

1. F. Example of HR consideration when matching CV to jobs

Candidate	HR3	CV Review			Time in minutes taken
		Experience	Education & Qualifications	Skills required for job	
Job1					
Similar Candidate1	Good match	Experienced	Highly Qualified - Masters	Skilled.	30
Similar Candidate2	Good match	Experienced	Qualified	Possess all Skills including Banking Experience	30
Similar Candidate3	Good match	Experienced	Highly Qualified - Masters	Possess all Skills including Banking Experience	30
Similar Candidate4	Good match	Experienced	Qualified	Skilled.	30
Similar Candidate5	Good match	Experienced	Qualified	Possess all Skills including Banking Experience	30
Similar Candidate6	Good match	Not Experienced	Qualified	Not possessing all Skills required for the job. No expereince in banking sector	30
Similar Candidate7	Good match	Not Experienced	Qualified	Not possessing all Skills required for the job including data warehouse systems.	30
Similar Candidate8	Good match	Not Experienced	Qualified	Not possessing all Skills required for the job including Managerial Capabilities required for the job	30
Similar Candidate9	Good match	Not Experienced	Qualified	Expereince not related to job requirements	20
Similar Candidate10	bad match	Not Experienced	Not Qualified	Expereince not related to job requirements	20
Job2					
Similar Candidate1	Good match	Meeting Experience	Highly Qualified - Masters	Possess all Skills including English, Arabic & computer skills	30
Similar Candidate2	Good match	Experience is not clear	Highly Qualified - Masters	Eager to learn. Knows English, Arabic & computer skills	30
Similar Candidate3	Good match	Meeting Experience	Qualified	Skilful; however, needs to know the skills in Quality Management practices in healthcare	30
Similar Candidate4	Good match	Meeting Experience	Qualified	Skilful; however, needs to know the skills in Quality Management practices & Arabic	30
Similar Candidate5	Good match	Experience is not clear	Qualified	Good Communications skills. Need to check professional skills. Knows English, Arabic & computer skills	30

Similar Candidate6	Good match	Meeting Experience	Qualified	Skilful; however, needs to know the skills in Quality Management practices in healthcare	30
Similar Candidate7	Good match	Meeting Experience	Qualified	Skilful in certain area. No Arabic Skills & quality management practices	30
Similar Candidate8	Bad match	Not Experienced	Not Qualified	Expereince not related to job requirements	10
Similar Candidate9	Bad match	Not Experienced	Not Qualified	Expereince not related to job requirements	10
Similar Candidate10	Bad match	Not Experienced	Not Qualified	Expereince not related to job requirements	10

Job3

Similar Candidate1	Good match	Meeting Experience	Qualified including experience in Temenos	Meeting required skills	30
Similar Candidate2	Good match	Less Years of Experience	Qualified including experience in Temenos	Meeting required skills	30
Similar Candidate3	Good match	Highly Experienced	Qualified including experience in Temenos	Meeting required skills	30
Similar Candidate4	Good match	Less Years of Experience	Qualified including experience in Temenos	Meeting required skills	30
Similar Candidate5	Good match	Not Experienced	Qualified but no experience in Temenos	Not meeting required skills	20
Similar Candidate6	Good match	Not Experienced	Qualified	Not meeting required skills	20
Similar Candidate7	Good match	Less Years of Experience	Qualified including experience in Temenos	Not Meeting all required skills	20
Similar Candidate8	Good match	Not Experienced	Qualified but no experience in Temenos	Not Meeting all required skills	20
Similar Candidate9	Bad match	Not Experienced	Not meeting Education	Not Meeting all required skills	20
Similar Candidate10	Bad match	Not Experienced	Not meeting Education	Not Meeting all required skills	20

Job4

Similar Candidate1	Good match	Meeting Experience	Highly Qualified - Masters	Possess all Skills including fluency in English & Arabic	30
Similar Candidate2	Good match	Meeting Experience	Qualified	Possess all Skills including fluency in English & Arabic	30
Similar Candidate3	Good match	Meeting Experience	Qualified	Possess all Skills but no fluency in Arabic. Multiple roles handled in varied capacities	30
Similar Candidate4	Good match	Not Experienced	Qualified	Not Meeting all required skills	20
Similar Candidate5	Good match	No clear Years of Experience	Qualified	Possessing most of the skills including fluency in English & Arabic	20

Similar Candidate6	Good match	Experience in Digital Marketing	Qualified	Not possessing all skills	20
Similar Candidate7	Good match	Experience in Sales	Qualified	Not possessing all skills	20
Similar Candidate8	Good match	Experience overqualified	Qualified	Not possessing all skills	20
Similar Candidate9	Good match	Not Experienced	Qualified	Not Meeting all required skills	20
Similar Candidate10	Bad match	Not Experienced	Not meeting Education	Not Meeting all required skills	20

Job5

Similar Candidate1	Good match	Meeting Experience	Qualified	Possess all Skills	30
Similar Candidate2	Good match	Years of Experience is not clear	Qualified	Possess all skills	30
Similar Candidate3	Good match	Years of Experience is not clear	Qualified	Possess some skills	30
Similar Candidate4	Good match	Years of Experience is not clear	Qualified	Possess all skills	30
Similar Candidate5	Good match	Years of Experience is not clear	Qualified	Possess some skills	30
Similar Candidate6	Good match	Years of Experience is not clear	Qualified	Possess some skills	30
Similar Candidate7	Bad match	not meeting experience	Qualification not meet	not possessing required skills	20
Similar Candidate8	Bad match	not meeting experience	Qualification not meet	not possessing required skills	20
Similar Candidate9	Bad match	not meeting experience	Qualification not meet	not possessing required skills	20
Similar Candidate10	Bad match	Years of Experience is not clear	Qualification not meet	Possess some skills	20

Job6

Similar Candidate1	Good match	Years of Experience is not clear	Qualified	Possess some skills	30
Similar Candidate2	Good match	Meeting Experience	Qualified	Possess all Skills	30
Similar Candidate3	Good match	Meeting Experience	Qualified	Possess all Skills	30
Similar Candidate4	Good match	Less Years of Experience	Qualified	Possess some skills	30
Similar Candidate5	Good match	Meeting Experience	Qualified	Possess some skills	30

Similar Candidate6	Good match	not meeting experience	Qualified	not possessing required skills	30
Similar Candidate7	Bad match	not meeting experience	Qualification not meet	not possessing required skills	20
Similar Candidate8	Bad match	not meeting experience	Qualification not meet	not possessing required skills	20
Similar Candidate9	Bad match	not meeting experience	Qualification not meet	not possessing required skills	20
Similar Candidate10	Bad match	not meeting experience	Qualification not meet	not possessing required skills	20

Job7

Similar Candidate1	Good match	Meeting Experience	Qualified	Possess all Skills	20
Similar Candidate2	Good match	Meeting Experience	Qualified	Possess all Skills	20
Similar Candidate3	Good match	Experience is not clear	Qualified	Possessing some Skills	20
Similar Candidate4	Good match	Experience in lower management position	Qualified	Possessing most of the skills	20
Similar Candidate5	Good match	Experience in lower management position	Qualified	Possessing most of the skills	20
Similar Candidate6	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10
Similar Candidate7	Good match	not meeting experience	Qualified	not possessing required skills	10
Similar Candidate8	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10
Similar Candidate9	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10
Similar Candidate10	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10

Job8

Similar Candidate1	Good match	Meeting Experience	Qualified	Possess all Skills	30
Similar Candidate2	Good match	Highly Experienced	Qualified	Possess all Skills	30
Similar Candidate3	Good match	Meeting Experience	Qualified	Possess most of the Skills	30
Similar Candidate4	Good match	Highly Experienced	Qualified	Possess most of the Skills	30
Similar Candidate5	Good match	Highly Experienced	Qualified	Possess all Skills	30

Similar Candidate6	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10
Similar Candidate7	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10
Similar Candidate8	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10
Similar Candidate9	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10
Similar Candidate10	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10

Job9

Similar Candidate1	Good match	Meeting Experience	Qualified	Possess some of the Skills. No Experience in SAS, R, Python, power BI etc.	20
Similar Candidate2	Good match	Meeting Experience	Qualified - Masters	Possess all Skills.	20
Similar Candidate3	Good match	Meeting Experience	Qualified	Possess some of the Skills. No Experience in SAS, R, Python, power BI etc.	20
Similar Candidate4	Good match	Meeting Experience	Qualified - Masters	Possess most of the Skills. Experience in SAS, R, Python, power BI etc. to be checked	20
Similar Candidate5	Good match	Highly Experienced	Qualified - Masters	Possess all Skills.	20
Similar Candidate6	Good match	Meeting Experience	Qualified	Possess some of the Skills. No Experience in SAS, R, Python, power BI etc.	20
Similar Candidate7	Good match	Meeting Experience	Qualified - Masters	Possess all Skills.	20
Similar Candidate8	Good match	Meeting Experience	Qualified	Possess some of the Skills. No Experience in SAS, R, Python, power BI etc.	20
Similar Candidate9	Good match	not meeting experience	Qualified	not possessing required skills	10
Similar Candidate10	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10

Job10

Similar Candidate1	Good match	Experience is not clear	Qualified	Possess all Skills.	30
Similar Candidate2	Good match	Highly Experienced	Qualified	Possess all Skills.	30
Similar Candidate3	Good match	Highly Experienced	Qualified	Possess all Skills.	30
Similar Candidate4	Good match	Highly Experienced	Qualified	Possess all Skills.	30
Similar Candidate5	Good match	Meeting Experience	Qualified	Possess all Skills.	30

Similar Candidate6	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10
Similar Candidate7	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10
Similar Candidate8	Good match	not meeting experience	Qualified	not possessing required skills	30
Similar Candidate9	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10
Similar Candidate10	Bad match	not meeting experience	Qualification not meet	not possessing required skills	10