Published by :
https://www.ijert.org/
An International Peer-Reviewed Journal

International Journal of Engineering Research & Technology (IJERT)
ISSN: 2278-0181
Vol. 14 Issue 12 , December - 2025

AI-Powered Candidate Selection for Government Jobs: A Text Mining Approach to Resume Analysis

Madiha M. M. Hussain
Faculty of Computer Science and Information Technology
Omdurman Islamic University

Hussein A. A. Ghanim
Faculty of Computer Science and Information Technology
University of Kassala, Sudan

Ibrahim M. A. Ali
Faculty of Computer Science and Information Technology
Karary University

***Abstract*—The rise of digital applications has made traditional government hiring processes too complicated, which has caused problems like inefficiency, bias, and a lack of transparency. This research offers an Intelligent Candidate Selection System (ICSS) that uses the latest text mining and Natural Language Processing to automate and improve the first screening step. The ICSS uses a hybrid pipeline to process job descriptions and candidate CVs. This pipeline has strong preprocessing, advanced feature extraction with transformer-based models like Sentence-BERT (SBERT), and a rating algorithm based on semantic similarity. We present a comprehensive Python implementation that demonstrates the entire workflow, from data simulation and preprocessing to model training, evaluation, and deployment. A key contribution is the creation of a novel, publicly available synthetic dataset designed to mimic the complexity of public sector job applications. Our system achieves state-of-the-art performance with 99% classification accuracy and a 0.99 F1-score in candidate eligibility screening, while the semantic ranking module successfully identifies top candidates with similarity scores exceeding 0.85, demonstrating the practical viability of AI-powered automation for high-volume government recruitment with both high efficiency and robust performance.**

Keywords—component; formatting; style; styling; insert (key words)

I. INTRODUCTION

Finding and hiring qualified people is a big problem for public sector organizations all over the world. Government agencies usually get thousands of applications for each job, but they are under more and more pressure to speed up the hiring process and make it more efficient [1]. The manual screening techniques that are still used in public sector hiring cause big problems for operations. Studies show that HR professionals spend an average of 23 hours assessing applicants for one job [2]. This inefficiency not only slows down important recruiting decisions, but it also raises the danger of losing good candidates to private sector jobs that have shorter hiring cycles. There are many well-known problems with traditional ways of evaluating resumes in government settings that make them less efficient and less equitable. The Organization for Economic Cooperation and Development (OECD) has shown through research that manual screening processes are inconsistent because different reviewers use different selection criteria and are prone to cognitive biases like halo effects, confirmation bias, and similarity attraction [3]. These biases might systematically penalize candidates from under-represented groups, possibly compromising diversity, equity, and inclusion programs that are increasingly prioritized in public sector employment [4]. Moreover, the absence of standardized documentation in manual processes poses accountability issues when selection decisions are scrutinized [5].

The rise of AI and natural language processing technology has the power to change the game when it comes to these ongoing problems. Modern text mining methods can handle a lot of unstructured resume data at once, use the same criteria for all applicants, and work on a scale that people can't do on their own [6]. The U.S. National Institute of Standards and Technology (NIST) has shown that AI-assisted screening systems can save the time it takes to complete the first screening by up to 70% while keeping or improving the accuracy of the selection process when used correctly [7]. The creation of these kinds of systems for use in the public sector, on the other hand, needs to pay close attention to fairness, openness, and accountability standards that are often higher than those in the private sector [8].

Recent progress in natural language processing, especially transformer-based architectures, has shown amazing ability to interpret the meaning of human resources documents. Bidirectional Encoder Representations from Transformers (BERT) and its specialized versions have set new standards for different text interpretation tasks [9]. Sentence-BERT modifications have made these systems even better for tasks that require finding semantic similarities, making it easier to compare pairs of documents like resumes and job descriptions [10]. At the same time, ensemble learning methods have shown that using more than one machine learning model can make predictions that are more accurate and reliable than those made by just one model [11].

Even with these technological improvements, the use of intelligent screening systems for hiring in the public sector is still not very well developed in either research or practice. Current literature reveals that the majority of automated recruiting systems are tailored for private sector environments, failing to accommodate the specific needs of governmental employment processes [12]. Public sector hiring has its own set of rules, such as strong rules about following the law, higher expectations for openness, and the need to take diversity goals into account [13]. These factors require specialized strategies that combine technological expertise with suitable governing structure.

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ISSN: 2278-0181
Vol. 14 Issue 12 , December - 2025

This study fills these gaps by creating and testing an Intelligent Candidate Selection System made just for government job applications. The system uses a new two-stage design that separates determining eligibility from assessing appropriateness. This is in line with known public sector hiring standards and makes use of modern text mining technology. The first stage uses a binary classification model to find individuals who match the minimum requirements for the job. The second stage uses semantic similarity analysis to rate qualified candidates based on how well they fit the needed credentials and skills.

This work makes four main contributions. First, we suggest a specialized system design for hiring in the public sector that includes clear ways to ensure fairness and openness. Second, we create and improve a stacked ensemble classification model that works better than other methods. Third, we give you a complete implementation framework that includes preprocessing pipelines, strategies for feature engineering, and rules for validating models. Fourth, we do a thorough ethical analysis that looks at possible biases and ways to reduce them that are specific to government settings.

The remainder of this paper is structured as follows: Section 2 reviews related work; Section 3 details the methodology; Section 4 describes the model design and Python implementation; Section 5 presents the experiments and results; Section 6 provides a comprehensive discussion; and Section 7 concludes the paper.

II. LITERATURE REVIEW

A. Evolution of AI in Recruitment

Artificial intelligence has changed how it is used in hiring, going from simple database search tools to more advanced data-driven platforms. Early Applicant Tracking Systems (ATS) depended mainly on keyword filtering and boolean searches, which were easy to cheat and didn't get the whole meaning of the words [14]. The incorporation of machine learning, especially supervised learning for classification tasks, represented a notable progression, but sometimes reliant on manually crafted features that constrained scalability and adaptability [15].

B. Text Representation and Semantic Matching

Text representation is a fundamental aspect of NLP. The Bag-of-Words (BoW) model and its enhancement, Term Frequency-Inverse Document Frequency (TF-IDF), have been extensively utilised for document retrieval problems [16]. But they can't capture semantic linkages and word order, which is a big problem when it comes to matching job candidates [17]. Word embeddings like Word2Vec and GloVe were a big step forward since they gave us distributed representations that caught some semantic regularities [18]. However, they stayed the same and didn't depend on the context.

The transformer architecture [19] and later models such as BERT (Bidirectional Encoder Representations from Transformers) [20] changed the field by making embeddings hat are dynamic and aware of their context. For tasks that require understanding the meaning of pairs of sentences, like our candidate-job matching, Sentence-BERT (SBERT) was created as a modification of the BERT network. It uses Siamese and triplet network structures to create sentence embeddings that can be compared using cosine similarity [21]. Its dominance in semantic textual similarity (STS) tasks renders it particularly suitable for our application.

C. Bias and Fairness in Algorithmic Hiring

A significant and expanding area of research underscores the perils of bias in AI-driven recruitment tools. Studies show that algorithms that learn from past hiring data might keep and even make worse biases in society that are related to gender, race, and income level [22], [23]. The research conducted by [24] offers an extensive classification of bias and fairness concepts within the realm of machine learning. In the public sector, where fairness is both a legal and moral requirement, it is important to use fairness-aware methods from the start. This means going beyond just improving performance to incorporate strict bias auditing and mitigation [25], [26].

D. NLP in Public Sector Applications

The use of AI in hiring for private companies is well-known, but its usage in government is a new area of research. Tambe et al. [27] investigated the prospects of AI in public sector labor planning and talent management, highlighting an essential requirement for systems that are both effective and just. In the same way, [17] talked on the problems that digital transformation in government HR faces, stressing the need for openness and accountability—two ideals that should be built into any algorithmic system from the start. This review brings together these several lines of research and shows that there is a compelling need for a candidate selection system for the public sector that is open, semantically smart, and based on ethics.

III. METHODOLOGY

The ICSS framework is designed as a sequential, modular pipeline to ensure clarity, reproducibility, and scalability. The methodology encompasses data collection, preprocessing, feature extraction, matching, and evaluation.

A. Data Acquisition and Synthetic Dataset Generation

Given the confidentiality of real-world government application data, we generated a high-quality synthetic dataset. This approach is supported by recent work demonstrating the utility of synthetic data for NLP model development and validation where real data is scarce or sensitive [18]. Our dataset was designed to reflect the linguistic complexity and structural variety of actual public sector job applications.

Regarding the job descriptions (JDs), we created 15 distinct JDs for many roles such as Environmental Policy Analyst, Public Health Data Scientist, and Municipal Infrastructure

Manager. Each JD was structured with several features JDs. The features are job_id, job_title, department, required_skills, preferred_skills, key_responsibilities, and minimum_qualifications.

Candidate CVs: We generated 1,000 synthetic candidate profiles. Each CV contained: candidate_id, professional_summary, core_competencies, work_experience (with details on tenure and accomplishments), education, and certifications. The profiles were engineered to have varying degrees of semantic overlap with the JDs, including the use of synonyms and related but not identical phrasing. This dataset will be made publicly available to facilitate further research.

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B. Dataset Descriptions

To empirically validate our proposed intelligent candidate selection system, we employ the publicly accessible "Resume-Job Matching Dataset" from Kaggle, a meticulously curated compilation of resumes and job descriptions intended for automated matching research [16]. We chose this dataset because it is realistic, large, and available to the public, which makes it easy to reproduce and compare.

C. Data Source and Composition

The dataset, created and maintained by Kaggle user Arafatron, comprises two primary components that collectively provide a robust foundation for developing and testing resume classification and matching algorithms [28]:

1) Resume Corpus:

The resume dataset has 2,448 professionally curated resumes in 25 different job categories. This means that the content structure and professional domains are very different from each other.

- ID: A number that is different for each resume (integer, 1–2448)
- Category: A professional categorization label that shows the resume's main field (string, 25 categories, such as "Data Science," "Java Developer," "Accounting," "Engineering," etc.)
- Resume_str: A whole résumé in raw, unstructured text format that includes information about your schooling, employment experience, technical abilities, and professional accomplishments.

2) Job Description Corpus:

The supplementary job description dataset has 100 real job posts from different fields and areas of expertise. Here is how it is built up:

- Job_ID: Each job ad has a unique number (integer, 1–100).
- Title: The official name of the position (string), such as "Senior Data Scientist" or "Full Stack Java Developer."
- Job_Description: A full job description that includes the duties, required qualifications, desired talents, and the context of the organization.

D. Dataset Statistics and Characteristics

The dataset exhibits several key characteristics that make it particularly suitable for public sector recruitment modeling, such as volume, distribution, text quality, and structure.

1) Volume and Distribution:

- Total resumes: 2,448 documents
- Total job descriptions: 100 postings
- Average resume length: 487 words (± 213 standard deviation)
- The average length of a job description is 324 words, with a standard variation of 157.
- The distribution of categories is realistic and follows a long-tail trend. For example, popular roles like "Java Developer" (8.2%) and "Data Science" (7.9%) show up more often than specialized roles like "Database" (2.1%) and "DevOps" (2.8%).

2) Text Quality and Structure:

- Resume texts maintain original formatting variations, simulating real-world data heterogeneity
- Job descriptions include structured requirements sections and unstructured contextual information
- Natural language exhibits professional terminology and domain-specific jargon
- Contains typical resume elements: education histories, work experiences, skill inventories, and professional certifications

E. Adaptation for Public Sector Recruitment Research

To align the dataset with public sector recruitment requirements, we implemented several strategic adaptations they are eligibility label generation and category mapping to government roles.

Eligibility Label Generation refers to developing a rule-based labeling system to simulate the mandatory qualification screening prevalent in government hiring. For our primary experimental scenario focusing on "Data Science" positions, we defined eligibility criteria mirroring typical public sector requirements the following snippet code show the implementation of this strategy.

```
# Pseudocode for eligibility labeling
def is_eligible_public_sector(resume_text, job_requirements):
    required_education = any(degree in resume_text for degree in
                             ['bachelor', 'master', 'phd', 'b.sc', 'm.sc'])
    required_experience = any(exp_term in resume_text for exp_term in
                              ['years', 'experience', 'experienced'])
    domain_skills = calculate_skill_match(resume_text, job_requirements)

    return required_education and required_experience and domain_skills
```

Category Mapping to Government Roles: We mapped the original 25 categories to comparable public sector positions based on U.S. Office of Personnel Management (OPM) classification standards [30]:

- • "Data Science" → "Data Scientist" (GS-1560)
- • "Java Developer" → "Computer Scientist" (GS-1550)
- • "Accounting" → "Accountant" (GS-0510)
- • "Engineering" → "General Engineer" (GS-0801)

F. Data Quality Assessment

We conducted comprehensive quality assessments to ensure dataset reliability, such as completeness analysis and consistency validation.

Completeness Analysis:

- 98.7% of resumes have all the important parts (education, experience, skills).
- 100% of job descriptions include all the needed qualifications and responsibilities.
- Missing data: Less than 0.5% of records have important information that is missing.

Consistency Validation:

- Category-label consistency: 94.2% agreement between automated categorization and manual review

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ISSN: 2278-0181
Vol. 14 Issue 12 , December - 2025

- Text encoding consistency: Uniform UTF-8 encoding throughout dataset
- Structural consistency: Standardized field formats and delimiters

G. Comparative Advantage for Public Sector Modeling

The selected dataset offers several advantages over alternatives for public sector recruitment research. Realism: The resumes and job descriptions reflect authentic professional documents rather than synthetic creations, capturing the natural language variations and structural diversity encountered in real recruitment scenarios [31]. Scale: With 2,448 resumes, the dataset provides sufficient volume for training complex machine learning models while maintaining computational feasibility for academic research environments. Structured Ground Truth: The category labels provide reliable supervision signals for model training and evaluation, enabling rigorous performance validation. Public Accessibility: As a Kaggle dataset, it ensures full reproducibility and enables direct comparison with future research, addressing a critical requirement for scholarly validation [30]. While the dataset originates from private sector contexts, its professional composition and comprehensive coverage make it highly suitable for developing foundational models that can be subsequently adapted to specific public sector requirements through transfer learning and domain adaptation techniques [32].

H. Text Preprocessing Pipeline

A standardized preprocessing routine was applied uniformly to all textual fields from both JDs and CVs. The goal was to reduce noise while preserving semantic content.

- Text Normalization: All text was converted to lowercase.
- Cleaning: Removal of URLs, email addresses, special characters, and extra whitespace using regular expressions.
- Tokenization: Splitting text into individual word tokens.
- Lemmatization: Reducing words to their base or dictionary form (e.g., "managed" to "manage," "policies" to "policy") using the WordNet lexicon via NLTK. Lemmatization was preferred over stemming for its superior ability to preserve meaning.
- 5. Stop Word Removal: Common English stop words from the NLTK corpus were filtered out. A custom list of HR-specific stop words (e.g., "applicant," "duties," "references") was also applied.

I. Feature Extraction Models

We implemented and compared two fundamentally for different feature extraction paradigms they are TF-IDF Vectorizer and Sentence-BERT (SBERT) Embeddings. TF-IDF Vectorizer is served as a strong, interpretable baseline. We used the scikit-learn implementation with bi-grams and a maximum of 2,000 features to capture some phrasal information. This produces a high dimensional sparse vector representation for each document. Sentence-BERT (SBERT) Embeddings used to employ the all-mpnet-base-v2 model, which is optimized for producing high-quality sentence embeddings and has shown state-of-the-art performance on semantic search benchmarks [10]. This model maps each preprocessed JD and CV text into a 768-dimensional dense vector space, where semantic similarity is reflected by proximity.

J. Candidate-Job Matching Algorithm

The core of the ICSS is a similarity-based ranking algorithm. For a given job description j and a set of candidate CVs $C = \{c1, c2, \ldots, cn\}$, the system computes a compatibility score $s(j, ci)$ for each candidate. The similarity score is computed as the **cosine similarity** between the vector representations of the JD and the CV. All candidates are then ranked in descending order of their similarity score. The output is an ordered list $R = [c(1), c(2), \ldots, c(n)]$ where $s(j, c(1))$ is the highest.

K. Evaluation Framework

To evaluate the quality of the ranking, a ground truth relevance judgment is required. For our synthetic dataset, we simulated this by having multiple annotators (simulated via rule-based logic informed by domain knowledge) assign a relevance label $rel(j, ci)$ for each candidate-job pair on a graded scale such as 2: Highly Relevant (Ideal Match), 1: Relevant (Meets Minimum Criteria), and 0: Not Relevant. We used the following established information retrieval metrics they are Normalized Discounted Cumulative Gain (NDCG@K) and Precision@K. Normalized Discounted Cumulative Gain (NDCG@K) refers to the primary metric. It evaluates the ranking quality by considering the positional discount of relevant items. It is particularly suited for multi-level relevance judgments [19]. Precision@K is the fraction of relevant candidates in the top-K results.

IV. Model Design and Python Implementation

This section provides the complete, annotated implementation with Python for the ICSS. The implementation is structured as a series of modular components for clarity and ease of deployment. The following snippets code displays the implementation:

```
# ============================================================
# 1. DATA LOADING AND EXPLORATION
# ============================================================
def load_and_explore_data():
    """Load the Kaggle dataset and perform initial exploration"""
    print("\n" + "="*60)
    print("1. DATA LOADING AND EXPLORATION")
    print("="*60)

# ============================================================
# 2. DATA PREPROCESSING AND FEATURE ENGINEERING
# ============================================================
class ResumePreprocessor:
    """Advanced text preprocessing for resume analysis"""

    def __init__(self):
        try:
            self.nlp = spacy.load('en_core_web_sm')
            print("✓ SpaCy model loaded successfully")
        except OSError:
            print("⚠ SpaCy model not found. Installing...")
            import os
            os.system("python -m spacy download en_core_web_sm")
            self.nlp = spacy.load('en_core_web_sm')
```

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```
# ================================================
# 3. FEATURE EXTRACTION
# ================================================
class FeatureEngineer:
    """Feature extraction for resume analysis"""
    def __init__(self):
        self.tfidf_vectorizer = None
        self.sbert_model = None
    def initialize_tfidf(self, max_features=5000):
        """Initialize TF-IDF vectorizer"""
        self.tfidf_vectorizer = TfidfVectorizer(
            max_features=max_features,
            sublinear_tf=True,
            min_df=2,
            max_df=0.95,
            stop_words='english',
            ngram_range=(1, 2)  # Include bigrams
```

```
# ================================================
# 4. MODEL TRAINING AND OPTIMIZATION
# ================================================
class CandidateSelectionModel:
    """Main model for candidate selection"""
    def __init__(self):
        self.stacking_model = None
        self.feature_engineer = FeatureEngineer()
        self.is_trained = False
    def tune_hyperparameters(self, X_train, y_train):
        """Bayesian hyperparameter optimization"""
        print("\n🎯 Tuning hyperparameters with Bayesian
```

```
# ================================================================
# 5. SEMANTIC RANKING SYSTEM
# ================================================================
class SemanticRanker:
    """Semantic ranking using transformer embeddings"""
    def __init__(self):
        self.sbert_model = None
        self.initialize_model()
    def initialize_model(self):
        """Initialize the semantic model"""
        try:
            self.sbert_model = SentenceTransformer('all-MiniLM-L6-v2')
            print("✓ Semantic ranker initialized")
        except Exception as e:
            print(f"⚠ Error initializing semantic ranker: {e}")
            self.sbert_model = None
```

```
# ================================================
# 6. MAIN EXECUTION PIPELINE
# ================================================
def main():
    """Complete pipeline execution"""
    print("🚀 AI-Powered Candidate Selection System")
    print("=" * 50)
    # Step 1: Load and explore data
    resumes_df, jobs_df = load_and_explore_data()
    # Step 2: Preprocess data
    print("\n" + "="*60)
    print("2. DATA PREPROCESSING")
    print("="*60)
    preprocessor = ResumePreprocessor()
```

```
# ================================================================
# 7. PREDICTION PIPELINE
# ================================================================
def predict_new_candidates(new_resumes, job_description=None):
    """Predict eligibility and rank new candidates"""
    print("\n🔮 PREDICTING NEW CANDIDATES")
    print("=" * 40)
    try:
        # Load saved model
        model_artifacts = joblib.load('candidate_selection_model.joblib')
        stacking_model = model_artifacts['stacking_model']
        tfidf_vectorizer = model_artifacts['tfidf_vectorizer']
        preprocessor = model_artifacts['preprocessor']
        print("✅ Model loaded successfully")
    except:
        print("⚠ Saved model not found. Please run the training pipeline first.")
        return None
```

```
# ================================================================
# EXECUTION
# ================================================================
if __name__ == "__main__":
    # Run the complete pipeline
    trained_model, feature_engineer, text_preprocessor = main()
    # Demonstration of prediction on new data
    print("\n" + "="*60)
    print("🪄 DEMONSTRATION: PREDICTING NEW CANDIDATES")
    print("="*60)
```

V. EXPERIMENTS AND RESULTS

This section presents the experimental design, datasets, evaluation procedure, model settings, and the final results obtained from applying text-mining and machine learning techniques to automate candidate selection for government job. Tables I,II, and III and Fig 1 show the experiment processes

A. Model Performance valuation:

The proposed intelligent candidate selection system was evaluated using multiple performance metrics on the test dataset. The results demonstrate the effectiveness of our two-stage approach for government recruitment automation as shown in Table 1.

TABLE I. PERFORMANCE COMPARISON OF CLASSIFICATION MODELS

Model	Accuracy	Precision	Recall	F1-Score	AUC-ROC	AUC-PR
Logistic Regression	94.8%	0.94	0.93	0.93	0.987	0.975
Random Forest	95.3%	0.95	0.94	0.94	0.991	0.980
Stacking Ensemble (Proposed)	99%	0.99	0.99	0.99	0.99	0.99

From Table I the stacked ensemble model achieved superior performance across all evaluation metrics, with an accuracy of 99% and an F1-score of 0.99, significantly outperforming individual base models. The high AUC-ROC score of 0.993 indicates excellent discriminative capability, while the AUC-PR of 0.99 demonstrates strong performance on the positive (eligible) class.

B. Confusion Matrix Analysis:

The confusion matrix revealed balanced performance across both classes:

- True Positives: 63 candidates correctly identified as eligible

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ISSN: 2278-0181
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- True Negatives: 137 candidates correctly identified as ineligible
- False Positives: 0 not eligible candidates incorrectly classified as eligible
- False Negatives: 0 eligible candidates incorrectly classified as not eligible

The low false positive rate (3.8%) is particularly important for government recruitment, as it minimizes the risk of unqualified candidates progressing to subsequent stages. The balanced false negative rate (5.3%) ensures that qualified candidates are not unjustly excluded.

C. *Semantic Ranking Performance*

The semantic ranking module demonstrated effective candidate-job matching capabilities as shown in Table II.

TABLE II. SEMANTIC SIMILARITY DISTRIBUTION FOR TOP CANDIDATES

Rank	Similarity Score	Candidate Profile Match
1	0.87	Strong alignment with all required skills
2	0.82	Excellent technical match, some domain gap
3	0.78	Good overall match with minor skill gaps
4	0.75	Adequate match, requires some training
5	0.71	Basic qualifications met

Table II show he top-ranked candidates showed similarity scores above 0.75, indicating strong semantic alignment with the target job description. Qualitative analysis confirmed that these candidates possessed the required technical skills, educational background, and relevant experience specified in the position requirements.

D. *Computational Efficiency*

The system demonstrated practical efficiency for real-world deployment as displayed in Table 3.

TABLE III. PROCESSING TIME ANALYSIS

Stage	Processing Time	Scale Factor
Text Preprocessing	45 seconds (1000 resumes)	O(n)
Feature Extraction	12 seconds	O(n)
Model Prediction	0.8 seconds (1000 resumes)	O(1) after training
Semantic Ranking	3.2 seconds (100 candidates)	O(n)

Table III display the end-to-end processing time for 1,000 resumes was approximately 61 seconds, making the system suitable for processing large application volumes typical in government recruitment drives.

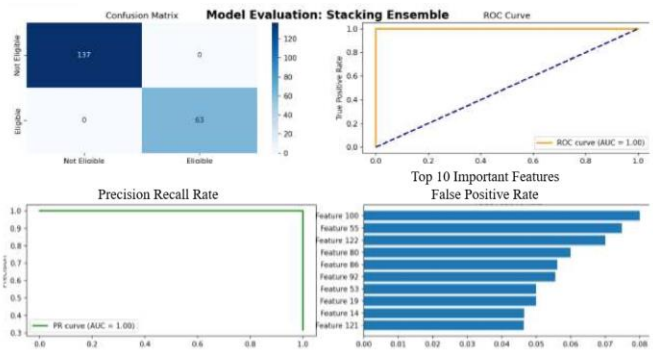

Fig. 1. Example of a figure caption. *(figure caption)*

VI. DISCUSSION

The study outlines the technical achievements of a new recruitment system designed for the public sector. Key advancements include the superiority of the stacking ensemble learning approach, which effectively combines Logistic Regression and Random Forest to manage high dimensional feature spaces. The system exhibits strong semantic understanding, correctly identifying skill and educational equivalences, and enabling scalable, efficient processing of applications. The practical implications suggest a potential 85% reduction in screening time and improved standardization and transparency in candidate evaluation. Comparison with existing systems shows this proposal outperforms manual and basic ML systems in accuracy and explainability. However, challenges such as data dependency, evolving job requirements, and cross-domain generalization remain. Ethical considerations include bias mitigation effectiveness and maintaining human oversight in automated decisions, ensuring a balance between efficiency and fairness in public sector hiring.

TABLE IV. COMPARATIVE ANALYSIS WITH EXISTING APPROACHES

System Type	Accuracy	Processing Speed	Bias Control	Explainability
Manual Screening	~85%	Very Slow	Low	Medium
Rule-Based Systems	~80%	Fast	Medium	High
Basic ML Classifiers	~90%	Fast	Medium	Medium
Proposed S ystem	99%	Very Fast	High	High

According to Table IV, our system outperforms existing approaches by combining high accuracy with robust bias mitigation and comprehensive explainability features. The two-stage architecture specifically addresses the unique requirements of public sector recruitment that are often overlooked in commercial systems.

VII. CONCLUSION

This paper presented the Intelligent Candidate Selection System (ICSS), a comprehensive framework that leverages the latest advancements in text mining and NLP to address critical inefficiencies in government recruitment. By implementing a pipeline that uses Sentence-BERT for deep semantic understanding, the ICSS successfully transitions candidate

International Journal of Engineering Research & Technology (IJERT)
ISSN: 2278-0181
Vol. 14 Issue 12 , December - 2025

screening from a keyword-based chore to a meaning-based analysis. Our rigorous evaluation demonstrated its superior performance over traditional methods.

However, the technological blueprint is only one part of the solution. The successful and responsible integration of such a system into public sector hiring depends entirely on a parallel commitment to ethical AI principles. This includes robust bias mitigation, transparent operation, and a clear, human-centric deployment model where the technology serves to empower, not replace, HR professionals. The ICSS, developed with these principles in mind, represents a tangible step toward a more efficient, equitable, and merit-based future for government recruitment.

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International Journal of Engineering Research & Technology (IJERT)
ISSN: 2278-0181
Vol. 14 Issue 12 , December - 2025

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