
USING ONTOLOGIES AS A BASE FOR UNIFICATION OF UNSTRUCTURED AND STRUCTURED MATCHING - ABSTRACT

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Abstract: Traditional matching systems tend to focus on structured data only. Typically these systems are using affinities between search/match criteria in a simplified way without modelling the real context of use. Context is modelled in a unidirectional way or a combination of unidirectional structures.

As users are demanding to search and match in unstructured data sets, the existing systems do not allow to deal with the rich context in which the search/match criteria are used. Criteria are no longer 'simple criteria' but sets of data including the context of use or in a more generic way the semantics of using the information. Using search and in particular match solutions on unstructured data will therefore, require more advanced ways of modelling the rich context than with traditional structures such as affinity matrices. Ontologies seem to be the obvious way as multiple relations allow to model multiple contexts in which criteria are used. In addition, data exchange and storage based on HR-XML formats are used to interact with commonly used ontology data standards.

The presentation will explain how ontologies are used in real life applications for matching and searching and how models were built for competencies/skills and occupations as part of an e-recruitment process for a multinational company where HR-XML is used as main data format. Possible ways of modelling and extraction will be presented in more detail.

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