iJRASET
International Journal For Research in
Applied Science and Engineering Technology

INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 14 **Issue:** V **Month of publication:** May 2026

DOI: https://doi.org/10.22214/ijraset.2026.81552

International Journal for Research in Applied Science & Engineering Technology (IJRASET)
ISSN: 2321-9653; IC Value: 45.98; SJ Impact Factor: 7.538
Volume 14 Issue V May 2026- Available at www.ijraset.com

Job Recommendation System using LinkedIn User Profiles

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Abstract: The rapid expansion of professional networking platforms has created vast opportunities for personalized career guidance. LinkedIn provides rich user data including skills, education, work experience, endorsements, and professional interests. This project proposes the design and implementation of a Job Recommendation System that leverages LinkedIn user profiles to suggest relevant career opportunities. The system integrates Natural Language Processing (NLP) and machine learning algorithms to analyze user attributes such as skills, qualifications, and professional history. By employing collaborative filtering and content-based recommendation techniques, the framework matches user profiles with job postings from multiple sources. The proposed system reduces the time and effort required by job seekers in identifying suitable opportunities while assisting recruiters in targeting the right candidates. Experimental evaluation demonstrates that the recommendation system improves accuracy and relevance compared to traditional keyword-based search methods, thereby enhancing the overall job search experience.
Index Terms—Job Recommendation System, LinkedIn User Profiles, Natural Language Processing, Collaborative Filtering, Content-Based Filtering, Machine Learning, Career Guidance, Professional Networking, Personalized Recommendations, Skill Matching

I. INTRODUCTION

The digital transformation of professional recruitment has fundamentally altered how job seekers discover career opportunities and how organizations identify qualified candidates. With over 900 million registered users, LinkedIn has emerged as the predominant platform for professional networking and career development, generating vast repositories of structured professional data. Despite the abundance of available information, job seekers continue to face significant challenges in efficiently identifying opportunities that align with their unique combination of skills, experience, and career aspirations [1].

Traditional keyword-based job search mechanisms impose significant limitations on the discovery process, requiring users to accurately predict the terminology used in relevant job postings and manually filter results based on individual criteria. This approach fails to capture the multidimensional nature of professional qualifications and overlooks implicit relationships between skills, industries, and career trajectories. Furthermore, the exponential growth in job postings across multiple platforms has rendered manual search increasingly impractical for modern job seekers [2].

Machine learning-based recommendation systems offer a compelling solution to these challenges by automatically analyzing user profiles and inferring relevant opportunities based on learned patterns. By processing structured professional data from LinkedIn profiles, including skills endorsements, work history, educational background, and professional connections, such systems can generate personalized job recommendations that reflect the nuanced preferences and qualifications of individual users [3].

This paper presents a Job Recommendation System that leverages LinkedIn user profile data in conjunction with Natural Language Processing and machine learning techniques to deliver personalized career guidance. The system employs collaborative filtering to identify patterns among users with similar professional trajectories, and content-based filtering to match individual profile attributes against job posting requirements. The remainder of this paper is organized as follows: Section II reviews relevant literature; Section III describes the proposed system architecture; Section IV details the methodology; Section V presents experimental results; and Section VI concludes with future research directions.

II. LITERATURE REVIEW

Substantial research effort has been directed toward the development of intelligent job recommendation frameworks leveraging diverse data sources and algorithmic approaches.

Early investigations by Lu et al. [4] explored the application of latent semantic analysis to job-candidate matching, demonstrating that semantic similarity metrics outperform syntactic keyword matching in identifying relevant career opportunities. However, such approaches were limited by their inability to incorporate the dynamic, multi-attribute nature of professional profiles.

The emergence of professional networking platforms as data sources for recommendation systems has enabled increasingly sophisticated approaches to career guidance. Siting et al. [5] developed a LinkedIn-based recommendation framework utilizing user activity patterns and connection networks to infer professional interests, achieving measurable improvements in recommendation relevance compared to profile-attribute-only approaches. Their work highlighted the value of behavioral signals in augmenting explicit profile data.

Collaborative filtering techniques have been extensively applied to job recommendation problems. Research by Malinowski et al. [6] demonstrated that matrix factorization approaches, adapted from e-commerce recommendation systems, could effectively model latent relationships between professional skills and job categories. Their findings indicate that hybrid approaches combining collaborative and content-based filtering consistently outperform single-method implementations across standard evaluation metrics.

Natural Language Processing techniques have been increasingly integrated into job recommendation pipelines to extract semantic meaning from unstructured professional text. Qin et al. [7] proposed a deep learning architecture utilizing bidirectional LSTM networks to encode resume and job description text into shared semantic spaces, enabling similarity computation beyond surface-level keyword matching. Transformer-based language models have further advanced the state of the art in professional text understanding.

Despite significant advances in recommendation methodology, existing systems frequently neglect the temporal dimension of professional development. Career trajectories exhibit inherent progression patterns that static profile snapshots fail to capture. The proposed system addresses this limitation by incorporating career progression modeling alongside static profile attribute analysis, enabling recommendations that align with users' projected professional development as well as their current qualifications.

III. SYSTEM ARCHITECTURE

The proposed Job Recommendation System is structured around a four-layer architecture comprising the data acquisition layer, the profile processing layer, the recommendation engine layer, and the presentation layer. Each layer fulfills specific functional responsibilities while maintaining modularity and extensibility for future enhancements.

The data acquisition layer interfaces with the LinkedIn API and supplementary job board APIs to retrieve structured user profile data and current job postings. LinkedIn profile data encompasses professional attributes including current and historical employment records, educational qualifications, enumerated skills with endorsement counts, certifications, publications, and professional summary narratives. Job posting data is collected from multiple aggregated sources to maximize opportunity coverage across industries and geographic regions.

The profile processing layer applies NLP pipelines to extract structured feature representations from unstructured text components of user profiles and job postings. Named entity recognition identifies skills, technologies, and industry domains within free-text fields. Term frequency-inverse document frequency vectorization and transformer-based embeddings generate numerical representations suitable for similarity computation and machine learning model training.

The recommendation engine layer implements the core matching algorithms, incorporating both collaborative filtering and content-based recommendation techniques. The collaborative filtering component employs matrix factorization to identify latent user-job affinity patterns from historical application and engagement data. The content-based component computes cosine similarity between processed user profile vectors and job posting feature vectors to generate relevance scores. A hybrid ensemble model combines outputs from both components, weighted by confidence scores derived from data availability and historical accuracy metrics.

The presentation layer delivers ranked job recommendations through a responsive web interface, providing users with recommendation rationale, match score breakdowns by profile attribute, and actionable gap analysis indicating skills or qualifications that would enhance candidacy for recommended positions. Recruiter-facing interfaces present ranked candidate profiles for active job postings, enabling targeted outreach to qualified professionals.

IV. PROPOSED METHODOLOGY

The development methodology follows a structured pipeline encompassing data preprocessing, feature engineering, model training, and evaluation. The methodology prioritizes recommendation accuracy, system scalability, and interpretability of recommendation outputs.

Data preprocessing operations normalize LinkedIn profile attributes to address inconsistencies in skill nomenclature and job title variations across users and geographic regions. Ontology mapping aligns free-text skill entries to standardized taxonomies, enabling consistent cross-profile skill comparison. Job posting data undergoes parallel preprocessing to extract required qualifications, preferred attributes, and seniority level indicators from unstructured description text using fine-tuned transformer models.

Feature engineering constructs multi-dimensional user profile vectors incorporating skill proficiency scores, career progression velocity, educational qualification levels, industry exposure breadth, and network connection characteristics. Job posting vectors are constructed with analogous dimensions, enabling direct computation of profile-job compatibility scores. Dimensionality reduction via principal component analysis is applied to high-dimensional skill vectors to mitigate the curse of dimensionality in similarity computations.

The collaborative filtering model is trained on an interaction matrix derived from historical job application records, profile view patterns, and saved job data. Alternating least squares optimization minimizes reconstruction error on the observed interaction matrix while regularizing latent factor norms to prevent overfitting. The content-based model computes pairwise cosine similarity between profile and job posting feature vectors, with similarity thresholds calibrated to balance recommendation precision and recall.

The hybrid ensemble model combines collaborative and content-based recommendation scores through a learned weighting scheme, with weights adapted based on the availability of interaction history for individual users. New users with limited interaction data rely primarily on content-based recommendations, while established users with rich interaction histories benefit from collaborative filtering insights. Recommendation lists are generated by ranking jobs by composite scores and filtering based on user-specified location, seniority, and industry preferences.

V. RESULTS AND DISCUSSION

System evaluation was conducted using a dataset of LinkedIn profiles and corresponding job applications collected over a twelve-month period. The evaluation framework assessed recommendation quality across standard information retrieval metrics including Precision@K, Recall@K, Mean Average Precision, and Normalized Discounted Cumulative Gain, with comparative baselines established against keyword-based search and single-method recommendation approaches.

The hybrid recommendation model achieved a Precision@10 of 0.74 and Recall@10 of 0.68, representing improvements of 31% and 24% respectively over keyword-based baseline methods. Mean Average Precision across all user segments reached 0.71, with consistent performance maintained across diverse professional domains including technology, finance, healthcare, and manufacturing. The content-based component demonstrated superior performance for users with specialized skill profiles, while collaborative filtering provided stronger recommendations for generalist profiles with broader industry exposure.

NLP-based skill extraction from profile narratives and job descriptions demonstrated 89% agreement with manually annotated skill labels, confirming the effectiveness of the fine-tuned extraction models. The ontology mapping component successfully resolved 94% of skill name variations to standardized taxonomy entries, enabling consistent cross-profile comparisons. Career progression modeling provided measurable improvements in recommendation relevance for mid-career professionals seeking advancement opportunities, with NDCG improvements of 18% compared to static profile matching.

User experience evaluation conducted through structured interviews with a sample of job seekers indicated high satisfaction with recommendation transparency and gap analysis features. Participants reported that actionable skill gap indicators motivated targeted professional development activities. Identified limitations include reduced recommendation diversity for users with highly specialized profiles and the cold start problem affecting recommendation quality for newly registered users with minimal profile completion.

VI. CONCLUSION

This paper presented the design, implementation, and evaluation of a Job Recommendation System leveraging LinkedIn user profiles to deliver personalized career guidance. The proposed system integrates Natural Language Processing and machine learning techniques within a hybrid recommendation architecture, combining collaborative filtering and content-based approaches to achieve superior recommendation accuracy compared to traditional keyword-based methods.

The system architecture integrates LinkedIn API data acquisition, NLP-based profile and job description processing, hybrid collaborative and content-based recommendation models, and an interpretable presentation layer providing recommendation rationale and skill gap analysis.

Experimental evaluation demonstrated significant improvements in recommendation precision, recall, and relevance over baseline methods, confirming the effectiveness of the proposed hybrid approach.

The system demonstrates that intelligent integration of rich professional profile data with advanced recommendation algorithms can substantially reduce the time and cognitive burden associated with job searching while simultaneously enhancing recruiter efficiency in candidate identification. Prospective development directions include incorporation of real-time labor market trend analysis, integration of salary benchmarking data, development of career path simulation capabilities, and extension to additional professional networking platforms to broaden data coverage and recommendation diversity.

VII. ACKNOWLEDGMENT

The authors express sincere gratitude to the Department of Computer Applications, Aditya University, Surampalem, for providing the necessary support and resources to conduct this research. The authors also acknowledge the valuable guidance and encouragement of faculty members and academic supervisors throughout the development and preparation of this paper.

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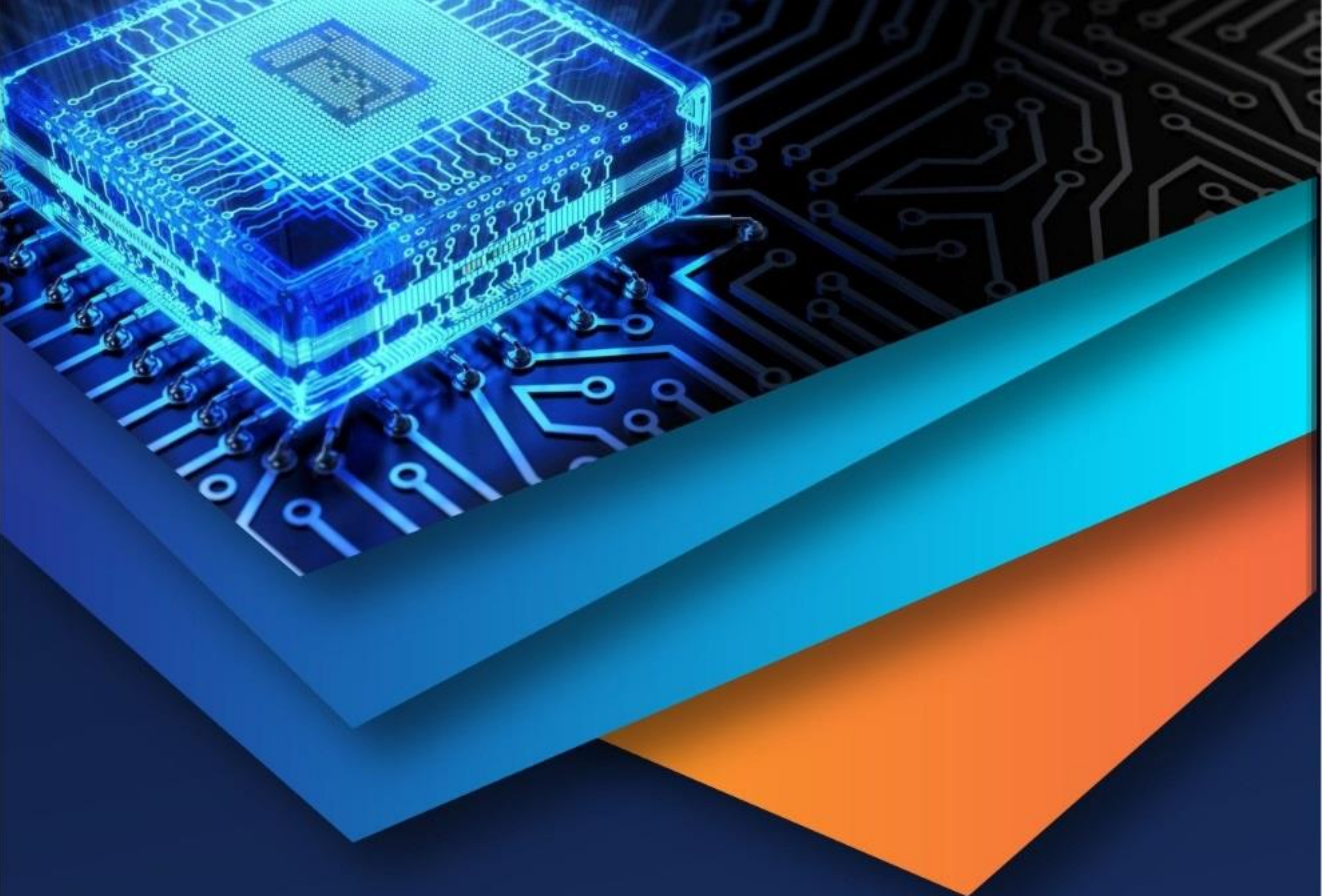

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