

CLAIMS:

1. A method for profiling job candidates using searchable information contained in a candidate's resume, the method including:
 - determining a list of keywords associated with a job role;
 - using a processor, allocating a keyword relationship rating to a candidate based upon a comparison of information in the candidate's resume to the keywords associated with the job role; and
 - using a processor, determining candidate classification data by classifying each candidate into one of a plurality of predefined categories based upon the candidate's keyword relationship rating, the categories defining the likelihood of the candidate being suitable for the job role; and
 - storing the candidate classification data in a database.
2. The method according to claim 1, wherein allocating the keyword relationship rating includes categorising the keywords into one or more rules, each rule requiring the presence of one or more keywords in the candidate's resume, and based upon said presence of the one or more keywords, allocating a percentage keyword relationship rating for each rule.
3. A method according to claim 2, wherein the total percentage keyword relationship rating for all rules for a particular job role is 100%.
4. The method according to claim 1, further including the step of providing the candidate classification data and the resumes associated with the candidate classification data to a recruiter.
5. A method for determining potential job candidates for a job role using a processor including:
 - providing an interface for selecting a job role from a predetermined list of job roles; and
 - displaying candidate classification data stored in a database, said data comprising details of one or more candidates that have been profiled as potentially suitable for the selected job role, wherein the candidate has been profiled by allocating a keyword relationship rating to a candidate based upon a comparison of

information in the candidate's resume to predetermined keywords associated with the job role, and classifying each candidate into one of a plurality of predefined categories based upon the candidate's keyword relationship rating, the categories defining the likelihood of the candidate being suitable for the job role.

6. A method according to claim 5, wherein allocating the keyword relationship rating includes categorising the keywords into one or more rules, each rule requiring the presence of one or more keywords in the candidate's resume, and based upon said presence of the one or more keywords, allocating a percentage keyword relationship rating for each rule.

7. A method according to claim 6, wherein the total percentage keyword relationship rating for all rules for a particular job role is 100%.

8. A system for profiling job candidates using searchable information contained in a candidate's resume including:

- determining means for determining a list of keywords associated with a job role;

- a processor for allocating a keyword relationship rating to a candidate based upon a comparison of information in the candidate's resume to the keywords associated with the job role, and for determining candidate classification data by classifying each candidate into one of a plurality of predefined categories based upon the candidate's keyword relationship rating, the categories defining the likelihood of the candidate being suitable for the job role; and

- a database for storing the candidate classification data.

9. The system of claim 8, further including the processor categorising the keywords into one or more rules, each rule requiring the presence of one or more keywords in the candidate's resume, and based upon said presence of the one or more keywords, allocating a percentage keyword relationship rating for each rule.

10. The system of claim 9, wherein the total percentage keyword relationship rating for all rules for a particular job role is 100%.

11. The system of claim 8, further including an output display for displaying the candidate classification data and the resumes associated with the candidate classification data to a recruiter.
12. A system for determining potential job candidates for a job role including:
 - an interface for selecting a job role from a predetermined list of job roles;
 - a display for displaying candidate classification data stored in a database, said data comprising details of one or more candidates that have been profiled as potentially suitable for the selected job role, wherein the candidate has been profiled by a processor allocating a keyword relationship rating to a candidate based upon a comparison of information in the candidate's resume to keywords associated with the job role, and determining candidate classification data by classifying each candidate into one of a plurality of predefined categories based upon the keyword relationship rating, the categories defining the likelihood of the candidate being suitable for the job role.
13. A system according to claim 12 wherein the processor categorises the keywords into one or more rules, each rule requiring the presence of one or more keywords in the candidate's resume, and based upon said presence of the one or more keywords, allocates a percentage keyword relationship rating for each rule.
14. A system according to claim 13, wherein the total percentage keyword relationship rating for all rules for a particular job role is 100%.
15. A system for determining potential job candidates for a job role including: an interface for selecting a job role from a predetermined list of job roles; a display for displaying similar candidate data stored in a database, said similar candidate data comprising details of one or more candidates that have been profiled by a processor as a candidate similar to one or more referenced candidates, said referenced candidates comprising candidates who have been profiled as potentially suitable for the job role using the system of claim 12, wherein said similar candidate data is determined by the similar candidate matching at least two job roles of said reference candidate.