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and New Opportunities
in Science and Education**

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The use of information technologies in recruitment processes

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Abstract. *With the rapid implementation of information technologies across all sectors, their role in the recruitment processes of company personnel, particularly programmers for various IT projects, is increasing. Finding a qualified programmer for a particular outsourcing project is a complex process that requires appropriate professional knowledge. To address the challenges of selecting programmers, an intelligent knowledge-based information system has been proposed.*

Keywords: *intelligent information system, personnel recruitment, programmer recruitment.*

In the context of the development of the digital society, modern personnel management systems are an integral part of automated enterprise management systems. They are based on the application of the latest information technologies: HRM and ERP systems, and on the search for qualified personnel. Irreversible digitalization processes are changing personnel management and recruitment methods. Traditional interviews are still predominantly used to assess hard and soft skills, as well as to determine the professional skills and abilities of candidates for the position of programmer in IT companies. However, due to human factors, these interviews do not always lead to objective evaluations.

Research conducted by the Center42 Innovation Agency, the CAPS Business School, and the Happy Monday career portal on the state of the HR sector in Ukraine (HR Innovation Research in Ukraine 2020) indicates that some of the main challenges for the HR industry in the new decade are:

- industry changes under the influence of information technologies;
- new formats and approaches to work (abandonment of traditional paperwork, remote work);
- employee training and development;
- increasing popularity of mass recruitment [1, 2].

According to research, the best HR systems in 2024 are recognized as the following [3]: Hurma System; Zoho People; BambooHR; Workable; SmartRecruiters; CakeHR; ADP Workforce Now; CleverStaff.

As of today, one of the most popular automated recruitment systems in Ukraine is CleverStaff. It is designed for recruiting and HR departments of companies, specialized agencies, and freelance recruiters [4]. The advantages of e-recruitment do not exclude the use of traditional personnel hiring tools; on the contrary, along with their disadvantages, they indicate the necessity of a comprehensive use of both groups of methods [5]. The information system automates personnel management processes and manages human resources (HRM system). Information systems designed for IT companies are capable of automating such routine tasks for recruiters as:

- collecting current information about available vacancies in the IT labor market;
- gathering information about IT companies and their advantages as employers;
- processing resumes and portfolios of candidates for announced vacancies;
- creating databases of potential candidates by IT activity areas;
- conducting preliminary online testing based on the profile of the available vacancy;
- automated selection of candidates for the vacancy according to established selection criteria;
- conducting interviews via chatbots;
- organizing feedback and the final interview between the two physical parties: the employer (IT company) and the candidate for the vacancy (programmer).

Information systems are capable of automating a whole range of traditional measures for finding the necessary IT specialists, programmers for various IT projects, quickly and efficiently utilizing the available information from the knowledge base, and setting priorities. The Intelligent Information System being developed at MEGU is capable of making logical conclusions based on the analysis of the results of completed automated test tasks, determining the qualification level of programmers according to established requirements, and providing well-founded recommendations to both the candidate for the IT project vacancy and the employer—either the head of the IT company or the IT project manager.

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