

# Candidate Match

Save time screening so you can spend more time hiring.

## What is Candidate Match?

Candidate Match is Dice's latest innovation to help recruiters quickly assess an applicant's fit to a job posting. Using predictive analytics, it assigns a match level to each applicant so you can focus on the most qualified candidates first. And, Candidate Match only gets better over time. Built on a deep learning model, it continuously becomes smarter and more accurate by leveraging your feedback.

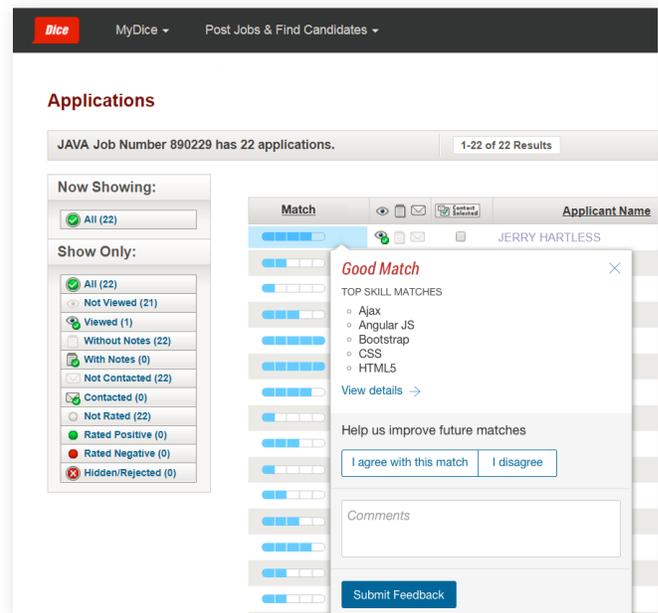
### Q. How does Candidate Match work?

As candidates apply to your job posting, Candidate Match will automatically review the applicant's tech skills as well as their past, present and desired job titles to determine fit with the job. Each applicant is placed into one of the five classifications, from Unlikely Match to Excellent Match, to highlight the most suitable candidates.

### Q. How do I access Candidate Match?

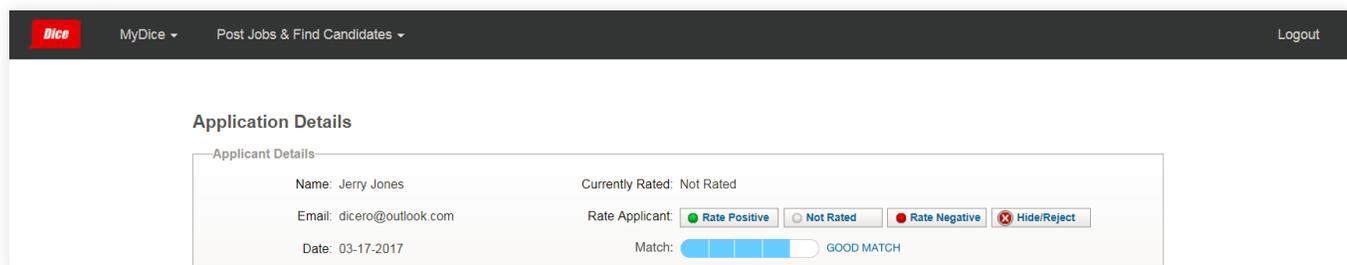
If you manage applications through the Dice Application **Management Interface** (figure 1)\*, Candidate Match appears on the left column for each candidate on the Application Management page. Candidate Match will also display in the **Application Details screen** (figure 2) for each applicant.

Figure 1: Application Management Interface



\*Please note, this feature is currently not available to applications sent to an email or ATS.

Figure 2: Application Details



Actual interface may change slightly from what's shown

### Q. How is the Candidate Match level determined?

Millions of tech job postings were used to calibrate the semantic matching model. The robust tech skills taxonomy we've built into Candidate Match uncovers relationships among skills to determine the match—including identifying and differentiating skills based on the job posting text. The stronger the alignment with your job posting, the stronger the match.

### Q. Can I sort by Candidate Match level?

You can sort applicants by match within the five classification levels, from Excellent Match to Unlikely Match on the Application Management page. Simply click on the Match header to target top applicants in seconds.

### Q. How do I know what skills matched?

With one click, you can see the **Top Skill Matches** (figure 3) between the candidate and the job posting. Simply hover over the individual applicant's score to view their top skill and title matches.

You can also go to "View details" to see the **Application Details page** (figure 4) that shows all of the skills in your job posting and which one's match to the applicant's experience.

Figure 3: Top Skill Matches

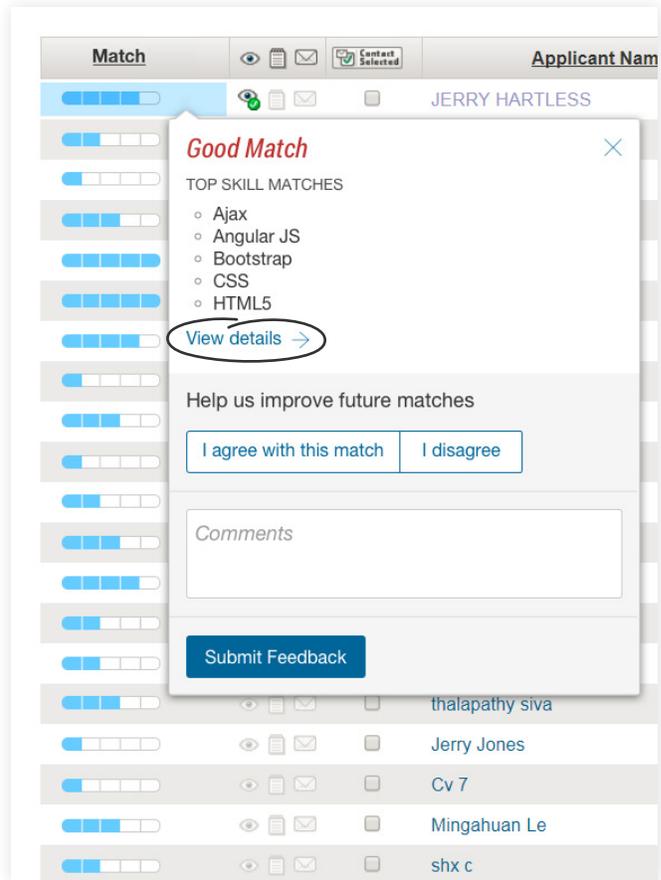
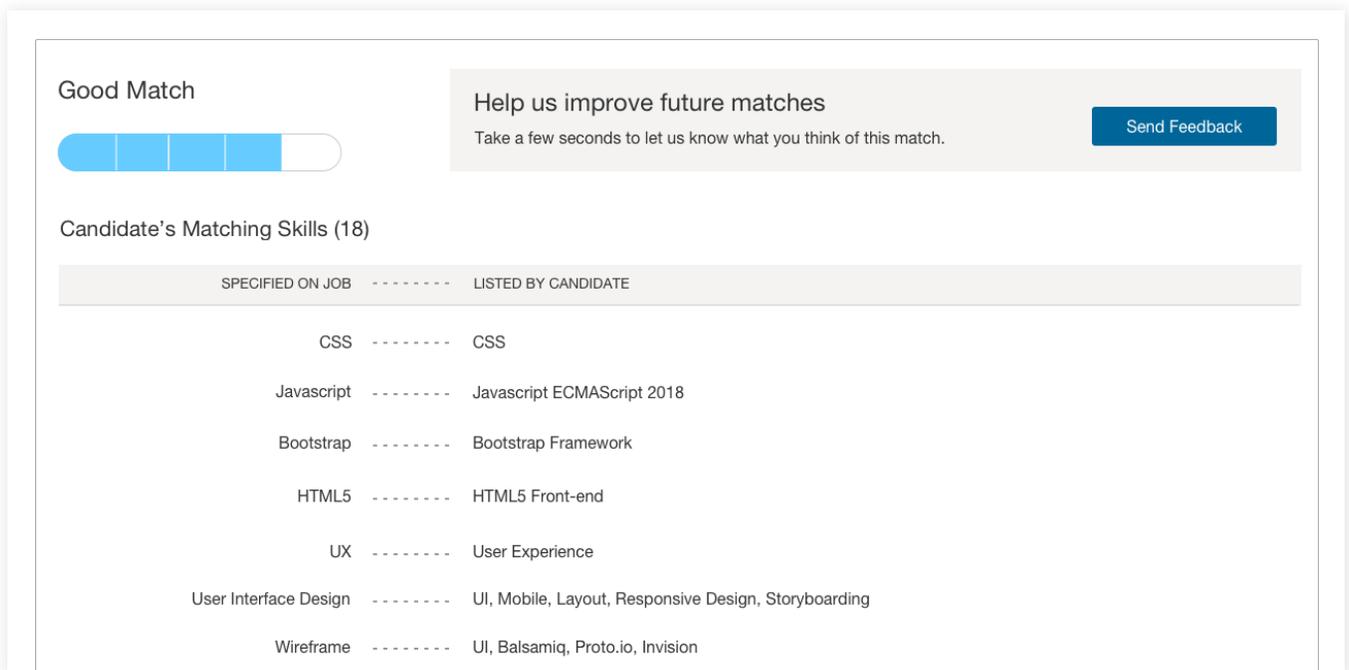


Figure 4: Application Details



Actual interface may change slightly from what's shown



### Q. How are candidates classified in Candidate Match?

Each applicant is placed into one of **five match levels** (figure 5), ranging from Unlikely to Excellent.

Clients may also see a classification of “Not Available”. This can appear because:

- The tool is still running and “Not Available” will be replaced with another score within a few minutes.
- The candidate applied prior to the Candidate Match tool being run.
- The system was unable to make a match due to a service error or data within either the job or the candidate profile that did not allow for a match.

### Q. How can I provide feedback?

To provide **specific feedback** (figure 6) on the classification level of individual job applicants, use the “Submit Feedback” button that appears with each candidate. We encourage your input, as this helps train and continuously improve the model.

If you agree with the rating that’s been given to a candidate: Click the button that says “I agree with this match.”

If you disagree with the rating that’s been given to a candidate:

- Click the button that says “I disagree”
- Select the appropriate rating you feel should be assigned
- Indicate the reason for the change and click submit

### Q. What happens when I provide feedback on a candidate?

Candidate Match feedback is used to further train the model so that it gets smarter over time. Through automation and expert supervision, the model continuously improves at parsing and associating skill-sets from applicants and job postings to provide accurate classifications.

Figure 5: Match Levels

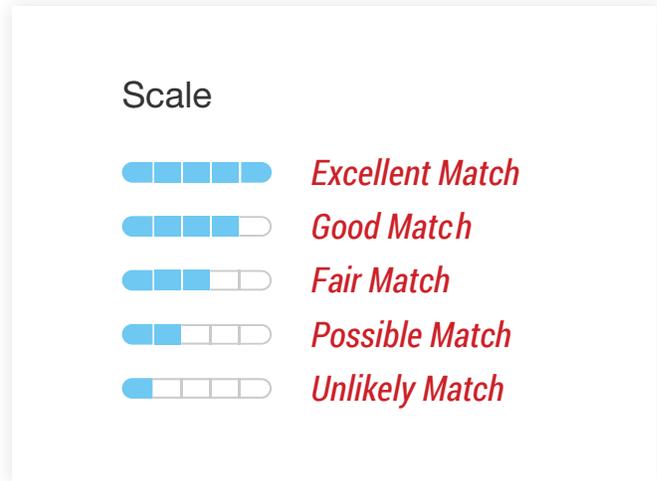


Figure 6: Specific Feedback on a Candidate

**Good Match** ✕

TOP SKILL MATCHES

- Ajax
- Angular JS
- Bootstrap
- CSS
- HTML5

[View details](#) →

Help us improve future matches

SELECT A BETTER MATCH STRENGTH:

WHAT IS THE TOP REASON YOU FEEL THIS WAY?

Skills  Experience Level

Titles  Work Authorization

Location  Other (please explain in comments)

Comments

**Q. When I provide feedback on a candidate, will his or her fit be automatically re-graded?**

The Candidate Match level is determined at the time the applicant applies to the posting.

**Q. If I update job requirements will Candidate Match re-grade the candidates?**

Candidate Match grades applicants at the time they apply for a job posting. If the job posting is updated, only NEW applicants you receive going forward will reflect match levels for the revised posting.

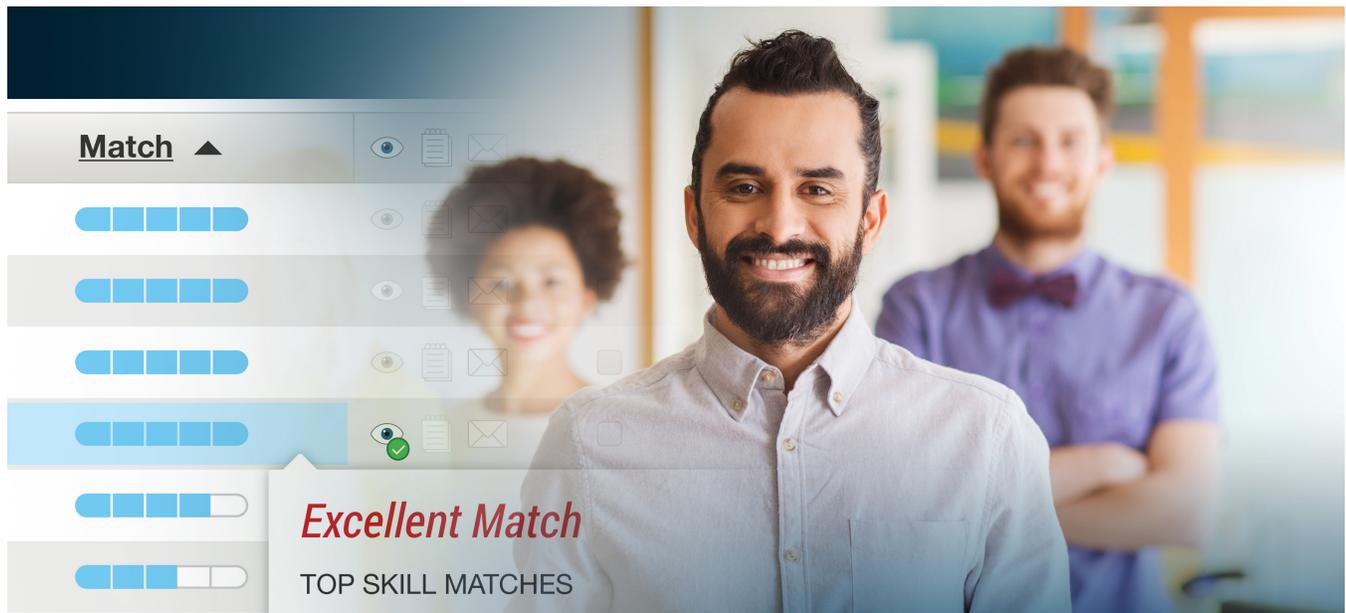
**Q. Can applicants see how Candidate Match assessed their fit to a job posting?**

The applicant will not see their rating. We are currently working to provide similar functionality to provide tech professionals with the ability to see how well they fit with the skills and experience requirements in your open roles before applying.

**Q. Does Candidate Match work with applications sent via email or through my ATS?**

Neither yet, but we are currently working to provide similar functionality for applications delivered to you via email or through an ATS. Expect to see innovations like these from Dice coming to you soon.

Please note: clients need to login to their Dice account to access Candidate Match when utilizing the Via Dice plus Email application method as they won't receive the Candidate Match results via email.



**How do I find out more about Candidate Match?**

To learn more, contact your Dice Account Executive at 1.877.386.3323 or visit <https://www.dice.com/products/candidate-match/>

