PROJECT
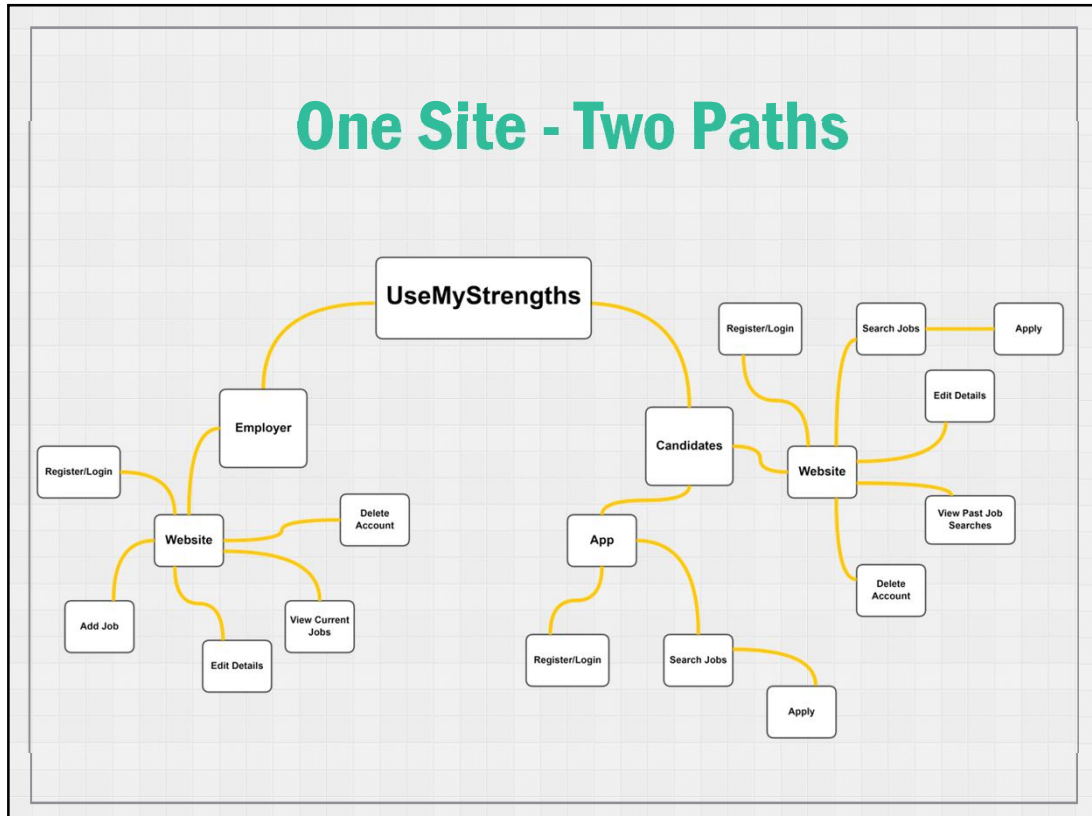
UseMyStrengths.com

RECRUITMENT APP/WEBSITE AIMED AT THE GRADUATE MARKET

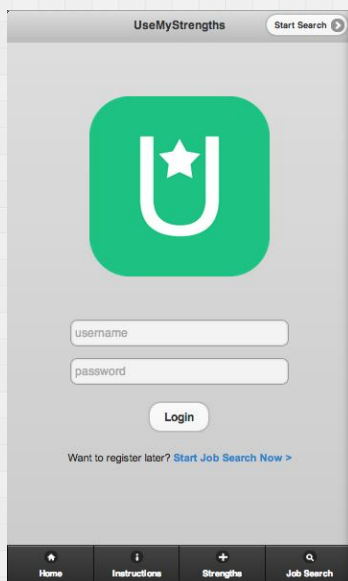| **DATE**	**JUNE-SEPT 2013**	**MSC STUDENT**	**LINDSEY HUNTER**

Introduction to the Project

- **UseMyStrengths is a recruitment app and website aimed at the graduate market. It matches candidates with currently advertised positions based on how well their innate strengths rank against these jobs**

- **The system was built using Phonegap and the app used the JQuery Mobile framework.**

- **Taking a strengths approach to recruitment increases productivity and engagement and will reduce turnover of staff. (Stefanyszyn, 2007)**

One Site - Two Paths

UseMyStrengths

Employer
- Register/Login
- Website
  - Add Job
  - Edit Details
  - View Current Jobs
  - Delete Account

Candidates
- Website
  - Register/Login
  - Search Jobs
    - Apply
  - Edit Details
  - View Past Job Searches
  - Delete Account
- App
  - Register/Login
  - Search Jobs
    - Apply

Candidate Centred App

UseMyStrengths   Start Search ▶

username

password

Login

Want to register later? **Start Job Search Now >**

Home   Instructions   Strengths   Job Search

- **Ability to search for jobs, using the strengths based approach, on the go without logging in.**

- **Instructions for first time users, so all can benefit from this unique searching algorithm.**

The Job Search Algorithm

- Filters candidate strengths by location, extreme differences and employer's most important qualities.

- Totals the difference between candidate strengths and current positions and gives a "heatmap" score of how closely they match.

- End Result: Candidate receives a list of jobs suited to their strengths and a visual ordering by closest match.

Issues

- Issue 1: Job Search Algorithm

  - Split the whole function into four parts, used unit testing to make sure the logic was right and iterated until all parts worked.

- Issue 2: Transferring functionality from the Website to the App

  - Solved using a somewhat simple JSON fix.

Achievements

- Achievement 1: Building the Algorithm- following a iterative development model.

- Achievement 2: Educational perspective- the opportunity to learn and use 9 programming languages and prepare myself for the workplace environment.

One Month To Go

- Functionality still to be implemented:

  - Heatmap rating in the App Job Display.

  - Add extra validation and security checks.

  - Possibility of adding Social Login functionality.

- On Completion Submit to Google Play; client wants to start with this before progressing to App Store.

- Dissertation - with testing and feedback from employers and candidates.

SCREENSHOTS OF USMYSTRENGTHS.COM WEBSITE

SCREENSHOTS OF USMYSTRENGTHS APP

End of Talk

Questions and Suggestions