Emoby

Artificial intelligence solution for human resources, to source and map skills

USE CASE

Intelligent search of profiles from a raw textual database (CVs, job description,...)

Projection of CVs on skills and job maps

Assistance in responding to tenders to find the right profiles

CLIENT BENEFITS

Reduces of repetitive and low value-add activities

Saves time searching for CVs and profiles to include in tender responses

Dynamic generation of skills and job maps

Secure and controlled access to part of its CVs to enable clients to search directly for profiles to be staffed, without human intervention

Adaptation to the client's specific requirements: confidentiality, data protection (GDRP), etc.

Emoby
AN ASSYSTEM SOLUTION

CONTEXT & ISSUES

HR teams today often work on time-consuming tasks such as sourcing via social networks or constructing skills maps, taking time away from more value-add tasks such as relationship building and recruitment strategy.

The search for CVs also concerns sales representatives who have to compile dossiers in response to tenders. However, this task often has to be carried out in urgently owing to the response deadlines requested.

In the digital age, turning to data science solutions is a necessary approach to improving human resource management.

THE SOLUTION

A fluid, ergonomic and efficient Assystem solution, Emoby offers a new approach that aims to bring human resources closer to technical needs. It is based on the analysis of data (CVs, job descriptions, skills maps, etc.) supported by artificial intelligence algorithms that allow human resources professionals to:

- Carry out intelligent and automatic searches in different CV databases
- Analyse raw documentation in various formats (Word, PDF, etc.) via semantic analysis
- Use additional data (metadata) to filter searches according to certain criteria (location, experience, etc.)
- Generate skills maps, dynamically and automatically

Emoby can be designed and deployed as a proprietary application in terms of CV databases, filtering metadata and user experience.

ANALYSE raw textual data without additional rewriting work

PROVIDE ACCESS to the largest possible panel of profiles to respond to recruitment needs

MINIMISE the time needed to detect profiles likely to respond to skills needs

MAPPING AND PROJECTING all employee skills to help make strategic decisions in terms of recruitment and training

ENABLE employees to have a vision of their career, reduce turnover and reinforce mobility

OBJECTIVES

Emoby

CHARACTERISTICS OF THE SOLUTION

Emoby automates the process of searching for profiles from raw data acquired or not within the company: employee CVs, annual skills interviews, activity reports produced by employees, mobility wishes, etc.

Emoby's objective is to facilitate the sourcing of candidates, so a matching technology has been put in place. This technology is capable of converting candidate CV databases into searchable semantic spaces in a matter of seconds. This allows human resources professionals to:

- Search for profiles in a database of CVs supported by artificial intelligence from a need formulated in a job description
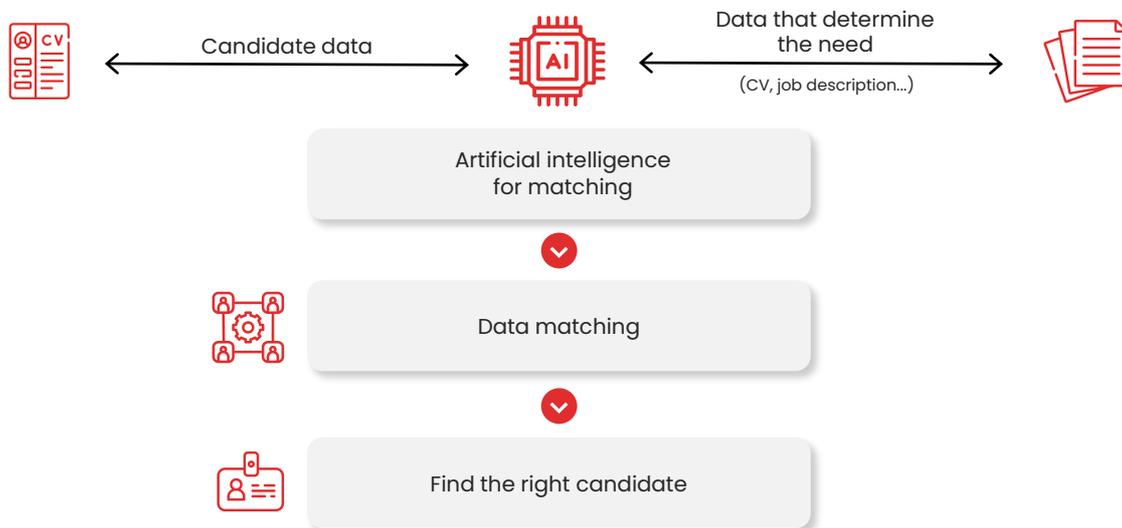- Automatically generate skill and job maps

TECHNICAL CHARACTERISTICS

- Operating system: Linux
- User platform: Web
- Deployment platform: On premise, Azure, AWS
- Security: SSO / AD

PERFORMANCES

- Search a database of 200,000 candidates in 2 seconds

Candidate data · Artificial intelligence for matching

Data that determine the need (CV, job description...)

Artificial intelligence for matching

Data matching

Find the right candidate

CASE STUDY

Emoby for MPH

Secure and controlled access to CV database

Time saving in the search for skills and profiles

MPH, a subsidiary of Assystem, is a leading provider of technical and recruitment engineering services specialising in talent acquisition, international mobility, payroll and tax, HSE compliance, training and logistics support.

Context. To enhance its value proposition, MPH asked Assystem to help it address new markets, using a digital solution to automate staffing and make it available as an application to its clients.

Issue. The client application had to be user-friendly and intuitive, with secure, daily access to all MPH data across Microsoft Dynamics 365 and Microsoft SharePoint.

Solution. Assystem has developed a proprietary web application that is intuitive for its clients and extremely fast in its execution (comparison of a new job description with 150,000 CVs in a few seconds), while ensuring security with regard to MPH data.

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