

machine learning

Artificial intelligence

analytics



NLP

Distil[®]

business

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Overview

Distil® is an employee resume management software that categorizes candidates on their expertise, experience, projects etc. to provide a holistic representation of their skill matrix.

This enables the application to conduct lightning fast searches. This is achieved in part by a component of **Distil**® called the Employee PortFolio (EPF) builder which provides an engaging method to capture candidate information. The information captured is vetted by third party agencies at the behest of the employer or the candidate.

Rated resumes are filtered into **Distil**® to provide employers information that is accurate, current and context sensitive. Additionally **Distil**® helps in the candidate screening process as well as manages communication with potential employees.

- Developed based on international EPF standards
- Best match from 1000s of EPFs meeting your requirements can be extracted within seconds
- Multiple saved-search facility and multiple folders to store filtered EPFs

Business Summary

- Improving the recruitment and candidate selection process through advanced competency mapping
- Radical new approach to benchmark & analyze competencies based on job descriptions
- Opportunity to capture market share by offering a solution marketable to B2B & B2C companies

Customer Problem

- Job descriptions do not often translate to hiring requirements
- Job descriptions are written in different formats
- 58% of employers felt briefing recruitment agencies on job requirements are a waste of time
- Recruitment consultants have to spend 60% of their time interpreting requirements
- 95% of the market uses key word searching which is less efficient and less accurate

Competitors

- Monster charges £299 for 1 week, for 1 hire, to review and map 25 CVS
- “Autonomy” a product by HP uses keyword search
- Autonomy (HP) has technologies that focus on search, but require key word inputs

Competitive Advantage

- Our solutions require no key word searching and we are the only system in the world that is built around competencies mapping
- Uses NLP to read and understand job descriptions and translate that to job requirements

The EPF Concept

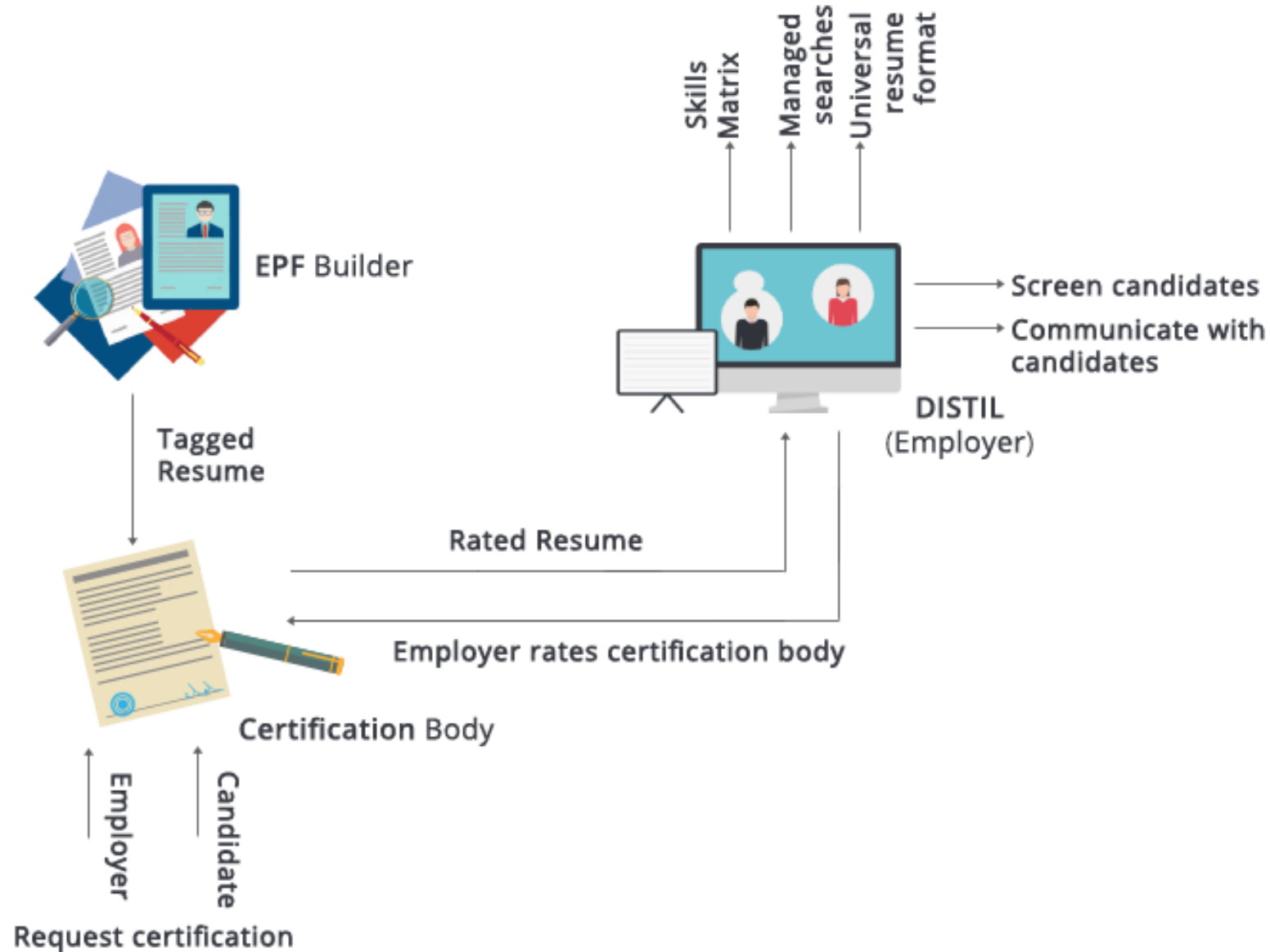
Candidates

- Create standard-based EPF
- Structured and easy-to-use process to create professional EPFs in instantly searchable format
- Submit EPFs – without changes / customization on web sites of prospective employers accepting EPFs
- Edit EPF, as & when required, free of charge
- Optionally, have your skill levels validated
- Easy, Structured and Comprehensive EPF as per international standards and searchable format
- Provision to Save EPF to PC or Receive by e-mail. Additional provision to receive EPF in .pdf format for conventional use.
- Protection of Data through PIN and encryption
- Optional facility for 3rd party validation of skills

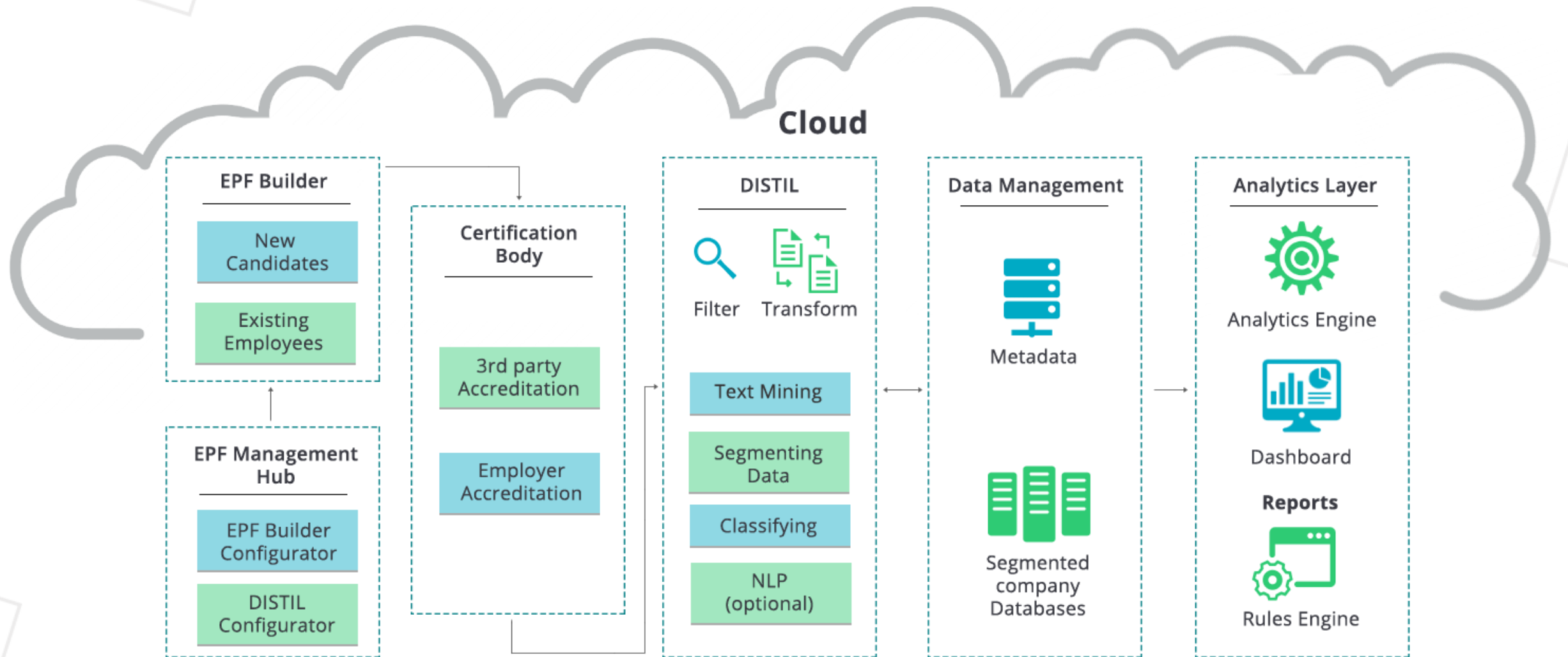
Employers

- Become a Distil® User and instantly Extract all EPFs
- Define & Save Unlimited Rules for Filtering
- Instantly find exact-match or near-match EPFs as per your set rules. Move matching EPFs to relevant folders
- Accomplish comprehensive / complicated Filtering, Sorting and Short-Listing in just a few seconds
- Instant filtering of 1000s of EPFs – Save Time, Resources and Money!
- Customizable filtering rules to find best suited candidates
- Provision to Create & Save Unlimited Rules for future use
- Provision to Create Unlimited Folders to store filtered EPFs
- Provision to View, Print, Save and Share filtered data with Requirement Initiator

Application Work Flow



Application Solution Diagram



Scenarios based on functionalities

Requirement

- Engineering graduate > 60%
- Minimum 5 years experience
- Minimum 3 years experience in .NET technologies
- MS SQL proficiency
- Microsoft certified
- Worked on Telecom Domain recently
- Travel permit to USA



Distil



Scenario #1

Head of Recruitment finds **Distil**[®] as a high productivity tool

Scenario #1

- RMG Head of an IT company contacts their Recruitment Head: **“I understand that we have received more than 4000 CVs against yesterday’s advertisement. Please provide details of candidates with the following criteria within the next 5 days:**
 - Engineering graduate with minimum 60% marks
 - Minimum 5 years experience in IT industry.
 - Minimum 3 years experience in .NET technologies of proficiency levels greater than 5
 - Also having MS SQL proficiency minimum 4.
 - Should be Microsoft certified
 - Should have done at least one telecom project in the last 2 years.
 - Preferably has a travel permit to USA.

Scenario #1

The Recruitment Head punches a few keys on his laptop and immediately responds:

“There are 80 people who meet your criteria. 16 of them have valid US travel permits as of date. I have already forwarded the details to your email id”.

Is this a dream?

You can do it! With **Distil® !**

Scenario #2

Head of Resource Management finds **Distil**[®]
a very powerful tool

Scenario #2

- Head of Sales of an IT company contacts their Resource Management Head: **“I have an immediate opportunity with JP Morgan Chase if we can mobilize good skills in Java with experience in the banking domain. I need to revert to the client within two days or we might lose the deal. I know it is too tough to locate the skills from our existing 5000 employees, but do give it a try.**
- Here are the finer details:
 - Min 4 years experience in the IT industry.
 - At least 3 years experience in Java with proficiency greater than 5
 - Having done projects in the banking domain for at least 1 year in the last 2 years period
 - Should preferably have a travel permit to US or Europe”

Scenario #2

Resource Management Head immediately replies:

“You will have the details in 10 minutes in your email with copies of their resumes”

Is this a dream?

You can do it! With **Distil® !**

Scenario #3

Vice President, Sales finds Distil[®] a very powerful tool

Scenario #3

Senior Vice President, **Sales of an IT company** was giving a presentation about his company and the pool of resources they have in diversified technology platforms to the senior executive members of Motorola in their UK corporate office.

One member from the client asked: **“We are on the look-out for few resources to work closely with our R&D department. They should have high competency in C++, should have experience in working with telecommunication or mobile technologies for at least 2 years and have a strong academic profile with bachelors or masters in electronics.** They should be able to join our team within 2 weeks. How soon can you come back to us?”

Scenario #3

After a few friendly punches on his keyboard,
He replied: “**Well, we have 55 resources matching your needs and we may be able to spare 20 of them for you within 2 weeks**”.

When the Senior Vice President walked out of Motorola with the contract, he wondered if he was dreaming that the deal was closed on the first meeting itself.

He realized: **Distil**[®] did the magic!

Output Screen

My Dashboard (admin user 2) | Logout

My EPF's

Actions ▾

- Default Folders
 - Inbox
 - Deleted Items
- My Folders
 - A
 - AA

Inbox

EPF Action ▾ Search ▾ Move to Folder Copy to Folder

View	SINo	First Name	Last Name	Present Country	Present City	Status
<input type="checkbox"/>	1	Simmi	Xavier	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	2	Prashant	Thomas	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	3	Dinu	Chacko	INDIA	Thiruvananthapuram	
<input checked="" type="checkbox"/>	4	Rahul	Unnikrishnan	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	5	Vineet	Sadasivan	INDIA	Thiruvananthapuram	
<input checked="" type="checkbox"/>	6	Rini	Chandra	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	7	Krishna	Mohan	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	8	Dinu	Chacko	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	9	SHAROOKH	S	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	10	Sharath	Daniel	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	11	Vineeth	Raju	INDIA	Kollam (Quilon)	
<input type="checkbox"/>	12	Rajith	Ravi	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	13	Akhil	Gopan	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	14	siva	prasad	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	15	Jayanthi	Raju	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	16	Maneesha	M	INDIA	Kollam (Quilon)	
<input type="checkbox"/>	17	Maneesha	M	INDIA	Kollam (Quilon)	
<input type="checkbox"/>	18	Bhagavath	N K	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	19	Rikhil	Mohan	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	20	KIRAN	S	INDIA	Thiruvananthapuram	
<input type="checkbox"/>	21	Sujei	A M	INDIA	Thiruvananthapuram	

**performance
is everything**

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Thank You

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