

Abstract

This thesis explores the application of recommendation systems in the recruitment process, using an Android-based headhunting application - BR Scout - as a case study. The aim of the research is to demonstrate how AI-driven filtering and recommendation algorithms can enhance candidate selection in the tech industry, particularly for high-level (C-level) positions. The paper includes both a theoretical analysis of recommendation system types and the integration of HR technologies, as well as a practical component - design and functional analysis of the mobile application. A hybrid methodology is used: document analysis, algorithm modeling, and system testing. The findings indicate that with well-defined criteria and structured data, it is possible to implement effective automatic filtering of candidates, significantly reducing time and resource costs in the recruitment process. The thesis can serve as a foundation for implementing future HR technologies in startups and recruitment agencies.