

BrassRing Match Score Configuration Guide

Feature Overview

The Match Score feature enables recruiters to efficiently identify candidates who align closely with job requirements by evaluating key factors such as skills, title, experience, and education. The score is visible under the column 'Overall Match Score' on the candidate list screen. This score helps prioritize candidate evaluation based on their relevance to the job description.

Scoring Breakdown

The match score is based on a weighted model as follows:

Component	Weight (%)	Additional Criteria
Skills	40%	- Required Skills: 100% - Preferred Skills: 20% - Alias Skills Set: 100% - Skills Without Experience: 60%
Title	20%	Match with job title
Experience	20%	- 100% if Experience \geq 3 years - 0% if Experience $<$ 3 years
Education	20%	- Required Edu: 100% - Preferred Edu: 80%

Backend Field Mapping (Prerequisite Setup)

To enable Match Score functionality, the following fields must be mapped in the system database:

- jobDescription
- jobTitle
- location
- major
- preferredEducation
- preferredExperience
- preferredSkills
- requiredEducation
- requiredExperience
- requiredSkills

Note: Custom fields can also be mapped if required. Missing values in the mapped fields may impact the accuracy of the Match Score. When all required fields are properly tagged with corresponding data in the job description, the score becomes more meaningful.

For example, if the job description does not include a clearly labelled "Required Skills" section, the system may interpret those skills as "Preferred Skills," which can lead to a lower score.

The support / CSM team will raise an internal ticket to ensure the necessary fields are properly mapped.

Steps to Enable Match Score

1. Backend Configuration

- Engineering team maps all necessary fields listed above.
- Product/Implementation team enables the Match Score client setting.

2. Form Activation

A system-generated form titled 'BrassRing Match Score Form' will appear under Workbench candidate forms.

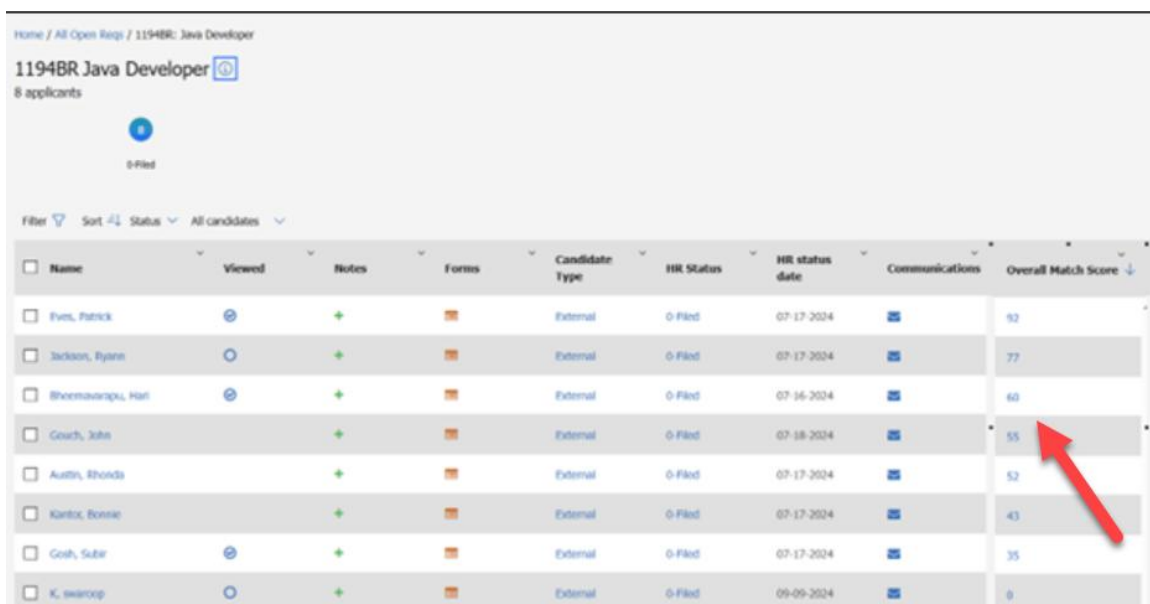
3. Adding the Match Score Column

To view scores on a job requisition:

1. Open the desired job requisition in BrassRing.
2. Go to the candidate list.
3. Click the gear icon to Customize Columns.
4. Search and add 'Overall Match Score'.
5. Save your configuration.

Sample Display

Below is an example of how the 'Overall Match Score' appears in the candidate list:



Home / All Open Reqs / 1194BR: Java Developer
1194BR Java Developer
8 applicants
0 Filed

Filter Sort Status All candidates

Name	Viewed	Notes	Forms	Candidate Type	HR Status	HR status date	Communications	Overall Match Score
Eves, Patrick	⊕	+	📄	External	0 Filed	07-17-2024	📧	52
Jackson, Ryan	⊕	+	📄	External	0 Filed	07-17-2024	📧	77
Bhennawong, Nat	⊕	+	📄	External	0 Filed	07-16-2024	📧	60
Cosch, John	⊕	+	📄	External	0 Filed	07-18-2024	📧	55
Austin, Rhonda	⊕	+	📄	External	0 Filed	07-17-2024	📧	52
Kantor, Bonnie	⊕	+	📄	External	0 Filed	07-17-2024	📧	43
Gosh, Subir	⊕	+	📄	External	0 Filed	07-17-2024	📧	35
K, Swaroop	⊕	+	📄	External	0 Filed	09-09-2024	📧	0

- Scores are on a scale of 0 to 100.
- A score of 92 indicates a very strong match based on required skills, experience, title, and education.
- Lower scores highlight candidates with fewer matching criteria, aiding in prioritization.

Best Practices for Using Match Score

- Ensure job descriptions are clear and detailed to generate accurate scores.
- Use the Match Score to supplement, not replace, candidate evaluation.
- Train recruiters on how to interpret score components meaningfully.
- Maintain consistency in job posting formats for optimal system parsing.

Example Job Posting Structure (Recommended Format)

Title: Test Manager / QA Manager

Description:

A comprehensive HTML-formatted job description covering responsibilities, required/preferred skills, and qualifications.

Required Education: B.E/B.Tech/BCA

Preferred Education: Any Master's Degree

Required Experience: 7–10 years (3–5 years in leadership)

Required Skills: Technical and soft skills relevant to QA/testing

Preferred Skills: Additional skills like automation, Agile, and budgeting