Understanding User Behavior in Job and Talent Search: An Initial Investigation

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1. Search Tasks

**Job Search**
Individuals monitor for opportunities / seek fresh employment in roles for which they have skills and experience.

**Talent Search**
Companies or employers seek candidates suitable for an available position within a business.

2. Datasets

**Web Search.** Yandex logs, Relevance Prediction Challenge: 5.2k queries, top 10 results.

**Job and Talent Search.** SEEK logs: sample of 140M searches by seekers, 1.2M searches by hirers, top 20 results.

3. Web vs. Job vs. Talent Search

**Job and Talent Search** seem to be more recall-oriented than Web Search.

**Queries submitted by users are substantially less diverse** in job and talent search than in web search.

**Job search has 15% fewer number of distinct queries** than web search.

**Talent search has 20% fewer number of distinct queries** than web search.

4. Job vs. Talent Search

Hirers submits more distinct queries than seekers.

50% of hirers submit more than 10 unique queries.

5. Challenges

- Are **click models** used for web search applicable to job search?
- Do **click-biases** observed in web search also occur in job search?
- How can **user behavior and user satisfaction** be modelled from analyzing interactions in job search logs?
- How should **evaluation** of job search be performed?

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