



Job-profile matching — criteria displayed

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12,400 local vacancies · fictional document

Fictional document — demonstration example

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Fictional document, produced for the demonstration. **No overall score, no ranking of people**: every proposal arrives with the criteria that produced it. **A score hides its criteria; a list of ticked criteria can be discussed with the jobseeker.**

The proposals retained

Vacancy	Skill required / found	Certificate	Real travel time	Contract
Logistics, shift work	Order picking / 8 years	Machinery operating — valid	22 min by public transport	Permanent
Logistics, shift work	Forklift driving / 8 years	Machinery operating — valid	31 min	6-month fixed term
Logistics, day shift	Order picking / 8 years	Not required	18 min	Long-term agency work

Vacancy	Skill required / found	Certificate	Real travel time	Contract
Logistics, day shift	Warehouse work / close experience	Not required	26 min	Permanent
Food processing, with a bridge	3-week funded course	Not required	34 min	Permanent afterwards

The vacancies set aside, and why

Vacancy	Reason for setting aside	What would bring it back
Specific machinery operation	Certificate absent and training not covered within the deadline	Comes back with one click if the adviser disagrees
Site 46 km away	No public transport before 6 a.m. for a 6 a.m. start	A funded mobility solution

Setting aside with an explanation beats setting aside in silence. The adviser sees what was removed and why: the only way to keep control of a matching process.

What the quarter gave

Measure	Before	After
Matches leading to a job interview	11 %	19 %
Proposals sent per person	6.4	3.1
Matching of new vacancies	As and when	Every night, across the 9,400 pathways
Vacancies filled through night-time matching, over the trial month	—	41

Fewer proposals, more job interviews: that is what a person expects from a service that knows them. Six unsuitable proposals cost more than they bring — three explained proposals can be worked on in the interview.

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