ATLAS

Intelligent candidate–requirement matching

Match on meaning — not just keywords.

RANDSTAD DIGITAL

ATLAS reads CVs and requirements, standardises them to a shared language, and scores fit two ways — a trusted conventional baseline and a semantic, ontology-grounded layer that sees the competence behind the words — natively across European languages. Faster shortlists, fairer comparisons, and a reason behind every score.

HOW IT WORKS

1 Ingest
CVs (PDF/Word) + the requirement (tender or job request).

2 Standardise
Extract skills, experience, languages → one canonical vocabulary.

3 Match A/B
Conventional score + semantic ontology score, side by side.

4 Explain
Every score auditable: per-competence rationale, gaps, ranking.

STANDARDISING TAXONOMY & CANONICAL NORMALISATION

The same skill is written a dozen ways — "MS 365", "O365", "Microsoft 365". ATLAS normalises every variant to one canonical term, so candidates and requirements finally speak the same language.

Result: the noise of free-text CVs is removed, comparison is consistent and fair, and downstream scoring is reliable rather than accidental.

SEMANTIC MATCHING ON A GOOD ONTOLOGY

On top of the taxonomy, ATLAS maps both sides onto an ontology — a graph that encodes how skills relate (implies · broadens · transfers), not just synonyms.

- **Recovers hidden fit:**
  credits a competence even when the words differ — e.g. "Azure AD migration" satisfies "identity & access management".
- **Crosses languages & domains:**
  ESCO spans European languages, so a French or Dutch CV matches an English requirement on meaning.
- **Additive & explainable:**
  runs alongside the conventional score, never replacing it — you see exactly what the semantic layer adds.

Built on open data. ESCO — the EU's free, multilingual skills graph (~14,000 skills) — plus a competence model encoded from public e-Competence Framework materials. No licensed or paid datasets, no licence fees.

STANDARDISE · ENHANCE · ANONYMISE · TRANSLATE

- Standardise CVs
  into one clean, on-brand template — instantly comparable across the pool.
- Raise quality
  — normalise titles & dates, fill gaps, surface hidden skills so candidates present at their best.
- Anonymise
  name, photo and contact details for bias-free screening or client-blind submission.
- Translate
  across European languages — submit a local CV to an international client in their language.
- Rich export & reformatting
  — client-ready PDF / Word CVs and match reports, laid out to any template.

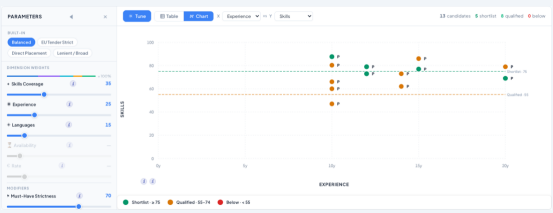
RUNS · INTEGRATES · CUSTOMISES · SCALES

- Runs
  as a self-contained web app (Node + PostgreSQL); deploy on a single box or in the cloud, push-to-deploy.
- LLM-agnostic
  — bring your own model (Claude, OpenAI, Gemini) by config; integrates via REST API and ingests from your ATS or file store.
- Customises
  per requirement — weights, non-negotiables, prompt templates, sub-pools — tuned live with sliders.
- Multi-user & scalable
  — recruiters and bid managers work simultaneously on shared pools; stateless API + parallel matching scale from one user to the enterprise.

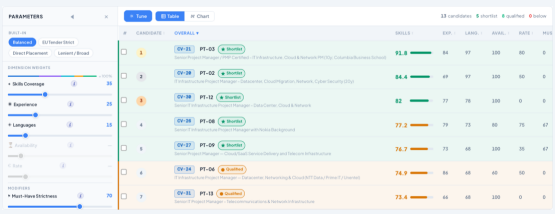
BEYOND MATCHING — TURN DATA INTO ADVANTAGE

- Mine trends:
  which competences are rising in demand across requirements, and which are scarce in the pool.
- Close the gap:
  quantify the distance between a candidate's competences and live market demand.
- Recommend training:
  surface the certifications/skills that most raise a candidate's match score — and market value.

ATLAS IN ACTION



Live 2D fit — choose any X/Y axes; drag the weight sliders and the ranking updates instantly.



Ranked shortlist — skills, experience and languages at a glance, with shortlist / qualified bands.

WHY ATLAS WINS Meaning over keywords · Explainable & auditable · Open-data, no licence fees · Multilingual · Multi-user · LLM-agnostic · Tune in real time

ATLAS · Randstad Digital · Author: Erik Evrard · 2026-07-26