SAP RESUME MATCHING, POWERED BY NVIDIA
FINDING THE BEST TALENT

Transformational companies focus on reinventing how people work and rethinking the way we measure performance. Many recruiters spend nearly 60 percent of their time reading resumes. Screening a long list of candidates for a specific job involves a lot of bias, takes hours or even days, and often leads to interviewing unqualified candidates. A much more automated solution is needed.

INTEGRATED SOLUTION

SAP Resume Matching, trained on NVIDIA® DGX™ Systems and the NVIDIA Tesla® platform, automates the HR screening process by identifying the candidates with the best skills and education for specific positions.

This solution uses machine and deep learning to provide intelligent recommendations for both recruiters and candidates. From the input of text, video, image, speech, and more, the solution prepares data, trains and applies models, and captures feedback, improving accuracy all the time. Machine learning algorithms automatically match the most qualified candidates to open positions by 1) extracting key information from the resume and presenting it in a more readable format, 2) visualizing key selection criteria such as education, skills, and experience, and 3) identifying the best talent based on a relevance scores to create a candidate short list without bias.

As a result, the best candidates for jobs are recommended to recruiters. In addition, candidates spend less time searching for jobs, as they're recommended the right positions for their applications.

INDUSTRY CHALLENGES

Organizations constantly face challenges in finding the right talent:

High Volume of Applications
Every corporate job opening attracts around 250 resumes, and only four to six of them are considered qualified.

Time-Consuming Candidate-Screening Process

On average, it takes 52 days to fill open positions. Recruiters spend up to 60 percent of their time on administrative tasks, candidate screening, and sourcing.

Spending in Recruitment Process

U.S. companies spend $4,000 on average to fill an open position.

Inherent Human Bias in Candidate Prioritization

Various reports have found that there is bias in employers' hiring processes.

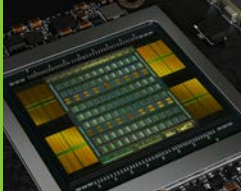# Together, NVIDIA and SAP Deliver

SAP Resume Matching, powered by the NVIDIA deep learning platform, enables recruiters to make better, faster hiring decisions without bias. Machine learning matches top talent to open job positions, which:

- **Fast-tracks the screening process to save time and effort**
- **Identifies the best candidates and reduces false positives**
- **Reduces the possibility of missing potential candidates**
- **Mitigates the recruiter's personal bias in screening candidates**

All of that's possible because the SAP Resume Matching application is trained on NVIDIA DGX-1, providing 20–30X faster processing.

Recommended NVIDIA Hardware

NVIDIA data center GPUs are available in servers, supercomputers, and cloud services around the world. You can now get end-to-end accelerated analytics solutions powered by NVIDIA GPUs with supporting software technologies and support from NVIDIA experts.

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