



Infinite Talent BrassRing

# Brassring Match Score Configuration Guide

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# 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%	- Minimum Years of Exp: 100% - Maximum Years of Exp: 0%
Education	20%	- Required Edu: 100% - Preferred Edu: 80%

**Example:** When a job requires 3–5 years of experience, the minimum required experience is 3 years with a weightage of 100. The maximum experience considered is 5 years with a weightage of 0. This means any candidate with 3 or more years of experience will receive the full score.

## 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.

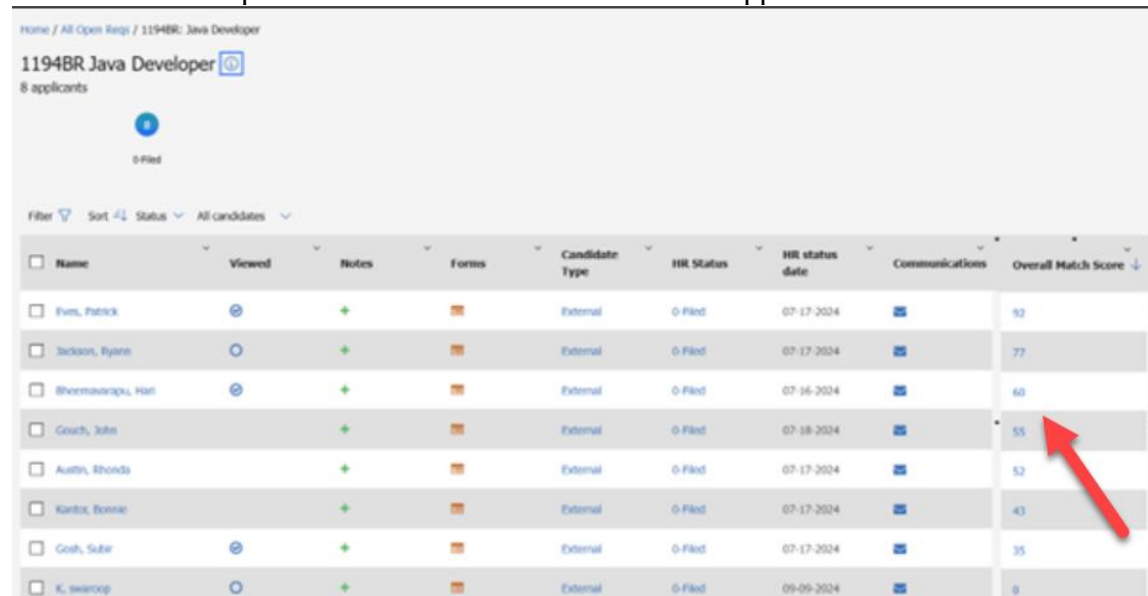
### 3. Adding the Match Score Column

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 

<input type="checkbox"/> Name	 Viewed	 Notes	 Forms	 Candidate Type	 HR Status	 HR status date	 Communications	 Overall Match Score 
<input type="checkbox"/> Fives, Patrick				External	0 Filed	07-17-2024		92
<input type="checkbox"/> Jackson, Ryan				External	0 Filed	07-17-2024		77
<input type="checkbox"/> Bhennawong, Nat				External	0 Filed	07-16-2024		60
<input type="checkbox"/> Gosh, John				External	0 Filed	07-18-2024		55
<input type="checkbox"/> Austin, Rhonda				External	0 Filed	07-17-2024		52
<input type="checkbox"/> Karlos, Bonnie				External	0 Filed	07-17-2024		43
<input type="checkbox"/> Gosh, Subir				External	0 Filed	07-17-2024		35
<input type="checkbox"/> K, Swaroop				External	0 Filed	09-09-2024		9

- 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