

## ReX - Job matching tool: How does a job matching tool work?

ReX - a job matching tool shall assess your professional qualifications in your CV and its relevance to the job opportunities available on our websites. For such processing we use a large language model (LLM) hosted on Microsoft Azure (Azure OpenAI Service).

All steps of job matching are carried out in the following manner:

- The LLM reviews your document and identifies if it is a valid curriculum vitae (CV).
- If the document is found not to be a CV, you will be informed and asked to resubmit a CV.
- If the document is valid, the LLM analyzes it in order to find relevant attributes. The attributes vary according to the particular job position (especially education, job experience, languages, skills).
- Our expert algorithm (mathematical model, not artificial intelligence) compares the attributes from your CV to the requirements of open positions.
- As a result, you will see a list of job opportunities according to the match achieved. We will only exclude positions you seem to be unqualified for (irrelevant due to the attributes in your CV). Positions that you may be overqualified for may still be included. The results are made by a mathematical model, not artificial intelligence and afterwards overseen by a person.

The use of this job matching tool depends on your free choice. You can instead choose the button "See all positions" and proceed to choose an available position manually. You can also use the same button if you think that you are qualified for a position that was not listed as a matching position. Have some questions or prefer to apply without AI-powered ReX? Contact us at [career@creativedock.com](mailto:career@creativedock.com).

How our recruitment team works with the results:

- The result is just an estimate.
- If you apply to the open position, job-matching results in more detail (including score) are shared with the recruitment team. Final assessment of your CV and a decision if you will be included in the shortlist candidates to be approached and interviewed is up to our recruiter.
- If you apply manually without using a job-matching tool, we will use this tool based on our legitimate interest to enhance the efficiency of the recruitment process. Nevertheless, the decision if you will be included in the shortlist candidates will always be taken by a human recruiter.

In case you grant your consent to be included in the candidate database of CreativeDock, your record will be reviewed by ReX in order to identify suitable candidates for newly opened positions.