

## **Matching jobs and users**

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### *Summary*

At XING, we try to match the right jobs with the right candidates. In order to do so, we need to understand the requirements and offerings of each job (job role, seniority level, skills, benefits etc.) as well as the needs of the users (how should the next career step look like, is the user actively looking or just interested in the job market, would the user be willing to relocate etc.). Various machine learning models are applied to extract information from job postings and estimate the interests of the users. Based on the user-provided and inferred information we personalise the users' job search experiences, create job recommendations for the users and recommend suitable candidates to recruiters. In this talk, we will give an overview of these components and discuss open challenges.