

alba TalentMatch

alba TalentMatch is an on-premise AI solution that helps organizations speed up recruitment, evaluate candidates objectively and identify the most suitable applicants for each position.

Problem and Need

Recruitment teams often spend hours reviewing hundreds of CVs manually. This process is time-consuming, inconsistent and makes it difficult to identify the best candidates. Different CV formats, changing job requirements and a high number of applications create additional challenges.

Some of the most common recruitment challenges include:

High Volume of CVs

Reviewing large numbers of applications manually increases the workload of HR teams.

Need for Objective Evaluation

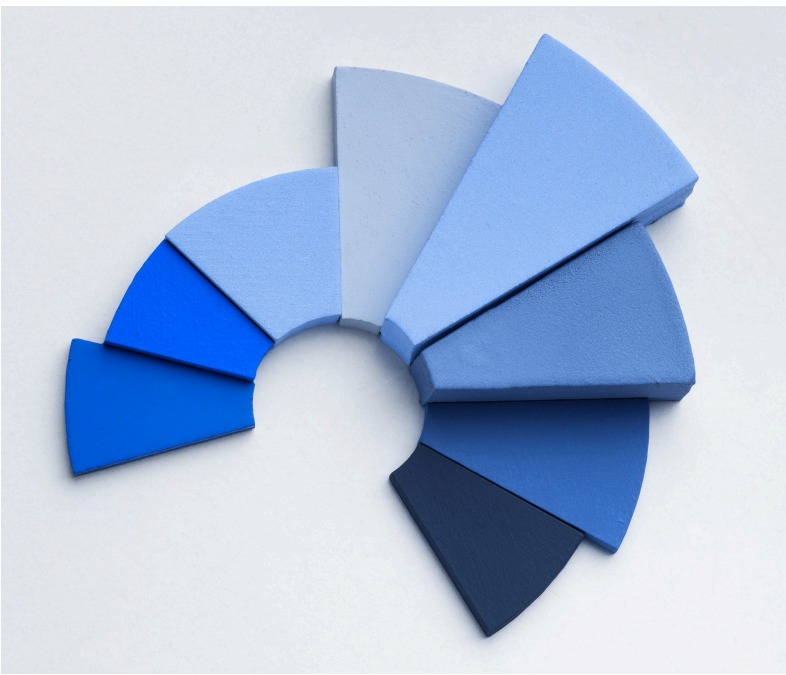
Different recruiters may evaluate candidates using different criteria, leading to inconsistent decisions.

Difficulty Matching Talent

Comparing candidates' experience, skills and qualifications with job requirements is a complex and time-consuming task.

Data Security

Processing candidate data on third-party cloud platforms may create security and compliance risks.



Solution

alba TalentMatch uses Large Language Models (LLMs) and advanced semantic analysis to automatically analyze CVs, extract candidate information, and match applicants with job descriptions. Since the solution runs entirely on-premise, all candidate data remains within the organization's own infrastructure, ensuring maximum privacy and security.

Features

AI-Powered Job Description Analysis

Analyzes job descriptions and automatically identifies the required skills, qualifications and evaluation criteria.

Bulk CV Processing

Analyzes hundreds of CVs simultaneously and ranks candidates based on their matching scores.

Flexible Evaluation Criteria

Recruiters can customize evaluation criteria and weighting according to each job position.

On-Premise Security

All AI processing takes place within the organization's own data center, ensuring full control over sensitive candidate information.

AI Candidate Evaluation

Summarizes each candidate's CV and generates an AI-powered assessment highlighting the candidate's strengths and skill gaps based on the requirements of the target job position.

Smart CV Analysis

Automatically extracts information from PDF and Word files, including personal information, education, work experience, technical skills, certifications, languages, projects.

Intelligent Candidate Matching

Calculates a suitability score based on multiple factors, including education, experience, technical skills, industry background, language proficiency and other customizable criterias.

Benefits



Faster Recruitment

Reduces CV screening time from hours to just minutes.

Objective Hiring Decisions

Provides standardized and measurable evaluation criteria for more consistent hiring.

Better Candidate Selection

Uses multi-dimensional AI analysis to quickly identify the most suitable candidates.

Higher HR Efficiency

Reduces manual work and allows HR teams to focus on strategic activities.

Maximum Data Security

Candidate data never leaves the organization's infrastructure, ensuring compliance with corporate security policies.

How Does It Work?

Create Job Description

The recruiter creates a new job posting or uploads an existing one.

Criteria Analysis

The system identifies the required qualifications and automatically generates evaluation criteria. Recruiters can modify these criteria if needed.

CV Uploading

Recruiters upload one or multiple CVs to the system.

AI Analysis

TalentMatch extracts candidate information and compares each CV with the job description using advanced semantic analysis.

Scoring and Reporting

Candidates are ranked based on their suitability scores. The system also provides detailed reports highlighting each candidate's strengths, improvement areas and overall fit for the position.

