

CareersHub — Candidate Match Scoring

How match percentages are calculated between candidates and job listings

Each candidate–job pairing receives a match score out of 100. Scores are calculated using a combination of rule-based criteria and AI analysis, reflecting how well a candidate's profile aligns with the requirements of a given role.

Factor	Points	Type	Criteria
Rule-based scoring (0–90 pts)			
Job title match	50	Rule-based	Candidate's primary job title matches the role's required title. All other rule-based factors below only apply if this matches.
Location	10	Rule-based	Candidate's city matches the job's location.
Experience level	10	Rule-based	Candidate meets or exceeds the experience level required for the role.
Employment type	10	Rule-based	Candidate's preferred employment type matches the role (e.g. full-time, contract).
Availability	10	Rule-based	Candidate is currently marked as available.
AI scoring (0–20 pts)			
Keyword match	0–10	AI analysis	AI compares the candidate's listed skills and interests against the job description and duties.
CV suitability	0–10	AI analysis	AI evaluates the candidate's CV and cover letter against the full job listing.
Maximum score	100	Total	Score is capped at 100. Matches below 50% are not surfaced to employers.

Note: Location, experience, employment type, and availability only count when the job title matches. If titles differ, those four factors score 0. AI scoring applies regardless of title match.

Match % = title (50) + location (10) + experience (10) + employment type (10) + availability (10) + AI keyword score × 0.1 + AI CV score × 0.1 → capped at 100