and privacy issues may arise with the information on candidates.

Recommendation systems on recruitment applications have also been researched. These systems provide tailored job suggestions for candidates and suggestions for candidates to recruiters. A recommendation algorithm uses candidate skills, qualifications, interests and past application data to enhance the recruitment process. Though recommendation systems help improve the effectiveness of the recruitment process, there are some systems out there with minor personalization and inadequate contextual understanding of candidate profiles.

The use of Artificial Intelligence tools for minimizing bias in recruitment and increasing fairness in making hiring decisions has been explored by several studies. AI-driven recruitment platforms can use objective data to assess candidates, eliminating the need for personal opinions. Automated candidate evaluation ensures that there is no consistency in the evaluation process, which reduces unconscious bias in the recruitment process. Researchers have also emphasized the need for fairness and transparency in AI models, as well as to combat algorithmic bias and discrimination in decision-making processes.

Although intelligent recruitment technologies have come a long way, there are still some things that most of the systems that currently exist have miss. Some systems only deal with resumes parsing and information extraction, but don't offer candidate ranking features. Still others use a keyword matching approach that does not grasp the contextual relationship between qualifications of the candidates and requirements of the position. Some of these machine learning systems are very data and computation intensive and are not feasible for wider implementation. Additionally, most recruitment websites do not have inbuilt capabilities like skill gap analysis, resume scoring, recommendation generation, report generation, and intelligent dashboard management.

To overcome these limitations, the proposed system is "AI Based Resume Analyzer Using Natural Language Processing and Machine Learning" system designed to combine the functionalities of parsing the resume, extracting the information, natural language processing of the resume, candidate evaluation using machine learning, matching the job with the candidate, skill gap analysis, resume scoring, and intelligent dashboard management to form a complete recruitment platform. However, the proposed solution is different from the traditional recruitment systems due to its ability to integrate several rational functions in a single web-based application to enhance the efficiency of the recruitment process and the accuracy of the candidate's selection.

The proposed system employs NLP techniques to extract the candidate information and the machine learning algorithms to compute a candidate-job compatibility score. It can handle PDF and DOCX formats for resumes, automatically detect candidate skills and qualifications, match candidate profiles with job descriptions and provide intelligent recommendations. A combination of cutting-edge web technologies, machine learning models, and database management systems creates an efficient, scalable, and intuitive recruitment tool that can be adopted by companies of any size.

PROPOSED SYSTEM

The proposed system titled, "AI Based Resume Analyzer Using Natural Language Processing and Machine Learning", aims to create an intelligent recruitment automation system by combining Artificial Intelligence (AI), Natural Language Processing (NLP), Machine Learning (ML), Web Technologies, and Database Management Systems (DBMS) into a single system for recruitment. The main goal of the proposed methodology is to automate resume screening, candidate evaluation, skill extraction, job matching and candidate ranking process with the help of intelligent techniques for data analysis. The proposed system aims to streamline the recruitment process, allow to save time for manual screening, increase the efficiency of recruitment, and help make intelligent recruitment decisions based on data with the help of intelligent automation.

The entire system architecture is broken down into several software modules, which are interdependent and collaborate to carry out operations for resumé analysis and candidate evaluation. The software implementation mainly consists of React.js frontend, Tailwind CSS user interface, Django backend framework, Django REST Framework APIs, PostgreSQL database, Natural Language Processing engine, Machine Learning module, resume parsing system, recommendation engine, and report generation module. The Resume Analyzer system is the central processing and communication unit, called the Django backend. It is constantly uploading resumes, continuously executing text extraction and analysis operations, interacts with the machine learning module, and saves the analysis results into PostgreSQL database.

Resume upload module lets the candidates or recruiters upload resumes through an interactive interface over the web in pdf or Docx formats. Resumes are uploaded and extracted in the uploaded files either through PyPDF2, pdfplumber or python-docx libraries. The job of these libraries are to process resumes for information and to translate them into a machine-readable format. Resumes are then passed to the NLP module where they are subjected to intelligent analysis and information extraction operations.

The Resume Analyzer system is proposed to include the Natural Language Processing module as a significant part. The NLP engine is used to process the text to perform the operations like Tokenization, Stop-word Removal, Lemmatisation, Stemming, Text Normalization, and Information Extraction. These operations convert the unstructured information from the resume into structured information that can be analyzed using machine learning. The NLP system automatically extracts the candidate's information including details like name, email, phone no., education, technical skills, certifications, projects, internships, work experience, and achievements. The information extracted is stored in a structured format in the database to be further analyzed.

The skill extraction module is tasked with determining the technical and non-technical skills that are found on candidate resumes. The system is able to detect the skills mentioned in the resumes like Python, Java, Django, React.js, SQL, Machine Learning, Data Science, Cloud Computing, Docker, Redis, etc. and other domain based skills from the resume. The system also recognizes soft-skills including communication, leadership, team-work, problem solving, project management, etc. The skills extracted are matched to the skills required for a job as described in the job description to gauge the candidate's suitability for the role.

The intelligent candidate evaluation and job matching operations are carried out by the machine learning module. Machine learning model compares attributes of candidate's job qualifications, technical skills, certifications, education, project experience, and professional experience to generate a compatibility score. A set of machine learning models and similarity analysis algorithms are employed to match resumes to job descriptions and produce the matching scores for the candidates. The scores produced indicate the overall fit of the candidates to the positions that they are applying for and are used to ensure that the most suitable candidates are easily identified by recruiters.

Applicants are automatically ranked in a candidate ranking system based on the matching score they received. The candidates who get top compatibility scores are ranked the highest in the recruitment dashboard. This automatic ranking process substantially saves recruiter efforts and boosts recruiting efficiency by allowing recruiters to concentrate on highly qualified candidates. The ranking system can also help to ensure consistency and fairness in

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Volume **02** Issue **05** May-**2026** | ISSN: **3108-1762 (Online)** | Impact Factor: 3.8
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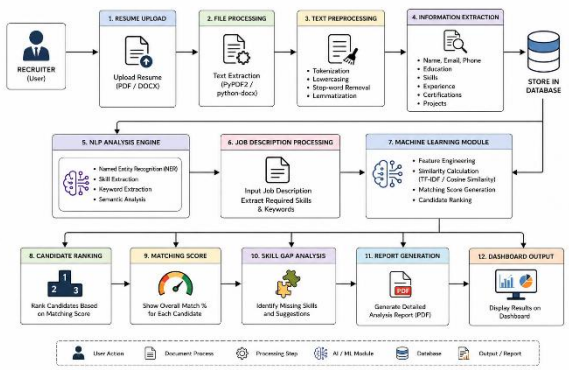
the recruitment process by using a set of criteria and intelligent algorithms to evaluate all candidates.

The proposed system also comprises of report generating and history management features to keep record of the recruitment. Resume analysis results, rankings of candidates, skill-gap reports and matching scores are all saved into the database and can be exported as true PDF reports. These reports give recruiters detailed candidate evaluation overview and enable to make informed hiring decisions. The historical analysis data can also be used for future recruitment analysis and performance evaluation.

The full process of the proposed methodology starts from uploading the resumes on the frontend using a react application. The uploaded resume is sent to the Django backend where it is processed and passed on to the NLP engine for information extraction. The machine learning module is used to analyze the extracted candidate information and compare it with job descriptions. The system scores matching, ranks the candidate list and keeps the analysis results in the PostgreSQL database. Last, the recruiters will be able to access candidate evaluation, recommendations, rankings and reports via an interactive, web-based recruitment dashboard.

By implementing Artificial Intelligence, Natural Language Processing, Machine Learning, React.js, Tailwind CSS, Django, and PostgreSQL, the proposed Resume Analyzer system can help achieve a more accurate recruitment process, decrease manual workload, increase candidate selection efficiency, and assist in intelligent hiring decisions. The proposed solution is scalable, cost-effective, and intelligent, meeting the needs of modern organizations, and showcases the application of AI technologies in talent acquisition and human resource management.

AI BASED RESUME ANALYZER – FLOW DIAGRAM



SYSTEM ARCHITECTURE

The proposed "AI-Based Resume Analyzer Using Natural Language Processing and Machine Learning" system has been planned architecturally into different layers representing different technologies such as Frontend technologies, Backend technologies, NLP technologies, ML technologies, DBMS technologies, Reporting technologies, etc., and in different modules that are integrated into a single intelligent recruitment platform. The architecture mainly consists of the Resume Upload Module, React.js Frontend Layer, Django Backend Server, Resume Parsing Engine, NLP Processing Layer, Machine Learning Matching System, Candidate Ranking Module, PostgreSQL Database Layer, Report Generation Module, and Dashboard Management System.

User interaction layer of proposed system includes recruiters, human resource professionals and administrators who interact with the system by using the web interface and candidates who interact with the system by using the web interface as well. The front end is built with React.js and Tailwind CSS, creating a modern, responsive and user-friendly platform for managing recruitment. The dashboard interface allows recruiters to upload resumes, update job descriptions, analyze candidate profile, view rankings, generate reports, and track recruitment activities. The frontend is interacting with the Django backend using RESTful API, and provides seamless communication between users and system services.

The Resume Upload Module is the main component in the proposed architecture for data acquisition. Resumes are uploaded by candidates/recruiters in PDF & DOCX format in the React-based dashboard. Uploaded files are securely sent to the server in the Django back end for processing and analysis. Validates file types, saves resume documents, and performs text extraction procedures. This module provides an efficient way to manage multiple resumes, while ensuring data integrity and security throughout the recruitment process.

The Django Backend Server serves as the main control and processing system of the Resume Analyzer system. Executes resume management, user authentication, API communication, database operations, NLP synchronization, integration with machine learning, and report generation activities. APIs are used to connect the front-end components to the back-end services using Django REST Framework. Uploaded resumes are processed by the backend, which captures the information of the candidates, saves data related to the analysis and provides intelligent recommendations on the recruitment dashboard.

Resume Parsing Engine is the engine that is used to extract textual information from resume documents uploaded to the system. Libraries like PyPDF2, pdfplamber and python-docx are used for reading PDF and DOCX files and extracting unstructured content from resumes into machine-readable text. The academic, technical, certifications, projects, internships, work experiences, and achievements of the candidates are included. This parsed data is then passed down to the Natural Language Processing layer for further processing.

The Natural Language Processing layer is a part of the proposed architecture, acting as the intelligence extraction component. The NLP engine executes the NLP operations of Tokenization, Stop-word Removal, Stemming, Lemmatization, Text Normalization, Named Entity Recognition (NER) and Information Extraction. These processes convert raw resume text into structured and meaningful information. The NLP layer can automatically detect candidate names, contact details, educational qualifications, technical skills, certifications, work experiences, and project details. The extracted information is structured and ready to be used for the machine learning processes of evaluation and ranking of candidates.

The role of the Machine Learning layer is to make decision in the proposed system. The machine learning module compares candidate profiles with job description to calculate the suitability of the candidates. The system uses similarity analysis techniques like TF-IDF Vectorization and Cosine Similarity to calculate the compatibility of the candidate skills and the job requirements. The

machine learning engine provides matching scores, analyzes the candidate's qualifications, and ultimately determines the best candidates for the organization's needs. This intelligent evaluation process enhances the recruitment process and minimizes manual screening workload.

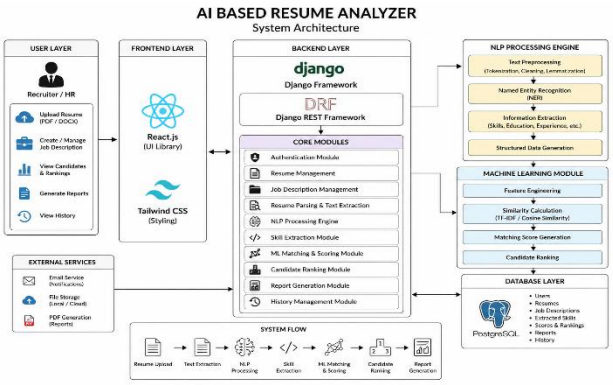
The Candidate Ranking Module gets matching scores from the machine learning layer and creates candidate rankings according to the overall suitability. Those who get higher scores for compatibility are ranked higher in the recruitment dashboard. The ranking module allows recruiters to easily and rapidly select the best candidates, without spending hours on reviewing hundreds of resumes. This automated ranking system helps with consistency in recruitment, lower hiring time, and making data-driven decisions on recruitment.

The proposed architecture has a central storage component, the PostgreSQL Database Layer. Candidates information, uploaded Resumes, extracted skills, Job description, matching Score, Candidate Rank, User account, analysis report and recruitment history is stored in the database. The recruitment data is well managed, which ensures its safe storage, quick retrieval, and secure processing. The database structure is designed to be scalable and can handle large numbers of candidate data.

The Recruitment Documentation & Analytical Reporting Module offers recruitment documentation and analytical reporting capabilities. The system has the capability of storing candidate evaluation results, ranking information, skill gap analysis, and matching scores in the system's database. Job recruiters can create professionally designed PDF reports that include candidate summary, technical skill score, compatibility score, and hiring suggestions. Historical recruitment records are also kept for future analysis and for organizational decision making.

The proposed architecture has a software monitoring and control layer, called Dashboard Management System. The dashboard features interactive visualizations of candidate rankings, resume analysis, skills extracted, matching scores, job descriptions and recruitment statistics. From the dashboard interface, recruiters can oversee recruitment activities, track candidate appraisals and produce reports. As the dashboard is centralized, it enhances the overall recruitment management experience and provides better usability.

Automated resume parsing, intelligent information extraction, machine learning-based candidate evaluation, job matching, candidate ranking, report generation and dashboard communication are all integrated into a single recruitment platform with the proposed AI Based Resume Analyzer. The architecture optimizes hiring processes, minimizes manual workload, increases accuracy in the hiring process and enables intelligent hiring with Artificial Intelligence, Natural Language Processing, Machine Learning, Django, React.js, Tailwind CSS and PostgreSQL technologies.



2.SOFTWARE IMPLEMENTATION

The software implementation for the proposed "AI Based Resume Analyzer Using Natural Language Processing and Machine Learning" is proposed using multiple integrated software modules which helps in performing intelligent resume screening, intelligent candidate evaluation, skill extraction, job matching and recruitment automation operations. The implementation process primarily involves functionalities like resume upload management, text extraction, Natural Language Processing (NLP), machine learning-based candidate ranking, database management, dashboard monitoring and report generation. By incorporating cutting-edge web technologies, AI techniques, and machine-learning algorithms, the proposed system can effectively and precisely analyze the recruitment process.

The software components are primarily React.js as the front-end application framework, Tailwind CSS for the user interface, Django as the back-end application framework, Django REST Framework as APIs, PostgreSQL as the database, Natural Language Processing (NLP) libraries, machine learning models, the Redis caching system, and Docker for the deployment environment. The Resume Analyzer system's central processing unit is the Django backend. It's the job of uploading resumes, parsing applicant data, authenticating candidates, relaying information to machine learning modules, and keeping the data about recruitment in the PostgreSQL database. The REST API architecture allows for easy communication between the front-end and back-end.

This resume processing module is built on React-based dashboard where candidates resumes can be received in PDF and DOCX formats on a continuous basis. Textual information is extracted from uploaded documents with the help of libraries like PyPDF2, pdfplumber and python-docx. The content extracted includes details about the candidates such as educational qualifications, technical skills, certifications, projects, internships, achievements, and work experience. The documents are automatically processed, and sent to the Natural Language Processing engine for additional analysis operations.

The proposed system is implemented in the front end with React.js and Tailwind CSS. The React dashboard serves as the primary user interface to the system, offering resume upload, job description management, candidate ranking visualization, skill analysis reports, matching score displays, and recruitment management

operations. The responsive dashboard is continuously updated with analysis results from the Django backend and presents the information of the candidates in an interactive table, chart, and graphical representation. The interface is easy to use, which helps recruiters be more efficient and boosts recruitment management efficiency.

The content extracted from the resumes is analyzed by implementing Natural Language Processing (NLP) that includes tokenization, stop word removal, text normalization, lemmatization, Named Entity Recognition (NER), and technique of information extraction. The NLP engine identifies candidate names, contact information, educational qualifications, technical skills, certifications, projects, and professional experiences. Information retrieved is converted to structured information and stored in the database for intelligent candidate evaluation and recruitment analysis operations.

Skills, Qualifications, Certification, Project Experience and Job Descriptions are analyzed to create intelligent matching scores and candidate ranking by the machine learning implementation. The system includes TF-IDF Vectorization algorithms, Cosine Similarity algorithms, and machine learning-based recommendation techniques for comparing resumes with job requirements. The trained machine learning model scores compatibility of candidates and jobs and recommends on hiring. Analysis results are generated to be stored in PostgreSQL and also can be downloaded as professional PDF reports for recruitment recording and future reference.

The proposed Resume Analyzer system leverages the integration of various technologies, including React.js, Tailwind CSS, Django, PostgreSQL, Natural Language Processing libraries, machine learning algorithms, Redis caching, Docker deployment, and web-based dashboard technologies, to seamlessly handle intelligent recruitment automation, candidate evaluation, skill extraction, job matching, and data-driven hiring decision-making operations.

RESULTS AND DISCUSSION

The proposed AI-Based Resume Analyzer Using Natural Language Processing and Machine Learning" system was successfully implemented and tested in various scenarios of recruitment and candidate evaluation. It was found that most of the operations such as parsing the resume, extracting information from the resume, identifying skills from the resume, ranking the candidates, matching jobs, generating recommendations, visualizing the dashboard, and reporting generation were successfully carried out by the system. The AI features and NLP algorithms used with Natural Language Processing, Machine Learning, Django, and React.js were instrumental in the system's intelligent recruitment automation and efficient candidate evaluation capabilities.

The resume processing module has been able to accept the resume in PDF and DOCX format and successfully carried out the automatic text extraction process. Candidates information like their educational qualifications, technical skills, certifications, internships, projects, achievements and work experience has been accurately extracted from the PDF using libraries like PyPDF2, pdfplumber, and python-docx. The extracted text data was successfully converted to machine-readable format and it was passed to NLP engine for further analysis. The system showed good resume processing efficiency on various templates and formats of resumes.

The Natural Language Processing module was able to successfully analyze the content of resumes through tokenization, stop-word removal, lemmatization, Named Entity Recognition (NER) and information extraction techniques. Accurately matched names, email addresses, phone numbers, education, technical skills, certifications, and professional experience. The information pulled was then put in a structured manner into the PostgreSQL database. The NLP implementation not only saved the manual effort for reviewing resumes but also enhanced the accuracy of information extraction.

The dashboard for React.js and Tailwind CSS was able to display, extract skills, calculate matching scores, rank and produce recruitment reports in real time. The dashboard offered a seamless interface for uploading resumes, keeping a track of job descriptions, analyzing candidate profiles, and checking out recruitment statistics. Communication between React frontend and Django backend was consistent across the test and allowed for smooth recruitment management operation. The dashboard was also designed to be responsive, making it easy to access on screens of various sizes and resolutions.

The machine learning based job matching module was able to analyze the skills of the candidates and match them with job descriptions. TF-IDF Vectorization and Cosine Similarity algorithms were used in the system to determine the candidate-job compatibility scores. The scores obtained from the matching process were a good reflection of the match criteria, i.e., the degree of relevance of the candidate's skills and qualifications with respect to the job requirements. Gaining the highest compatibility scores and rankings were candidates with higher skill alignment and related experience. The automated ranking system helped recruiters to save a lot of time and enhance the efficiency of candidate selection.

The candidate ranking module successfully ranked multiple candidates based on matching scores calculated and gave intelligent ranks. The ranking system allowed recruiters to find highly qualified resumes without having to scroll through each individual resume. All candidate evaluations were scored using the automated evaluation process, ensuring consistency and fairness. The resulting rankings proved to be reliable and were effective in helping to inform recruitment decision making decisions.

Evaluation result, skill analysis report, matching score and ranking data was successfully stored using the report generation and history management module in the PostgreSQL database. Successful generation of PDF reports for candidates' summaries, technical skills, compatibility scores, and recommendations for recruitment. These reports now enhanced the documentation of the recruitment process and allowed for further evaluation of future candidate performance and hiring efforts.

Various resumes across different technical fields (like Python Development, Full Stack Development, Data Science, Machine Learning, Web Development, and Software Engineering) were used in the experimental testing. The system was able to successfully identify domain-specific skills and rank the

candidates accordingly with the skills required in a job. The results of the analysis showed high accuracy of skill extraction, resume parsing and candidate-job matching operations.

The system was further tested with resumes of various educational levels and experience ranging from freshers, internship candidates, junior developers to experienced professionals. The Resume Analyzer was able to distinguish candidates on their abilities, skill sets, certifications, and projects. Applicants who had a higher skill matching score than those who had only limited skill alignment had more relevant technical skills and industry-specific experience. This showed that the machine learning model can effectively determine the suitable candidates based on the organizational needs.

The results of the performance analysis showed that the system has a high efficiency in recruiting compared with the traditional manual screening method. Automated resume analysis took just a few seconds to complete for each resume, while manual screening typically takes several minutes for every candidate. The system could process number of resumes without any remarkable drop in performance. By leveraging PostgreSQL database, Redis caching mechanism and optimized API communication, fast response times and efficient handling of recruitment data were achieved. The findings demonstrate the scalability of the proposed system for the organizations that receive huge number of job applications.

The proposed Resume Analyzer also showed its efficiency in identifying the missing skills and also providing skill-gap analysis report. The system automatically flagged the candidate if his/her profile was missing any necessary technology or qualification in the job description. This function helped the recruiters during the assessment of candidates as well as gave feedback to the candidates in order to make themselves more employable. By integrating AI, NLP, and Machine Learning technologies, the system was able to provide accurate, consistent, and transparent recommendations for recruitment, which helps reduce human bias and recruitment errors.

ADVANTAGE OF PROPOSED SYSTEM

The suggested "AI-Based Resume Analyzer and Career Recommendation System" offers several benefits over the conventional resume screening and manual recruitment methods. The use of Artificial Intelligence (AI), Natural Language Processing (NLP), Machine Learning (ML), Resume Parsing, and Web Technologies allows the system to execute intelligent resume analysis and career guidance operations efficiently. The system's proposed features enhance recruitment efficiency, minimize manual work, boost the accuracy of resume evaluation, and assist in making data-driven hiring decisions by providing features such as automated analysis and intelligent recommendations.

The proposed system offers one of the significant benefits of automated resume analysis and parsing. The system can get important information like personal details, educational qualification, technical skill, certification, projects, and work experience from uploaded resumes. This automatic method of extraction will remove the need to manually review resumes and dramatically cut evaluation time. The information gathered is presented via an intuitive dashboard where it's easy to review and analyse.

The other significant benefit of the system is its intelligence skill gap analysis and career recommendation. The machine learning model assesses the skills, qualifications and experience of the candidate and compares it with the ongoing requirements of industry. The analysis results are used to detect which skills are missing and offer individual recommendations to develop employability. It also recommends appropriate job positions, learning materials, qualifications, and career trajectory based on the candidate's profile and career objectives.

One additional great feature of the AI Resume Analyzer is its ability to score and rank resumes. The system checks the relevance of skills, project experience, education, keyword optimization, and overall profile strength of resumes against the predefined criteria. It provides a holistic resume rating that can assist candidates to comprehend their present position and areas that they can enhance upon. This also helps recruiters to narrow down their pool of candidates by selecting a few with the right qualifications.

The dashboard interface is web-based, making it easy to navigate and analyze resumes and guide users through career advice. The dashboard features organized resume scores, skills pulled from the resume, career recommendations, skill gap reports, and improvement suggestions. Resumes can be uploaded and analysis results can be easily viewed, tracked, and downloaded. The user friendly interface enhances the convenience of the users and makes this system accessible to students, job seekers and recruiters.

The report generation and history management features enhance documentation and tracking of progress. The system will save previous resume analysis results in a structured database and produce professional PDF reports that include resume scores, skill assessment, recommendations and resume improvement suggestions. These reports are useful for users to keep track of their career progression and to track for future reference or comparison.

The proposed system also minimizes the manual recruitment process and saves time by automating the resume screening and evaluation procedure. The conventional way of recruitment involves recruiters with a stack of hundreds of resumes to read through which takes a lot of time and can lead to human error. The AI powered resume analyzer automates these tasks, making them more efficient, consistent, and accurate.

The proposed system also has the following significant merits: scalable and low-cost architecture. It is built with the latest web technologies, machine learning platforms and open-source software tools. This makes the solution affordable and feasible for educational institutions, recruitment agencies, organizations, and individual job seekers. The modular design further enables the seamless integration of advanced AI models, interview assessment capabilities, and job portal integration features.

In summary, the proposed AI Resume Analyzer and Career Recommendation System is a resource that empowers users to leverage modern resume evaluation, career guidance, candidate screening, and recruitment support applications with efficiency, intelligence, scalability, and cost-effectiveness, thanks to the integration of AI and ML technologies.

VIII. FUTURE SCOPE

The AI-Based Resume Analyzer and Career Recommendation System offers a smart and efficient solution for contemporary

recruitment, resume analysis and career guidance applications. In the current implementation, parsing resume, extracting skills, scoring resume, recommending career, skill gap and report generation are performed successfully, but there is wide room for future improvement and technological advancement. Further enhancements to system performance, scalability, accuracy and user experience can be foreseen by integrating other Artificial Intelligence technologies and intelligent automation functionalities.

The design of a specific mobile application for both Android and iOS is one of the key future improvements of the proposed system. Students, job seekers, and recruiters can access resume analysis, career suggestions, skill evaluation, and creation of reports from their mobile devices. Mobile career guidance can enhance access and enable people to explore resumes and get guidance at any time, from anywhere, without the need for a laptop or desktop system.

Cloud integration and advanced recruitment management capability are other important features that will be improved in the future. In the present system, the proposed system mainly works on a web-based platform. Cloud-based architecture can be incorporated in future versions to allow for the storage, accessing and sharing of resumes in large scale and in real time. Cloud storage optimization can help with data management, recruiter access, scalability, and operations related to long-term tracking of a candidate's profile.

Further improvement of the machine learning module of the proposed system can also be achieved by using larger and more diverse datasets for recruiting. Currently, the prediction system focuses on the content, skills, education, and project information in a resume to conduct the prediction of resume scores and career recommendations. The potential improvements for the future include more sophisticated deep learning algorithms, models based on Natural Language Processing, industry-specific data sets and labour market analysis to enhance the accuracy of recommendations and the quality of the evaluations.

One of the other useful features that can be added in the future is the incorporation of more AI capabilities like interview preparation modules, personality assessment systems, aptitude evaluation tools, and behavioral analysis functionalities. All these added features can offer full candidate assessment and enhance intelligent career counseling capabilities. Automated resume writing, generating cover letters, and optimizing professional profiles can also be achieved via the integration of generative AI technologies.

The recruitment support architecture of the Resume Analyzer system can also be further enhanced to become a fully intelligent recruitment system with sophisticated AI models, candidate ranking, job matching, and automated screening technologies. With the intelligent hiring capability, recruiters will be able to efficiently filter out the right candidates and save on manual hiring. This enhancement can help increase the effectiveness of the hiring process and help with large-scale recruitment applications.

The system can be extended to connect with the real-time job portal through APIs of different job portals in the future version of the system.The system can also be extended so that it can connect with the real-time job portal via APIs of various job portals in the future version of the system. System can automatically suggest appropriate job opportunities matching the skills, qualifications and career objectives of candidates. This can benefit users to find suitable job openings and enhance employment in the competitive job markets.

Another key upgrade on the horizon is the addition of edge AI processing and capability for offline resume analysis. The future systems can provide operations such as resume evaluation and career recommendation without relying entirely on cloud servers with the ability to complete these operations locally on the devices. This can help to optimize processing time, minimize latency, and enable deployment in areas with spotty internet connections.

Implementing multi-language support can also be done in regional and international language like Hindi, Odia, Bengali, English and more to make the support more accessible for people from various region. The overall user experience, intelligent career planning capabilities, and user experience can be enhanced with advanced graphical analytics, visualization of career growth, skill trend analysis, and automated career advisory systems.

In conclusion, the future improvements of the proposed system can make the AI Resume Analyzer and Career Recommendation System a fully intelligent, scalable, automated and highly efficient AI-driven recruitment and career guidance platform, supporting modern recruitment processes, professional development and workforce management using Artificial Intelligence, Machine Learning, Natural Language Processing and Cloud Computing technologies.

CONCLUSION

The completed “AI-Based Resume Analyzer and Career Recommendation System” is an inventive smart system for recruitment and career advice. It is the first of its kind to be built using an integration of AI, ML, NLP, resume parsing, and web-based technologies. This system performs analysis of career-related aspects. With this system one can evaluate a resume, extract skills, score resumes, get career recommendations, and identify skill gaps. Moreover, this system suggests job profiles and creates generated reports. Thus, the proposed system highly relies on advanced technologies to support intelligent career planning, as well as recruitment decisions.

Automation of resume evaluation and career analysis is successfully implemented by integrating a number of software technologies in the proposed system. The implemented technologies are: Python, Django, ML, and NLP, along with database management and contemporary web technologies. The backend server performs all of the central processing activities of the Resume Analyzer and executes resume parsing, skill extraction, recommendation generation, report management, and dashboard synchronization within the system. The System is designed using a web-based framework in order to enable users access the system easily through an intuitive interface and without the burden of complex software downloads.

The proposed system contains a resume analysis module that automates the professional evaluation of candidates. This module intelligently extracts personal details, educational background, technical skills, certifications, projects, internships, and work experience from candidate resumes. The system then generates a resume score and performs skill assessment and career recommendations. This automated approach to analysis minimizes the effort and time spent on manual resume evaluations.

The Resume Analyzer has incorporated AI and ML in the skill assessment and recommendation section. Strengths and gaps in candidates' skills are identified through the analysis and comparison with industry standards. The analysis assists the system in producing recommendations to focus on skills, enroll in certification programs, and pursue specific career and job role recommendations. The recommendation system optimizes the career plan system and recommends options for professional development.

The web dashboard system supports the intelligent monitoring and career recommendation features of the system. Specifically, the dashboard provides resume scoring, the skills embedded in the resume, career recommendations, skill gaps in the resume, suggestions for improvement, and access to report generation and history. The ML recommendation system analyzes the resume data to provide career recommendations and guidance.

Based on the implementation and testing, the proposed system provides reliable and efficient career recommendations and resume evaluations. Through the application of AI, ML, and NLP combined with web technologies, manual job analysis and screening are almost eliminated, accurate evaluations of candidates are provided, and career analysis is supported. Improved recruitment is an obvious benefit. The added features of history management and automated report generation significantly support career development activities.

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