Sovren AI Matching with Bimetric Scoring

What is it?

Sovren AI Matching is the world's most sophisticated, accurate, and configurable recruitment matching engine. Sovren AI Matching works with the Sovren Resume/CV Parser and the Sovren Job Parser to provide advanced matching capabilities in any direction:
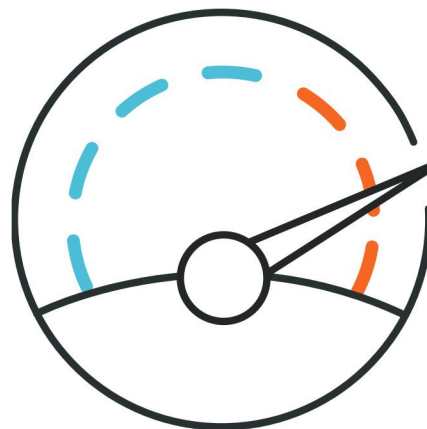
- **Find Jobs for Candidates**
- **Find Candidates for Jobs**
- **Find Candidates who are similar to another Candidate**
- **Find Jobs that are similar to another Job**

Why?
Because we've modeled our engine
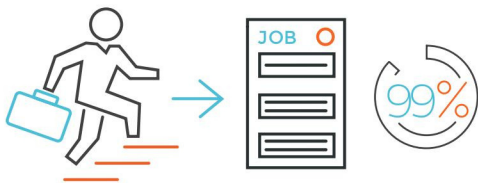to think exactly like a recruiter,
NOT A MACHINE.

How does it work?

Sovren AI Matching is the world's only matching engine that works EXACTLY like human recruiters work. Sovren AI Matching understands jobs and resumes exactly like humans do, to the same extent that humans do, and then matches and ranks them exactly like humans do—but a billion times faster.

Bimetric Scoring

99%

80%

How is it different?

Our AI Matching is the only engine on the market to return results from more than one perspective, via a feature we call Bimetric Scoring. For example, if you want to hire a .NET Programmer with a bachelor's degree and there is a candidate who is a .NET Architect with a Ph.D., you might still be interested in the candidate. However, it is unlikely that the candidate would be very interested in that position since they are very overqualified for it and it would represent a regression in their career.

AI Matching uses Bimetric Scoring to provide two fitness scores, one for each perspective (such as Job to Candidate, and then Candidate to Job) using separate metrics. So, in our example, the candidate with the PhD degree might be a 100% fit for the job, but the job may be only a 50% fit for the candidate, since the candidate is far overqualified for the job.
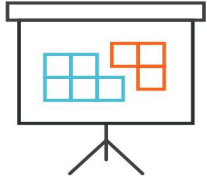
How is it better?

With over 21 years in business, we have the most robust AI Matching engine because we've spent decades perfecting it.

Our engine offers traditional boolean search capabilities plus entirely new, industry-leading features. Our software outperforms the competition at every step—here's why.

You decide
exactly how our
AI Matching
thinks about each
individual transaction.

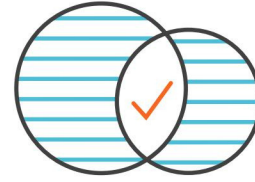# Sovren AI Matching with Bimetric Scoring

SmartSearch

Teachable Matching Criteria

You decide exactly how our AI Matching thinks about each individual transaction. It will find, rank, and sort the best matches according to your criteria. No other engine provides this capability.
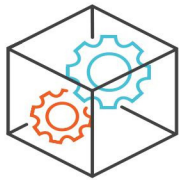
Holistic Profile Matching

You know each candidate is more than a list of keywords and so does our AI Matching. It matches based on a holistic profile, assigning context, time values, and meaning to all the data on a candidates' resume. No other engine provides this capability.

False Match Elimination

Our AI Matching engine rejects over 90% of false matches. Most searching and matching software buries good matches in a flood of bad ones—we surface the best results immediately.

Transparent Match Explanation

An intelligent engine should be able to intelligently explain its results, but none do—until now. Not only does it deliver the best matches, it tells you how and why it produced them and offers tips to improve the results. No other engine provides this capability. Welcome to the future.

Career Path Recognition

Like a recruiter, our engine assigns the highest scores to candidates whose current career path aligns with a job. It recognizes that while a candidate may fit a job's qualifications, they can still be a poor match if their career has deviated from the role. No other engine provides this capability.

No Capacity Limitations

Our engine runs in the cloud and is fully managed by the Sovren team—there are no document limits.

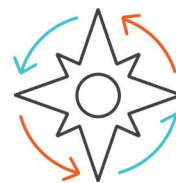# Sovren AI Matching with Bimetric Scoring

SmartSearch

Self-Repairing Indexes

Experience seamless failover and fault tolerance. Our AI Matching automatically distributes copies of indexes across multiple availability groups, so in the event of a machine failure or data center outage our service self-detects and reinitializes those indexes on a new machine with zero human intervention and zero downtime.

True Absolute Scores

Other engines will report a poor match as "100%" just because it's the best available. Our engine reports absolute scores, so each match is reported as its true score from 0-100, and isn't adjusted when filters are applied. We also provide sub-scores on different categories of data, so you can see the reasoning behind the score.

Multi-directional Matching

Match in whichever direction you want – match resumes to relevant jobs or to similar candidates. Use jobs to find a candidate or to find similar jobs. The choice is yours.

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SmartSearch

How is it deployed?

Sovren AI Matching with Bimetric Scoring is a completely cloud-based SaaS available for use immediately with nothing to install and almost no programming. There are no servers to setup or maintain; scalability is automatic and guaranteed.

Available as a cloud-based RESTful API, it scales both vertically and horizontally with no document capacity limits. Parsed document input is supported in JSON or XML formats. Sovren AI Matching works with the industry-leading Sovren Resume/CV Parser and the Sovren Job Parser to provide advanced searching and matching capabilities between candidates, job descriptions, and any combination thereof.

ATS

Resume
.doc
.docx

1. Candidate submits resume to ATS (Applicant Tracking System)

ATS

Resume

2. ATS sends resume to Sovren's SaaS system to be parsed

sovren

ATS

Resume

3. Sovren returns parsed resume to ATS

ATS

Resume

4. ATS stores the candidate's PII (Personally Identifiable Information)

sovren

Resume

5. ATS Send the parsed resume to Sovren AI Matching

sovren

Resume

6. Sovren AI Matching scrubs out all PII, then indexes and stores the resume