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GitBridge Careers: An AI-Driven GitHub Repository Analysis Platform for Careers Readiness Assessment

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Abstract: ***GitBridge Careers is an AI-powered career assessment platform designed to evaluate and enhance the professional readiness of students and aspiring developers. Traditional resumes primarily depend on self-declared skills and may not accurately represent an individual's practical coding abilities. To address this limitation, the proposed system analyzes a user's GitHub profile, repositories, coding projects, and resume to provide a comprehensive evaluation of their technical skills and development activities. The platform uses AI-based analysis to generate a performance score and an engaging personalized roast that highlights the user's strengths, weaknesses, and areas requiring improvement. Furthermore, it provides customized recommendations for improving both the GitHub profile and resume, while identifying potential skill gaps. Based on the overall assessment, the system recommends relevant internships and job opportunities that align with the user's demonstrated skills and project performance. The proposed platform aims to encourage continuous learning, improve students' professional portfolios, enhance career readiness, and assist them in identifying suitable career opportunities through a more practical and data-driven assessment approach.***

Keywords: GitBridge Careers, Artificial Intelligence, GitHub Analysis, Career Assessment, Resume Analysis, Skill Evaluation, Performance Score, Job Recommendation, Internship Recommendation.

I. INTRODUCTION

In today's competitive technology-driven environment, possessing technical skills alone is not sufficient for students and aspiring software developers to secure suitable career opportunities. Employers increasingly evaluate candidates based on their practical programming experience, project contributions, problem-solving abilities, and professional portfolios. However, traditional resumes often rely on self-declared skills and may not accurately reflect a candidate's actual technical capabilities. Therefore, there is a need for an automated and data-driven approach to evaluate a developer's skills using their practical work and online professional presence.

GitBridge Careers is an AI-powered career assessment platform developed to address this challenge by analyzing a user's GitHub profile, repositories, projects, and resume. GitHub provides valuable information about a developer's programming languages, project activity, repository quality, and practical development experience. By combining this information with resume analysis, the proposed system provides a more comprehensive view of the user's technical and professional profile.

The platform applies Artificial Intelligence (AI) techniques to analyze the collected information and generate a performance assessment. It provides an overall performance score and an engaging AI-generated roast that identifies strengths, weaknesses, and areas for improvement. In addition, the system provides personalized recommendations for improving the user's GitHub profile and resume, enabling them to present their technical abilities more effectively.

Furthermore, GitBridge Careers identifies potential skill gaps and recommends relevant learning areas, internships, and job opportunities according to the user's demonstrated skills and project performance. This helps users understand their current level of career readiness and take appropriate steps toward professional development.

The proposed system aims to bridge the gap between self-reported skills and demonstrable technical abilities by providing an objective, practical, and personalized career assessment. By encouraging continuous learning and profile improvement, GitBridge Careers can help students strengthen their professional portfolios and make more informed decisions regarding their career development.

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II. LITERATURE SURVEY

Existing systems focus on resume screening, job recommendations, and candidate evaluation. GitHub provides insights into developers' project work, while AI-based techniques support resume analysis and skill-gap identification. GitBridge Careers combines these features into a centralized platform for career assessment and opportunity discovery

S. No.	Research Paper / Authors	Year	Methodology / Approach	Key Findings	Research Gap / Limitation
1	Career Craft AI: A Personalized Resume Analysis and Job Recommendations System	2024	Resume analysis, skill extraction, and similarity-based job matching.	Provides personalized resume insights and job recommendations.	Limited emphasis on practical coding evidence from GitHub repositories.
2	An Advanced Real-Time Job Recommendation System and Resume Analyser	2023	NLP, Named Entity Recognition, TF-IDF, GloVe embeddings, and cosine similarity.	Analyzes resumes and recommends relevant job listings.	Does not establish comprehensive GitHub repository quality assessment.
3	D. Mhamdi et al., "Job Recommendation based on Job Profile Clustering and Job Seeker Behavior"	2020	Word2Vec, K-means clustering, and user behavior analysis.	Uses job similarities and user interactions to rank recommendations.	Performance may be affected by limited user interaction history.
4	S. Yang et al., "Combining Content-Based and Collaborative Filtering for Job Recommendation System"	2017	Hybrid content-based and collaborative filtering.	Combines job attributes and user interactions for improved recommendations.	Requires sufficient user interaction data and does not directly assess coding skills.
5	C. Zhu et al., "Person-Job Fit: Adapting the Right Talent for the Right Job with Joint Representation Learning"	2018	Joint representation learning for candidates and job requirements.	Estimates candidate-job suitability using qualifications and job information.	Relies on historical application data and does not focus on GitHub activity.
6	Qin et al., "Enhancing Person-Job Fit for Talent Recruitment: An Ability-Aware Neural Network Approach"	2018	Neural network-based candidate ability and job requirement matching.	Improves the prediction of candidate suitability for job roles.	Does not provide a complete career-readiness platform integrating resumes and repositories.
7	Huang, Liu, and Lee, "Talent Recommendation Based on Attentive Deep Neural Network and Implicit Relationships of Resumes"	2023	Attention-based deep learning and resume relationship analysis.	Uses implicit relationships and feature importance for talent recommendations.	Focuses on talent recommendation rather than comprehensive developer portfolio evaluation.
8	Kaya and Bogers, "An Exploration of Sentence-Pair Classification for Algorithmic Recruiting"	2023	Sentence-pair classification and semantic text matching.	Explores semantic comparison for recruitment-related matching tasks.	Text matching alone may not represent actual programming ability or project quality.
9	Gong et al., "Your Career Path Matters in Person-Job Fit"	2024	Person-job matching that considers career-path characteristics.	Highlights the importance of career history and trajectory in job suitability.	Career history may be limited for students and fresh graduates.
10	Zhu et al., "Enhancing Job Recommendations with LLM-Based Resume Completion: A Behavior-Denoised Alignment Approach"	2025	LLM-based resume completion and behavior-aligned recommendation.	Addresses incomplete resumes and noisy user behavior in job recommendations.	Does not primarily focus on verifying technical skills through GitHub repositories.

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III. RESEARCH GAP AND OBJECTIVES

A. *Research Gap*

1) Existing systems mainly focus on resume analysis and job recommendation, but do not deeply evaluate a user's actual coding activity.
2) Resume-based systems depend largely on self-declared skills, which may not accurately represent practical development experience.
3) There is limited integration of GitHub repository analysis and ATS resume analysis in a single platform.
4) Existing solutions provide limited analysis of repository quality, programming languages, project activity, and technical specialization.
5) Most systems provide job recommendations but lack a complete career development roadmap based on the user's actual skills and project experience.
6) There is limited support for continuous growth tracking, skill-gap identification, milestones, and personalized improvement.
7) Therefore, there is a need for an integrated AI-based platform that evaluates both practical GitHub evidence and professional resume information.

B. *Objective*

1) To develop an AI-powered career assessment platform that analyzes a user's GitHub profile, repositories, projects, and resume.
2) To perform Applicant tracking system based resume analysis and extract relevant skills, projects, education, experience, and keywords improve resume quality and Job suitablility
3) To analyze GitHub repositories to identify programming languages, project activity, repository quality, and technical skills.
4) To combine GitHub and resume information to create a comprehensive developer profile.
5) To generate an AI-based performance score and personalized feedback highlighting strengths, weaknesses, and skill gaps.
6) To identify the user's technical specialization, such as Frontend, Backend, Full-Stack, Artificial intelligence/Machine learning and DevOps.
7) It provide role base management tools provide separate functionality student admin recruiter according their roles
8) It enables student to explore suitable internship and manage their application through out the platform
9) Performance scoring and skill gap Identification

IV. SYSTEM ARCHITECTURE AND DESIGN

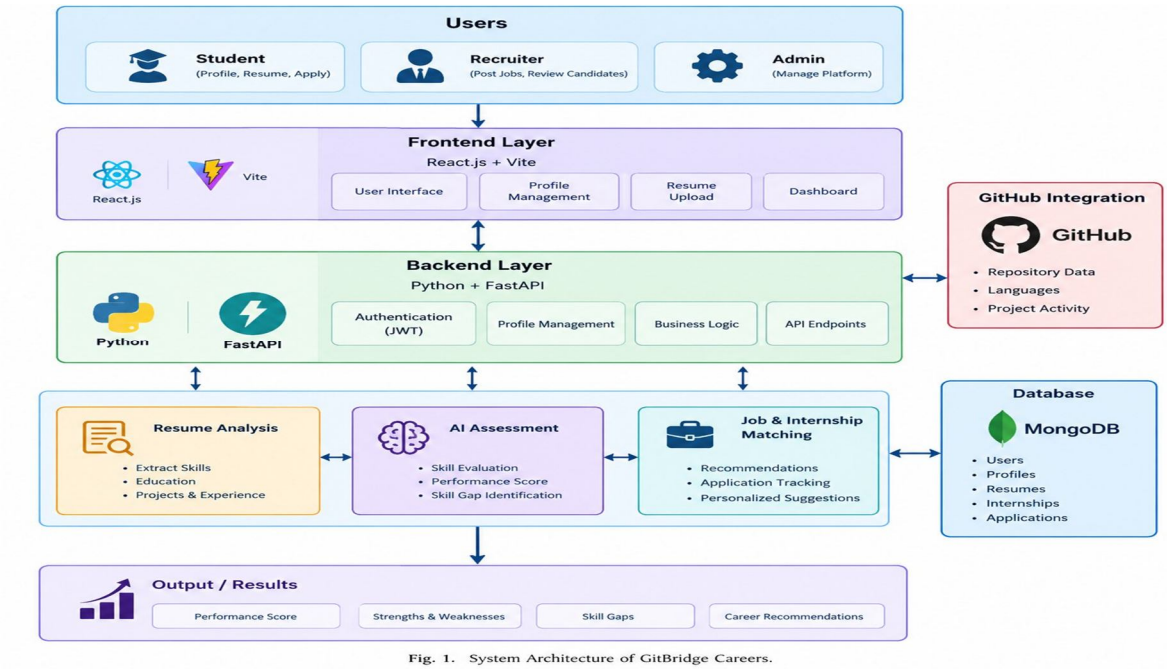


Fig. 1. System Architecture of GitBridge Careers.

A. User layer

The system provides three types of users: Student, Recruiter, and Admin. Students manage their profiles and apply for internships, recruiters manage job opportunities, and administrators monitor platform activities.

B. Frontend Layer

The frontend is developed using React.js and Vite. It provides the user interface for profile management, resume uploads, dashboards, and accessing career-related features.

C. Backend Layer

The backend uses Python and FastAPI to process user requests, manage application logic, handle profile information, and connect the frontend with the database and other modules.

D. Resume Analysis Module

This module extracts relevant information from resumes, including technical skills, education, projects, and experience. The extracted information supports profile assessment and career matching.

E. GitHub Integration Module

This module retrieves available GitHub profile and repository information, including programming languages, project details, and development activity, to help evaluate practical experience.

F. AI Assessment Module

The AI assessment module analyzes available resume and GitHub information to identify technical strengths, potential weaknesses, and skill gaps. It can also support performance scoring and personalized feedback.

G. Database Layer

MongoDB stores user profiles, resume-related information, internship details, and application records. It allows the backend to retrieve and update data when required.

H. Recommendation and Output Module

This module presents assessment results, improvement suggestions, and relevant career opportunities based on the available profile information. It helps users understand their current skills and explore suitable internships and jobs.

I. Working Process

The user logs in and provides resume and GitHub information. The backend processes the data and coordinates resume analysis and repository assessment. The system then displays the available assessment results, skill-gap feedback, and relevant career recommendations through the frontend.

V. METHODOLOGY AND IMPLEMENTATION

GitBridge Careers is implemented as a centralized web-based career platform designed to connect students with recruiters through structured student profiles, resume information, GitHub details, skills, projects, and internship opportunities. The system follows a role-based methodology consisting of three major users: Student, Recruiter, and Admin. Each role has different permissions and responsibilities, while all modules communicate through a common backend and database.

The methodology begins with user authentication and role identification. After successful login, the system provides access to the appropriate module based on the user's role. Students can build their professional profiles, upload resumes, provide GitHub information, and explore internship opportunities. Recruiters can create internship opportunities and review applications, while administrators manage users, recruiters, opportunities, applications, and system activities.

The following table presents the technologies used in the development of GitBridge Careers and their respective purposes. It describes the key components of the system, including the frontend, backend, database, and external integrations.

Layer	Technology	Purpose
Student Frontend	React.js, Vite	Student interface and profile management
Admin Portal	React.js, Vite	Administrative operations
Backend	Python, FastAPI	APIs, business logic and data processing
Database	MongoDB	Storage of application and user data
GitHub Integration	GitHub-related functionality	Provides development-profile information
Resume Handling	Backend storage	Upload and management of student resumes

A. Technology Stack

The system is divided into frontend, backend, database, authentication, and external-integration components.The documented project specifies React.js and Vite for the frontend and Admin Portal, Python with FastAPI for the backend, MongoDB for data storage, and JWT-based authentication. AI/ML-related components are present, but specific models or techniques should only be described after verification from the source code.

B. Student Module Implementation

The Student Module is designed to create a detailed representation of a student's technical and professional profile. The process starts with student registration and secure login. After authentication, the student completes their profile by entering personal, educational, and technical information.

The student can then upload a resume and provide their GitHub username. Resume information represents the student's formal professional information, while GitHub provides additional context regarding practical development work and projects. This combination helps the platform represent student capabilities beyond information available in a conventional resume.Students can explore available internship opportunities based on relevant profile information, skills, domains, and project experience. They can also apply to available opportunities and bookmark opportunities for later reference.

C. Recruiter Module Implementation

The Recruiter Module provides functionality for companies or recruiters to manage internship opportunities and evaluate candidates. After registration or login, the recruiter accesses the dashboard according to the account status maintained by the platform. Recruiters can create internship opportunities containing information such as opportunity title, company name, description, required skills, location, internship type, stipend, level, and application details. These details provide the requirements against which student profiles can be reviewed.

When students apply, recruiters can review the available application and candidate information. Student profiles, resumes, skills, projects, and GitHub-related information provide additional context for candidate evaluation. Recruiters can then manage application status as part of the selection process.

D. Admin Module Implementation

The Admin Module provides centralized control over the platform. The administrator accesses a separate administrative interface through which platform activities can be monitored and managed. The main administrative operations include user management, recruiter management, opportunity management, application monitoring, and activity or synchronization-log monitoring. Administrators can review recruiter accounts and update their status, maintain internship opportunities, monitor applications, and observe relevant platform activities.This module ensures that students, recruiters, and opportunities are maintained within a controlled platform environment.

E. Backend and Database Implementation

The backend is implemented using Python and FastAPI, which acts as the central processing layer between the frontend applications and the database. It handles API requests, authentication-related operations, profile processing, opportunity operations, and application-related activities.

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MongoDB is used as the database layer for storing the required platform information. The backend communicates with MongoDB to manage information associated with users, student profiles, recruiters, opportunities, and applications. JWT-based authentication is used to provide secure access and support separation between the three user roles.
The basic architecture follows:
React.js/Vite Frontend → FastAPI Backend → MongoDB Database
with GitHub-related functionality and resume handling connected through the backend.

F. GitHub and Resume Integration

A major aspect of the methodology is the combination of conventional resume information with practical development information. Students upload their resumes as part of their professional profile and provide their GitHub username to connect their development profile. The GitHub information provides additional evidence about practical development work and projects, while the resume provides structured professional and educational information. Together with technical skills and project information, these inputs provide a broader representation of student capabilities.

G. AI-Related Profile Analysis

The platform contains AI-related functionality intended to provide additional analysis of available student profile information. The purpose of this component is to make profile evaluation more informative rather than relying only on manually entered information or a resume. The available project documentation identifies technical skills, resume information, GitHub profile, projects, practical development work, and internship requirements as relevant information for the broader analysis process. However, the exact AI model, algorithm, input format, output format, and evaluation metrics should be documented only after verification from the actual implementation.

H. Overall Implementation Flow

The complete methodology integrates all three roles into a common workflow. Students provide their professional and technical information and search for relevant internship opportunities. Recruiters provide opportunity requirements and evaluate submitted applications. Administrators maintain the overall platform and monitor recruitment activities.
Thus, the implementation follows the overall sequence:
User Authentication → Role Identification → Profile/Opportunity Management → Resume & GitHub Information → Backend Processing → Internship Discovery → Application → Candidate Evaluation → Administrative Monitoring

VI. API USED

A. GitHub REST API

The GitHub REST API can be used to retrieve information about a user's GitHub profile and repositories. It provides data such as repository names, programming languages, project descriptions, and other available repository details. In GitBridge Careers, this information can support the evaluation of a developer's practical coding experience.

B. FastAPI Backend APIs

FastAPI is a Python framework used to develop APIs for communication between the frontend and backend. In GitBridge Careers, these APIs handle user requests, process submitted information, and connect the frontend with backend services such as database operations, resume analysis, and assessment modules.

C. JWT-Based Authentication

JSON Web Token (JWT) is used to support secure authentication between the client and server. After successful login, a token can be generated and used to authorize access to protected resources. In GitBridge Careers, JWT-based authentication supports secure access to role-specific features.

D. Resume Analysis Service

The resume analysis module processes uploaded resumes to identify information such as technical skills, educational qualifications, projects, and experience. This information can be used for profile evaluation and career recommendations. The project description does not specify a separate external resume-analysis API provider.

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E. AI-Based Assessment Service

The AI assessment module evaluates available resume and GitHub information to support skill assessment, performance scoring, and personalized feedback. The specific external AI API or model used is not identified in the available project details, so its name should only be added after checking the implementation.

F. MongoDB Database Operations

MongoDB is the database used to store and retrieve application information, such as user profiles and internship records. The FastAPI backend communicates with MongoDB through database operations. MongoDB itself is a database, not an external API.

G. Summary of APIs and Services

API / Service	Purpose
GitHub REST API	Retrieves GitHub profile and repository information.
FastAPI Backend APIs	Connect frontend requests with backend processing and services.
JWT Authentication	Supports authenticated access to protected resources.
Resume Analysis Module	Extracts relevant information from resumes.
AI Assessment Module	Supports skill evaluation, scoring, and feedback.
MongoDB	Stores and retrieves application data; it is not an API itse

VII. SYSTEM CONFIGURATION

The system configuration of GitBridge Careers describes the hardware and software environment required to operate the platform. The system follows a client-server architecture in which users access the application through a web browser, while the backend handles requests, data processing, authentication, and communication with the database and analysis modules. The frontend is developed using React.js and Vite, the backend uses Python and FastAPI, and MongoDB is used for data storage.

The following diagram fig.2 represents the system configuration of GitBridge Careers .

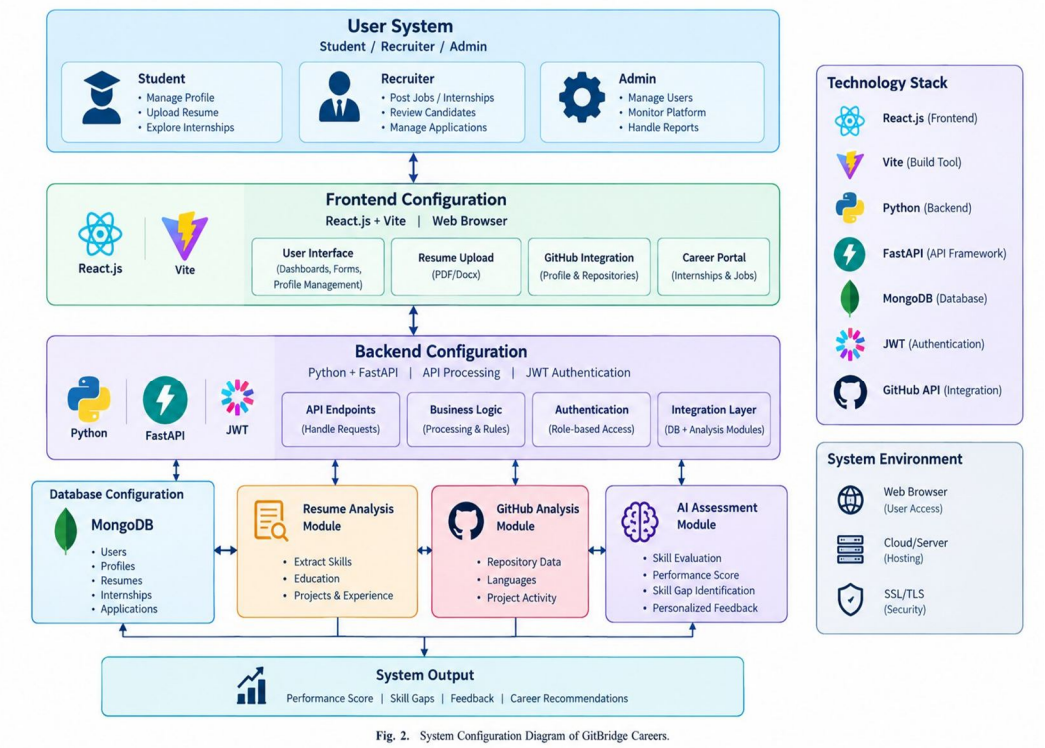


Fig. 2. System Configuration Diagram of GitBridge Careers.

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The frontend configuration provides an interactive interface for students, recruiters, and administrators. Users can access their dashboards, manage profile information, upload resumes, and use the available career assessment features. The frontend sends requests to the backend through API endpoints and displays the responses received from the server.

The backend configuration manages the main application logic and coordinates communication between different components. FastAPI processes incoming requests, performs the required operations, and interacts with MongoDB and the analysis modules. JWT-based authentication can be used to verify users and control access to protected features according to their roles.

The database configuration uses MongoDB to store and retrieve application data, including user profiles and relevant internship and application records.

The resume and GitHub analysis modules process the available information to support developer assessment. The AI assessment component can then provide performance scores, identify potential skill gaps, and generate feedback and career recommendations, depending on the implemented functionality.

Finally, the output configuration presents the processed results through the user interface. Students can review their strengths, areas for improvement, and suitable career opportunities, while recruiters and administrators can access the features available to their respective roles. This configuration integrates the frontend, backend, database, and assessment components into a single platform.

VIII. EXPERIMENTAL METHODOLOGY

The experimental methodology involves testing GitBridge Careers through its Student, Recruiter, and Admin modules. The system is evaluated by testing user authentication, profile creation, resume and GitHub integration, internship management, application processing, and candidate evaluation. The results are verified based on the functional correctness, data consistency, role-based access, and overall workflow of the system.

IX. LIMITATIONS

A. Dependency on GitHub Profile Data

The effectiveness of GitBridge Careers depends on the availability and quality of the user's GitHub profile and repository data. Users with fewer repositories, private repositories, or incomplete project descriptions may receive a less comprehensive assessment. Therefore, the platform may not fully represent a developer's actual programming skills and practical experience.

B. Limitations of Resume Analysis

The accuracy of resume analysis depends on the format, structure, and readability of the uploaded document. Resumes containing complex layouts, images, tables, or improperly formatted text may not be processed accurately. As a result, some important information, such as technical skills, educational qualifications, or project details, may be missed during extraction.

C. Accuracy of AI-Based Assessment

The AI-based assessment may not always provide completely accurate results because its evaluation depends on the available data and assessment criteria. A performance score may not fully reflect a candidate's problem-solving ability, communication skills, teamwork, or real-world development experience. Therefore, the generated feedback should be treated as guidance rather than a final judgment of a candidate's abilities.

D. Limitations in Job and Internship Recommendations

The relevance of job and internship recommendations depends on the availability and quality of opportunity data, as well as the accuracy of the user's profile information. If job listings are outdated or the required skills are not clearly specified, the system may recommend unsuitable opportunities or miss relevant ones. Regular updates and improved matching techniques are required to enhance recommendation quality.

E. Real-World Skill Validation

The system may not fully measure practical coding and problem-solving skills. Additional coding tests or technical interviews may be required for accurate evaluation.

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X. FUTURE SCOPE

A. Advanced AI-Based Skill Assessment

In the future, the system can incorporate advanced AI techniques to evaluate coding skills, project complexity, and programming proficiency more accurately. This can help generate more personalized feedback for users.

B. Real-Time Job Recommendations

The platform can be enhanced to provide real-time job and internship recommendations based on users' skills, interests, experience, and career goals. This can help students discover more relevant opportunities.

C. Integration with More Development Platforms

In the future, the system can integrate with additional platforms such as GitLab and Bitbucket. This would allow users to analyze repositories from multiple development platforms and receive a more comprehensive assessment.

D. Automated Learning Path Suggestions

The system can recommend personalized learning paths, online courses, and coding practice resources based on identified skill gaps. This can help users improve their technical knowledge and prepare for suitable career opportunities.

E. Enhanced Resume Optimization

Future improvements can include advanced resume optimization features that help users improve resume structure, highlight relevant skills, and align resume content with specific job descriptions. This may also improve compatibility with Applicant Tracking Systems (ATS).

F. Predictive Career Analytics

The platform can use data analytics and machine learning techniques to identify skill trends and estimate career readiness for different technical roles. These insights can help students understand their strengths and plan their professional development.

G. Multilingual Support and Accessibility

The system can be extended to support multiple languages and accessibility features. This would make the platform more user-friendly and enable students from diverse backgrounds to access career assessment and guidance more easily.

H. Personalized Career Roadmap

The system can be enhanced to generate personalized career roadmaps based on users' current skills, career interests, and professional goals. It can suggest step-by-step learning activities and milestones to help users prepare for their desired technical roles.

I. Advanced Recruiter Analytics

In the future, the platform can provide recruiters with advanced analytics to compare candidate profiles, evaluate relevant skills, and identify suitable applicants efficiently. This can help improve the candidate screening process and support better recruitment decisions.

XI. CONCLUSION

GitBridge Careers provides a centralized platform for connecting students and recruiters by considering technical skills, projects, resume information, and GitHub profiles rather than relying only on traditional resume-based screening. The system supports three major roles—Student, Recruiter, and Admin—with features for profile management, internship discovery, opportunity management, applications, and candidate evaluation.

The project aims to reduce the gap between student capabilities and recruiter requirements by providing a structured platform where students can showcase their practical development experience and recruiters can evaluate candidates using broader profile information. Overall, GitBridge Careers demonstrates how a technology-driven career platform can make the internship and recruitment process more organized, accessible, and focused on practical skills.

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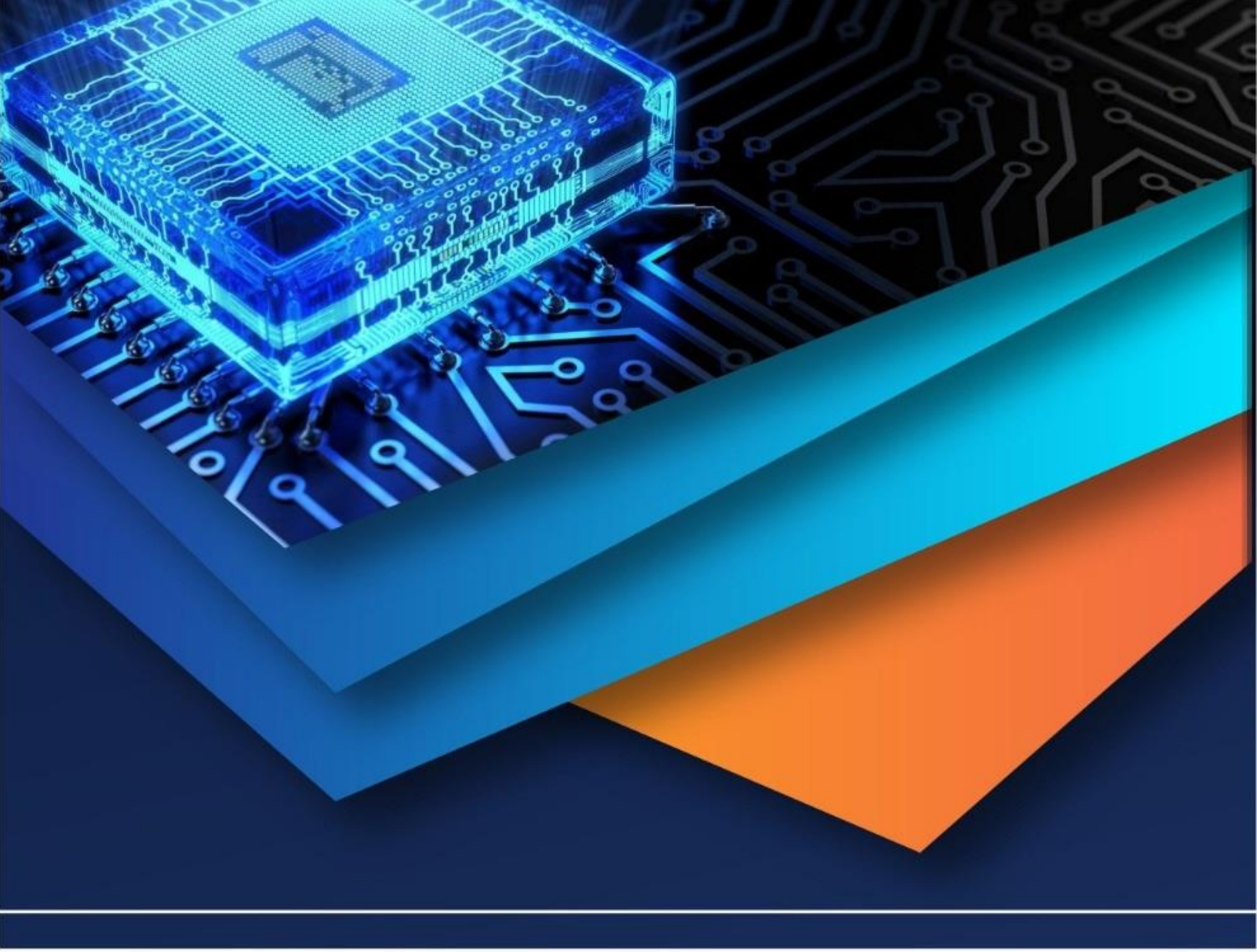
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