HIREINSIGHT : An Expertise Driven Interview and Platform

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Abstract: *With the current competitive employment market, both recruiters and job seekers have been greatly challenged to match efficiently with relevance to skills and requirements for jobs. Conventional job boards tend to be very much interested in keyword-based filtering or level of experience while ignoring a candidate's precise areas of expertise and preparation requirements. Hire Insight overcomes such shortcomings by offering an expertise-focused platform that not only suggests jobs based on user-labeled skills but also enables comprehensive interview preparation based on actual industry knowledge. The main goal of this project is to create a smart platform that closes the gap between employers and job seekers by using an expertise-matching mechanism. Users, especially job seekers, can build customized profiles, label their key competencies, and get job suggestions matching their precise skill sets. Apart from job search, the site offers a comprehensive list of interview questions, practice tests, and company-specific preparation content, all done by experts and subject matter experts. This guarantees that users not only get the right opportunities but are also interview-ready. On the hiring side, recruiters can upload vacancy posts, browse candidates by validated skill tags, and message prospective hires directly. A native admin dashboard handles content moderation, user verification, and general system upkeep to provide a hassle-free experience. The platform is developed using modern web technologies including HTML, CSS, JavaScript, and a backend framework (Node.js/Java/Python), with database support from MySQL or MongoDB. Secure authentication mechanisms are implemented to protect user data. Emphasis has been placed on responsive design, scalability, and ease of use.*

Keywords: Job Portal, Expertise Tagging, Interview Preparation, Skill-Based Matching, Recruitment Platform, Candidate Profiling, Smart Job Recommendation, Resume Builder, Community Forum, AI in Hiring, Role-Specific Preparation, Career Guidance, Employer Dashboard, Mock Interviews, Job Search Optimization