

3.36 Soft-skill analytics from online video job interviews

Keywords

online video, nonverbal behavior, job interviews, crowdsourcing

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Functional description

A system to profile, filter, screen, compare, search, and rank job candidates on the basis of soft-skills analytics. Soft-skills is an umbrella term to refer to a cluster of personality traits, communication, language, interpersonal skills, teamwork, leadership, etc. that characterize people in the working place, that are as relevant as technical or hard skills, and are typically not shown in a resume. We integrate online-video recordings, a crowdsourcing system that uses a crowd to collect a ground-truth of soft-skills, a set of machine learning algorithms to estimate soft-skills based on annotations and automatic methods that extract nonverbal and verbal behavioral cues, and a suit of machine machine learning algorithms to compare, search, and rank job candidates on the basis of soft-skills.

Innovative aspects

- Crowdsourcing of high-agreement soft-skill annotations
- Consistent measures of soft skills on the basis of behavioral video data
- Scales the understanding of soft-skills from personal video collections

Commercial application examples

- Online video job interviewing processes

More information

J.-I. Biel and D. Gatica-Perez, “The YouTube Lens: Crowd-sourced Personality Impressions and Audiovisual Analysis of Vlogs”, in *IEEE Transactions on Multimedia*, Vol. 15, No. 1, pp. 41-55, Jan. 2013.

Software & IPR status

- Internal Invention Disclosure