

EXPLAINABLE SCORES · REMOTE IT

Match every application to the role — not the résumé keywords.

WeRemotelT scores candidates against verified job requirements so clients and talent spend less time on mismatches and more time on conversations that can close.

0–100**Composite match score**

Title fit, experience depth, and skills coverage — with a readable reason on every row.

3**Core signal weights**

Title 45% · Experience 25% · Skills 30%, plus domain guardrails and remote fit bonuses.

Live**Inbox & bots**

Scores appear in the candidates pipeline, talent job fit, and chat-native apply flows.

HOW THE SCORE IS BUILT

Three weighted signals. Domain guardrails. Explainable output.

Job title similarity**45%**

Role-family mappings (e.g. DevOps ↔ SRE / Platform) — perfect, closer, or weak adjacency — not raw string equality.

Years of experience**25%**

Compares required seniority to the talent profile; bonuses for meeting the bar, penalties for large gaps.

Skills alignment**30%**

Required skills vs verified profile skills — coverage, missing skills, and stack depth signals.

Cross-domain mismatches (e.g. healthcare title vs engineering role) take a hard penalty so keyword coincidence does not inflate the score. Remote and education signals can adjust the final number.

WHAT TEAMS SEE

Score bands in the pipeline — sorted highest first.

Perfect / Strong

High title + skills fit. Prioritize for interview.

Good / Potential

Solid adjacent fit. Worth a shortlist review.

Fair

Partial coverage. Use filters and reason tooltips.

Weak

Low alignment or domain mismatch. Deprioritize.

Client surfaces

- Candidates inbox grouped by job
- Progress bar + match % + reason tooltip
- Manual “Analyze Match” recalculation
- Filter by score threshold and vetting tier

Talent & channels

- Job fit score on talent job board
- Auto-score on apply (DB trigger)
- Telegram / Discord / Slack apply parity
- Same identity, same score math everywhere

TWO LAYERS

Generative AI helps write. The match engine decides fit.

Deterministic match engine

The 0–100 score is rule-based and repeatable: title mappings, experience math, skills coverage, domain guards.

- Explainable breakdown and reasons
- Runs automatically on apply
- Bias-aware: skills and role fit first

AI assists (job / CV)

LLM helpers improve inputs so matching has better signal — they do not replace the score formula.

- AI job description / skills fill
- CV / profile parse into structured fields
- Better JD → higher-quality matches

Pipeline view for buyers: Profile parse → Skill mapping → Role scoring → Human review with explainable scores on web and chat.

[SEE IT LIVE](#)

Review scored applicants — or browse roles with fit labels.

Matching is part of the chat-native ATS: post once, score everywhere, message the shortlist without leaving the thread.

Protocol docs

<https://weremoteit.com/docs/client/matching.html>

Insights

<https://weremoteit.com/insights/ai-matching>

Sales

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[Read AI matching insight](#)[Protocol matching guide](#)[Pricing PDF / page](#)