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Career Catalyst Ai-Based Online Job Portal

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Abstract: Job portal system based on the ideas of Blockchain and Gemini AI to revolutionize the recruitment and employment search process. The program is programmed and consists of three major modules (Admin, Company and User (Candidate) and is based on the MERN stack (MongoDB, Express.js, React, Node.js).Admin module offers the simplified management of the users, companies, and mock interviewing time, which allows managing the platform efficiently. The Company module enables job advertisements, media of application and shortlisting of candidates, which creates an easy and smooth user experience to employers? The system will offer the candidate (User) a powerful platform, in which he or she could post resumes are subjected to ATS (Applicant Tracking System). It also provides job suggestions on the analysis of skill gap that helps the candidates to match their profiles in accordance with the market demands. One of the most innovative features of the system is the combination of Gemini AI that performs sophisticated analysis in the context of mock interviews, deserves to be mentioned. In addition, the information of the user (and interview) (including resumes and feedback) is securely stored on the Blockchain, connotes integrity, privacy, and transparency of data. Such an incorporation of Blockchain technology ensures that the information of users cannot be tampered and kept confidential.

Keywords- Blockchain, MERN, Gemini AI, Mock Interviews, Resume Analysis, Job Recommendations, Skill, Gap Analysis, ATS Score, User Data Security, Interview Analysis, Job Portal.

I. INTRODUCTION

Technology has brought tremendous changes in the job recruitment process. Though these conventional techniques are well effective, they are typically manual techniques and hence time consuming, and have the likelihood of human error. To overcome these issues, in this paper, an improved job portal system is presented, incorporating the use of the Blockchain technology and the Gemini AI, to provide an all-inclusive solution to facilitate the recruitment process. Obviously, it is built in the MERN stack (MongoDB, Express.js, React, Node.js) and consists of three major modules, i.e. Admin, Company, and User (Candidate). The users, company and mock interview sessions and Company module can easily be managed using the Admin module and the jobs posted using the Company module. On the candidate side, it is the User module where one can upload the resume and undergo the ATS (Applicant Tracking System) analysis and display the job recommendations that are uniquely tailored to the analysis of the skill gap. In addition, Gemini AI is applied to review the data of the mock interviews and gives the candidates a feedbacks to understand what to do better on their interviews. Additionally, the information about the resumes and interview feedback is securely stored on the Blockchain, and the integrity, privacy, and transparency of the data are ensured. This type of integration of Blockchain and Gemini AI will not only enhance privacy and security of the information held about users but will also provide better opportunities to work on the hiring process, make it more efficient, secure, and data-driven.

Motivation

The platform has been developed due to the growing necessity to make the process of recruitment safe, effective, and data-driven. The previous job portals are not data-driven and do not show personalized recommendations or preparation information on candidates. This system would ensure the integrity of the data, provide correct skills gap evaluations, and give specialized recommendations on jobs using the integration of Blockchain to store the data and Gemini AI to analyze the resumes and interviews to provide recommendations. It aims at simplifying recruitment, increasing the job-candidate fit, and increasing the efficiency of hiring.

Objective

The platform has been developed due to the growing necessity to make the process of recruitment safe, effective, and data-driven. The previous job portals are not data-driven and do not show personalized recommendations or preparation information on candidates. This system would ensure the integrity of the data, provide correct skills gap evaluations, and give specialized recommendations on jobs using the integration of Blockchain to store the data and Gemini AI to analyze the resumes and interviews to provide recommendations. It aims at simplifying recruitment, increasing the job-candidate fit, and increasing the efficiency of hiring. Also, the privacy, integrity, and safety of confidential user information are guaranteed by the application of the Blockchain technology, whereas intelligent analysis of all individual data is ensured when preparing a mock interview and hiring recommendations are provided by the Gemini AI. The final objective of the project will be to automate the recruitment process, thus make it more precise, secure, and efficient to employers and the applicants, and transform the conventional recruitment resources with innovative technologies.

II. RELATED WORK

A job board portal is an internet portal, which creates a connection between job seekers and employers, and is thought to be a hub in the central posting and application to the job[1]. Job portals have evolved to the current stage and have integrated numerous other technologies to enable the portal to be more accommodative and easier to hire. Jobs boards were initially focused on posting and submission of job application but the new technologies have included the functions of resume analysis, matching skills, interview preparation etc that are more beneficial to both the applicants and the staffing agency[2]. The blockchain tech, which gained its fame due to its association with cryptocurrency, has turned into an effective tool in order to ensure that the digital transactions can be more secure, transparent, and private. The information could be stored safely and easily with the help of the blockchain to verify the information about the user e.g. resume, certifications and records of the interview within a job portal and ensure that the information is not tampered with and can be easily accessed[3]. This technology will help prevent the violation of data, authenticity and reduction of fraudulent job offers and therefore is a priceless asset to the present job boards. Besides that, there is a possibility that the Blockchain may be decentralized and provide users with greater control over their personal information, which is becoming all the more important in the context of the data privacy issues[4].

The recruitment process has also been changed by Artificial Intelligence (AI) and, in particular, with the advent of machine learning and natural language processing (NLP). AI-powered tools can be used to study resumes and job descriptions and can automatically compare candidates to the relevant job opportunities based on their skills and experience [5]. These tools will be capable of detecting the lack of skills, proposing the courses to learn on what to work on further and even forecast the success of a candidate in the post based on the past data. The interview process is also significant in which the AI-based systems can contribute to the improvement of the interview as they can provide the feedback on the simulated interviews and help the candidates to prepare more effectively since they can analyze their answers in real-time[6]. Besides, Applicant tracking systems (ATS) have been

integrated into the recruitment processes as part and parcel. ATS allows the employer to mechanize the resume parsing and sorting process, as well as, saves man power and enhances efficiency. However, it is the ATS systems of the traditional ones which are likely to experience issues with the unstructured data and testing the candidate beyond the resume. To curb these limitations, developers are devising more advanced systems that will entail the use of AI and machine learning algorithms to supplement the assessment of a candidate, hence, automate the hiring procedure to be more accurate and efficient[7].

Job portals are also going personalized where AI recommends jobs based on the profile and preferences of the job applicant [8]. These websites also take factors such as location, pay expectation and corporate culture and career interests into consideration so as to offer the personal with the most desirable job search results. One to one job recommendations not only enhance the job seeker experience, but also increase the likelihood of job placements, which is a win-win situation on both the job seeker and the employer [9].

Moreover, many job boards are integrating mock interview networks which enable job seekers to prepare to the actual interview[10]. The platforms exploit AI to replicate the interview setting and provide candidates with feedback about their performance and their body language among other things. These attributes make the job portals more integrated in the sense that the candidates receive tools to achieve success in a highly competitive job market [11].

In summary, it is possible to say that the current job board portal is a stark contrast to the classical job search websites [12]. With the implementation of blockchain in the sphere of data security and intelligent analysis in the sphere of intelligent analysis, these platforms have become more efficient, secure, and convenient [13]. As the recruitment practices continue to evolve, it is likely that job portals will evolve to even more advanced technologies which will in turn further streamline the job search and hiring processes between the recruits and the employer. These types of technological advancements are not intended to simplify the very process of recruiting people, but also to create a more transparent, safe and individual experience to all the parties engaged in it [14].

III. PROPOSED SYSTEM

The suggested system will transform the way the recruitment process is carried out, as it will incorporate multiple innovative technologies, including Blockchain and Gemini AI. The system has four major modules: The Admin Module, Company Module, User (Candidate) Module, and Blockchain Storage [15].

The management of users and companies is done by the Admin Module. It provides the admins with the opportunity to control and oversee the operations of the platform efficiently to allow both candidates and recruiters to find it easy. The Company Module focuses on the posting of jobs, applications and short listing of the candidates. This module assists in simplifying the recruitment process of firms as it provides job management tools to track the development of candidates during the recruitment process. User Module provides candidates with such functionalities as resume upload and mock interview.

It is a module where the candidate can make their profiles and post resumes and engage in mock interviews so that they can be ready to be interviewed in the real world. This module can also be combined with Gemini AI system and it offers a more advanced analysis level with Resume and ATS (Applicant Tracking System) analysis, identification of skill gaps, and job suggestions, which is user-specific profile-based. The AI analyses the resumes and abilities of the candidates and provides them with customized job recommendations, which simplifies the process of job search and makes it more personalized.

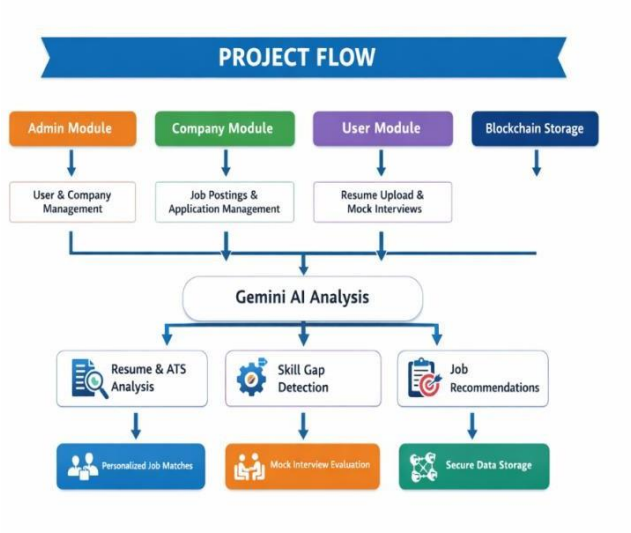

Fig 1. Flowchart

The whole system will be backed by the use of Blockchain technology in data storage. This would be so as to know that personal information, e.g. resumes and interview data are safe and cannot be bypassed by any individual. The confidentiality and integrity of information pertaining to users are guaranteed by blockchain and is a secure place to the candidates and the recruiters. Gemini AI plays a significant role in the general experience of the user because it examines resumes and defines the areas of lack of skills and creates fake interviews. The other advantage of the AI is that the candidates are provided with the relevant job suggestions, which makes the recruitment process more effective. In general, this system brings together the latest technologies to establish a smooth, secure and customized job search and recruitment process. The system is better in the aspects of data security, enhanced candidate-job matching, and simplification of the overall recruitment process by integrating Blockchain and AI.

IV. METHODOLOGY

The suggested system has a multi-phase approach that will implement the technology of Blockchain and Gemini AI to influence the recruitment process positively. The system has been created on an MERN platform with the Admin, Company and User module to simplify the user management module, job posting and application module. Admin module is employed to facilitate easy running of the users and companies in that it provides easy posting of jobs and tracking of applications. Company module allows the advertisers to advertise, to manage and to shortlist applicants, thus making the hiring process easier.

The User module is a privilege that gives the candidates an opportunity to be empowered by offering resume uploads, mock interviews, and personalized job matches. With the help of the Gemini AI, the system enlists the services of some resume studies and performs the ATS (Applicant Tracking System) analyses to find the job to give the applicants. Moreover, the AI also discovers the areas of skills shortage and suggests the relevant working positions, a more customized and efficient job search process. The mock interview assessment may be exercised as well owing to the Gemini AI integration to enable the candidate to enhance his/her performance and to raise a chance of being hired.

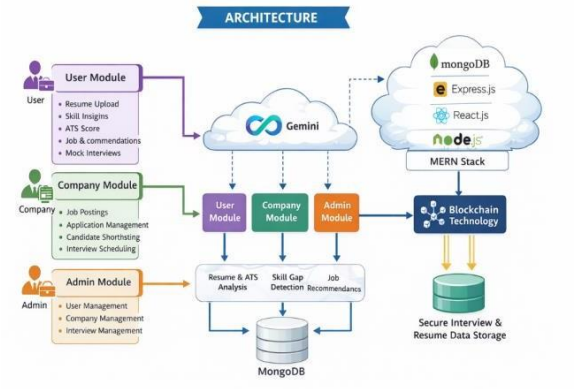

Fig 2. Proposed to architecture

All information about users such as resume, interviews feedbacks and applications to jobs are stored safely in the Blockchain that is transparent and unchangeable.

When integrated, the candidates and employers are assured of the integrity and confidentially of the information and safe and reliable platform of recruitment. Having Blockchain and its ability to deliver data protection and Gemini AI to deliver intelligent analysis, the system offers the entire solution to the move of ensuring that the recruitment process becomes secure, efficient, and customer-centered to all the stakeholders involved in the process.

Blockchain Integration

Blockchain technology is integrated in this system to develop a more secure, private and transparent recruitment information. Resumes, the results of interviews, and any other information of users are stored in the Blockchain in a secure manner, and no personal or professional information can be compromised and accessed by unauthorized parties. It is a non-hostile and unchangeable register, and it will not be possible to make any changes to the data in this register that will give the candidates and employers a feeling of transparency and reliability during the employment process. The integrity of the data is ensured by blockchain since it is practically impossible to alter and falsify information without being spotted. Since all the blocks of the chain are connected to the one before that, any data modification would necessitate modifying all the other blocks, which is computationally infeasible. The integration will also ensure that all information is genuine and trustworthy and will offer safe and transparent environment in case sensitive information is stored and shared, which will ultimately increase trust and privacy to all stakeholders who have concerns to the recruitment process.

Keccak Algorithm

Keccak algorithm is a cryptographic hash function which is the base of the Sha-3 series of hash functions. Unlike classical constructions of Merkle-Damgard, Keccak is a sponge construction hence, it allows legal and safe stretching of the input data to be hashed. This occurs in two general processes of absorption and squeezing. The absorption phase entails the input data absorption into one of the states in the form of 1600 bits. This condition is also altered with the sequence of operations as Keccak-f and a sequence of operation has the transformations in the form 0 (Theta), 5 (Rho), 2 (Pi), 1 (Chi) and 0 (Iota). Such operations are composed of a combination of bits in the state therefore such operations are very diffusive and non-linear. Once all the input is taken in, the algorithm moves on to the squeezing phase where the algorithm retrieves a predetermined size amount of a hash output of the internal state. The length of hash can be changed according to the need of the level of security. Keccak has been designed in a manner that it is resistant to various cryptographic attacks such as preimage resistance, collision resistance, and even a carefully considered selection in blockchains and digital signature.

$$Si = Keccak\_f(Si - 1 \oplus Pi)$$

Where:
Si is the internal state that has been processed by the i th block.
Si-1= the internal state of non-quality of the i th block.
Pi = i th block of data to be typed in.
Where X = XOR, the use of $\oplus$ will be used.
f Keccak is the mixing operation of the internal state that is pursued by shuffling bits.

Secure Transactions Stocking

In the suggested system, secure transactions play the important role in preserving the privacy and integrity of sensitive user data. Self-sovereign technology, or blockchain technology, is used to provide the safety of records and data on all transactions, including submitting job applications, uploading resumes, and conducting mock interview assessments. All the transactions are encrypted with a cryptographic algorithm and stored to the Blockchain that is not tamper able or verifiable. This guarantees that the data can only be viewed or edited by the authorized persons so that the chances of fraud or fraudulent changes are minimized. Also, transparency is ensured due to the decentralized character of the Blockchain, both the candidates and the employers can also have traceable

records of all the activities they perform on the platform. Such security will not only be necessary to ensure personal information security but also help in ensuring the overall credibility of the system. Using the safe transactions and storing sensitive information in a Blockchain, the system enhances a secure atmosphere to both job seekers and recruiters, with all data and information being protected and kept privately, at the same time, guaranteeing privacy and data protection during the recruitment process.

V. MODULES AND IMPLEMENTATION

1. Admin Module:

- Login: Admin inserts his/her valid credentials into the system and logs in.
- Add / Manage Users: Admin will be in a position to add and view register users accounts.
- Add/ Delete Companies: The Admin has the ability to add, edit and delete and manage the company accounts.
- Visualize Reports / Analytics: Admin: This feature develops and reads elaborate reports and analytics.
- logout: Admin gets out of the system.

2. Company Module:

- Register: During registration, the company is asked to give an appropriate information like company name, email and password.
- Post Jobs: The company puts job postings on job descriptions and requirements.
- Manage Jobs: Company takes care of job postings including updates and deletions.
- View Applications: Company goes through job applications and shortlists.
- Shortlist Candidates: Company picks shortlisted applicants on the basis of resumes and performance during interviews.

Logout: Company logs out of the system in a secure manner.

User Module (Candidate):

- Register: User registers and provides personal information that consists of name, email and password.
- Upload Resume: The user uploads his or her resume so that it can be analyzed and considered in a job.
- Resume Analysis: The system will scan the resume of the user to identify whether the resume is ATS compatible and has keywords.
- Skill Gap Analysis: The skill gap Analysis is applied in identifying the skill gap in the resume of the user and suggest the improvement options.
- Job Recommendations: The system recommends jobs according to the skills in the resume of the user.
- Apply to Jobs: User makes applications to the pertinent job postings.
- Attempt Mock Interview: User attempts to mock interviews in order to practice.
- View Interview Results: The user obtains feedback and recommendations of mock interview feedback.

Logout User exits the application in a secure manner.

VI. RESULTS

Admin Dashboard

The Admin Dashboard enables the administrators to handle users, companies, job posting, and mock interviews. It gives a summary of the system statistics such as the number of users, companies and activity.

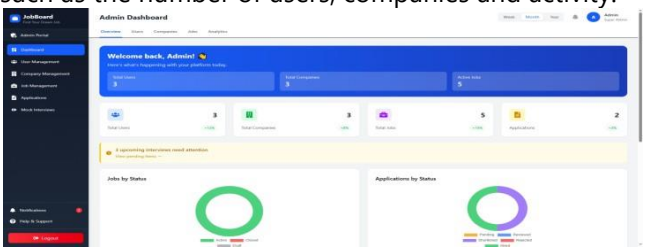

Fig 2: Admin Dashboard

User Login

User Management feature enables the administrators to approve or disapprove user registration depending

on some criteria. At the time a user gets registered on the platform the admin has the option to view the details of the user and approve or reject his access.

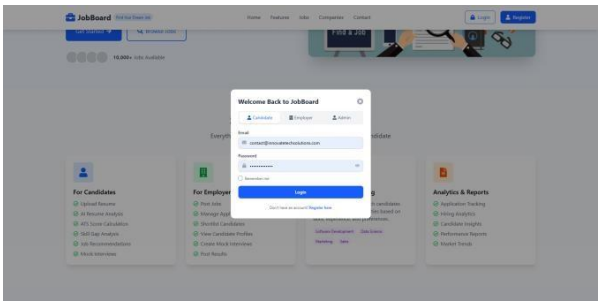

Fig 3: User Login functionality

Post Job

The Post Job feature enables firms to design and post job adverts on the site. The latter will assist businesses in obtaining candidates and processing vacancies effectively.

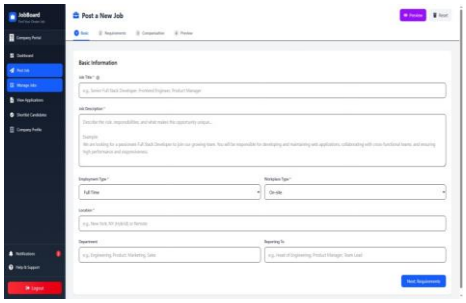

Fig 4: Post Job functionality

View Applications

The View Applications facility enables the companies to view and maintain the applications received by their job advertisements. This option gives a summary of all applicants that have applied to a particular job and this allows companies to monitor and screen the applicants effectively.

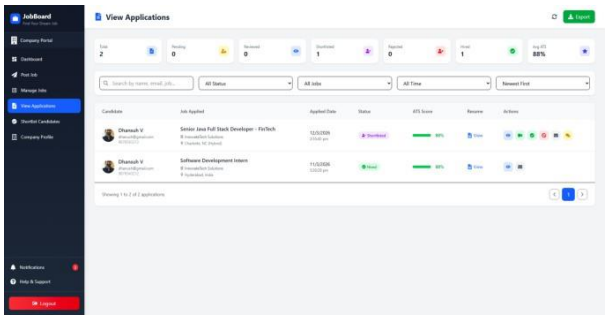

Fig 5: View Applications functionality

Resume Upload and Analyze

The Resume Upload and Analyze option enables users (candidates) to submit their resumes and get a breakdown of these factors according to their significance in influencing the process of securing a job. This aspect enables the applicants to improve their resumes to boost their short listing opportunities.

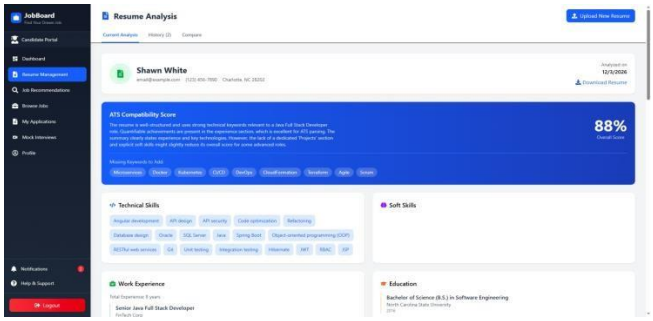

Fig 6: Resume Upload and Analyze functionality

Mock Interviews

The Mock Interviews feature gives the (candidates) an opportunity to practice and improve their interviewing skills by simulating real job interviews. This aspect assists candidates to get ready to attend real job interviews, as it provides the candidates with feedback and performance analysis.

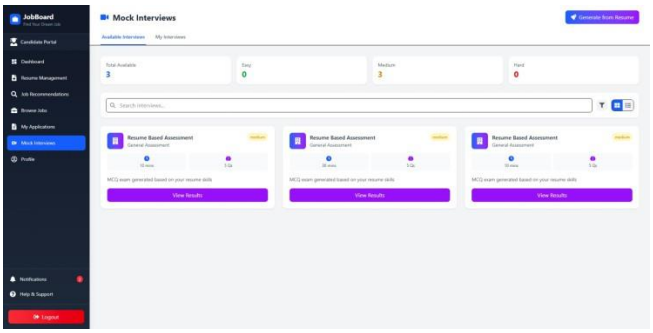

Fig 7: Mock Interviews functionality

Interviews Results

The My Interviews Results option enables the users to see the results of their previous mock or real interviews. It gives a comprehensive feedback about their performance during the interview and lets the users know their strengths and weaknesses.

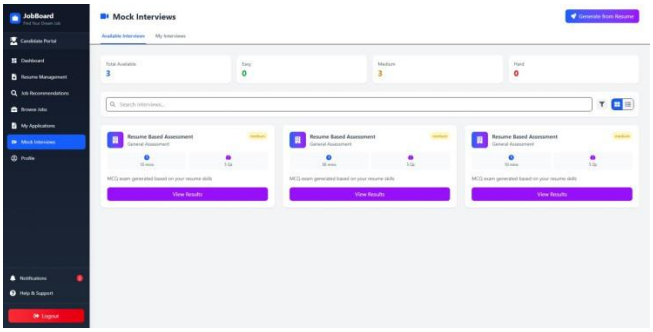

Fig 7: Interviews Results functionality

VII. DISCUSSION

The discussion section includes a detailed analysis of the most significant aspects and implications of the proposed job portal system including the adoption of the Blockchain technology and Gemini AI. The system enhances the recruitment procedure as it is a safe, open and effective system in between the job hunters and the employers. The privacy of the users and the absence of data breaches is ensured by the integration of blockchain since sensitive information is stored in a safe place and is not able to be changed in any way, including the resumes and interview results of users. It is one of the characteristics which is significant in the contemporary world of digital space where the concerns of data security and privacy are of utmost importance. The system, by the use of decentralized ledger not only amplifies the degree of security, but also provides transparency such that all the interactions and data transfer by the user can be traced and validated. On the other hand, adding the Gemini AI has a focal position of improving the accuracy and effectiveness of recruitment.

The intelligent job suggestions will be given to the candidates through resume analysis, compatibility with the automated talent system (ATS), and skill gap analysis to enhance their experience with the job search engine. AI-based mock interview assessments also provide useful feedbacks that enable candidates to improve their performance and have high chances of securing employment. Additionally, the possibility of the system to scan the profile of applicants and match it with the existing job opportunities based on their abilities enhances a certain level of automation that makes the process of recruiting employees in the corporate world easier. The system enables recruiter to save time and resources by decreasing the manual work and improving the accuracy of matching candidates with jobs. Overall, the unity of the Blockchain and AI technologies introduced into the suggested system may provide a comprehensive solution to the present-day recruitment. It offers security of data, improved matching of the job applicants and eases the process of hiring. Combination of such technologies also provides a more intimate and effective experience to job seekers and supports employers in making more informed hiring choices. The system is an excellent advancement concerning the history of job portals and it offers the next stage of safety, openness and mechanization in the recruitment process.

VIII. CONCLUSION

The blockchain also protects the integrity, and privacy, of sensitive information, which provides the protection required to store resumes, interview results, and any personal s, and is required in the modern world that is sensitive to data. Meanwhile, Gemini AI is a better algorithm to scan the resumes, assess the skills gaps, and give personalized job recommendations to enhance the job search process of potential employees. There is also an option of mock interview in the system that provides effective feedback; this assists the candidates more in preparing to the real life interviews. The system saves time to both the job seekers and the employers because it automates recruitment process and employ intelligent data analysis thereby ensuring that there are better chances of the job and the candidate matching. The integration of the Blockchain and AI technologies contributes to the system being compared to the traditional job portals, which are more secure, transparent, and customized. The innovative approach will alter the recruitment model and result in the more efficient recruitment process, improved hiring decisions and job search experiences. Lastly, the system can shape the future of recruitment in the sense that it offers the foundation of safer and more sophisticated hiring solutions.

IX. FUTURE SCOPE

The horizon of the proposed job portal system is wide and there are numerous opportunities of growth and enhancement of the system to further develop the recruitment process. One of the potential directions is the incorporation of machine learning models that will be able to continuously improve the matching of job candidates by considering past hiring patterns, candidate success rates, and recruiter feedback. These models will predict the success of a candidate in a particular position and will make the job recommendations more accurate, which will further streamline the recruitment process. The other opportunity that needs to be explored is the analysis of video interviews in real-time through the use of AI-based facial recognition and emotion detection. This option may examine the non-verbal communication and emotional reactiveness of the candidates during the mock interviews giving even further detailed information about their performance. Also, it might be necessary to incorporate natural language processing (NLP) so that the system could comprehend the subtleties of the communication abilities of the candidate and enhance the process of the interview. Furthermore, the system can be supplemented with a system of certification and credential verification based on blockchain since via it, the candidates will have the opportunity to store and check their educational background, professional certifications, and employment history. This would allow the employers to verify the credentials of a candidate in real time, which would take the next step in preventing the occurrence of fraud. In addition, the concept of expanding the system to support an international hiring process also can be a welcome input. The site is capable of supporting job applications in many languages, currencies, country-specific job recruiting activities, which could enable job applications across the borders, and access to a global talent pool, which would enable companies to access talent into a larger pool. Lastly, it could be considered using other emerging technologies like augmented reality (AR) to organize virtual job fairs and chatbots to conduct a one-on-one interaction with a candidate and further increase the engagement of users and simplify the process of applying. The job portal system can be leading the pack of the recruitment solutions, through continuous innovations and the introduction of these new technologies, to better match jobs, security, and a better user experience on the part of the candidates and employers.

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