

NEXT STEP

Loose Monkeys

The next big thing for job seekers

Tired of dropping your resume to uncountable companies? You think you are good enough but the typical system never allows you to know the update? The battle of getting a call for an interview right after graduation never gets easy for anyone. We keep posting our resume, applying for jobs and very often, we get a call back. This can get real frustrating for job seekers. To make it worse, we keep firing our resume to any possible job, without even evaluating our chances. Loose Monkeys, a newly launched job portal with advanced features came in with a solution to all these troubles. Mr. Nadim Rahman, CEO of Loose Monkeys and Ms. Faria Samreen Nizam, Head of Marketing and Sales of Loose Monkeys talk about their new venture with Next Step.

Next Step: What's the story behind such an eccentric name?

Nadim: This name was actually selected as a code name for the project. The URL was available, it sounded catchy, it was kind of fun, it had a retro feel to it and we kept it as such. Towards the end of the project, when I pointed out the necessity of a name, there was a lot of resistance. My partners wanted to keep the name, as everyone liked it. We actually gave it plenty of thought, because we really had to figure out if it was going to work.

NS: How is it any different than other job portal?

Nadim: I guess the best way to understand is to look into the inspiration. Unlike other newspaper-style-websites who emphasize on semantics, we tried getting a more scientific angle to the employers and employees. The matching process uses an algorithm that allows both employers and employees to see how fit they are for a particular job. You will find a matching percentage which will clarify to both parties- employees of their worth and employers for the potential candidates. Most importantly, the job seekers are no longer paying too much attention to where they are applying. It becomes a number game really. As a result, the system of finding a job and giving a job has broken. What Loose Monkeys has done, if anything is that it tries taking the responsibility to find the job seekers a suitable job interview. We will show them how compatible they are and what's their percentage over other candidates who have applied for the same job. We are giving people an intelligent website.

NS: So, what you are saying is that the process is science?

Nadim: I'll be honest with you. There were a lot of people who were skeptic about our system. I can guarantee you that we spent one half years designing the algorithm. So, it wasn't just cooked up overnight. There were



universities involved, a lot of smart people involved. My answer is in fact very simple. Consider what exactly you are comparing us with. Chances are, and there have been studies on it, that your eyes will get tired after going through the first two pages. So, no matter how good the job is, or no matter how great the site is, job seekers simply stop making the connection at a point. The result- huge margin of error. We have an algorithm and you ask how can you know if it's right? Well, how worse can it be than what you are doing? Human margin of error after a few pages jumps to 50% and our margin of error, at worst, is 10%. You can do the math. Faria: To add onto that, like Nadim bhai said, we are trying to show them the job they can fit the most which may be on the eighth page on a newspaper-style job website. Think of the amount of time the employers have to spend on checking resumes. So, we are trying to save



both parties a fair amount of time.

NS: According to you, what's the best part of Loose Monkeys? Is it the inspiration behind your initiative, is it the science, or is it the office and colleagues?

Nadim: I'd say it's all of the above. But to dignify your question with an answer, it's the inspiration to break a system and bring positive change. A lot of students come out with good degrees, they are bright and yet, they fail to land a job because of lack of contacts. The HR has a gigantic problem in hand if the job is requested to be given to someone unworthy because of an "invisible push". He's been hired to make sure that the company gets the perfect fit and yet, he's been overwritten. There's nothing the HR could've done before. But now, they can get a print out of both the percentages and tell the boss how the requested candidate ranks and how the

other candidates rank. The owner definitely doesn't want the company to go down. There was no analytics to back this before. We are hoping that soon enough, perhaps the candidates can at least get a fair chance.

NS: Extra-curriculum activities play a vital role as an addition to candidate's educational background. How are they evaluated if candidates are to sign up and you have an algorithm to match his compatibility with jobs? Does ECA increase their percentage?

Faria: We tried our level best to avoid semantics. If we allowed the ECA of a candidate to match with something, we'd fall right into the old system again because it leads to word specific search. It could also be a part of the video resume, something we are trying to introduce here in Bangladesh. There is a section where you can add any skill that was involved.

Nadim: The algorithm is short and sweet. The soft skills are best being addressed in an interview. But what Faria mentioned, there is an entire section dedicated to describe your skills. If you have been a president of a club for three years, then "leadership" is something you can add to your skills. This section is actually very strong and comprehensive.

NS: Do you have any plans to go international with the project?

Nadim: Of course. I live in Montreal and I have always wanted to come back and do something here first. Most importantly, my plan was to take the IT sector of Bangladesh up there and make a place for us in the world map. Our country has incredible potential. In fact, a major part of our project was developed here and they have done a tremendous job. I really wanted to showcase our IT talent in the world map. Bangladesh is the start, but soon we are going to launch Loose Monkeys in America and Canada. It's only a matter of time that you will be head-hunted by a company in California without you even knowing it. I'm proud of the fact that at least I was successful to light a fire and if it keeps burning, then hopefully one day, Bangladesh will come in the map not just a place where people throw work as outsource, but something more than that. The hope is that big companies will come to Bangladesh and want to set up an office here because the coders are good.

It may be a beginning of something amazing. We only need to see it for ourselves. I hope the website helps both employees and employers and establishes our IT potential as world class. There's no doubt that Loose Monkeys is here to make a change. Let's see how successful it becomes. I await!

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Beat writer's block?

If your job is to write, you just can't get stuck. Here's how to unleash your words.

As an emerging writer, there are various phases that we have to face before we make a dive into the aesthetic plethora of words. Sometimes you feel that the over-flowing ideas can barely contain your thoughts and on the other hand, you have difficulties shaping those notions into smooth words. One moment you feel like your fingers are firing the keyboard without thinking and the next moment you are chewing on your pencil or pen hoping to come up with few decent sentences. Out of all, writers block is the worst!

Here are a few tips and tricks that will give you a kick start to get the words running!

1) **Talent is overrated** - "People on the outside think there's something magical about writing, that you go up in the attic at midnight and cast the bones and come down in the morning with a story, but it isn't like that. You sit in back of the typewriter and you work, and that's all there is to it - Harlan Ellison"

The bittersweet truth is finally echoing out loud and it is about time you remove your hands from your ears. There are someone, somewhere writing something fresh and brilliant. The writers who attain success are hard working. As a talented writer it is not necessary that you will achieve publishing success, rather than those who accomplish this are methodical and consistent along with raw talent.

2) **The Ticking Clock** - "I love deadlines. I like the whooshing sound they make as they fly by-Douglas Adams" Remind yourself that finishing your piece on time is not the ultimate goal. To get your best work within that time span is your goal. Anyone can beat deadline, it is up to you to prioritize, organize and come up with a masterpiece each time. Ask a person close to you to monitor you. We need those people in all facets of our life, not just our writing world. 3) **Be Your Own Hero** -There will be a time when no one will tell you what to read, how to write or selflessly offer to read bits and pieces of your work. Educate yourself every day and connect the dots of your pieces. Take



Studies have shown
staring at a computer monitor
for more than **5 hours**
does absolutely nothing
to fix writer's block

responsibility for mistakes. Others will only point out the mishaps. Any advice that you get on the 3rd, 4th or even 7th draft is that no one can craft it into something desirable other than you. You decision, your redemption.

4) **Read More Books**. "If you stuff yourself full of poems, essays, plays, stories, novels, films, comic strips, magazines, music, you automatically explode every morning like Old Faithful. I have never had a dry spell in my life, mainly because I feed myself well, to the point of bursting. I wake early and hear my morning voices leaping around in my head like jumping

beans. I get out of bed to trap them before they escape." - Ray Bradbury

You like to write because you like to read. It is often upsetting how little some writers read. Reading will only ignite your passion as to why you are writing in the first place.

5) **Reputation Matters** - It is a big challenge for the introverted ones to be social. If you don't attend readings, talks or other community events, how will you get your brain juices flowing? Take a moment to speak to other writers, organizers, the other participants. A little bit of engagement will help a long way.

Publishers and other people in this field of work know each other. Editors know which writer can be a pain, who writes under toxic influence and who has a tendency to plagiarize. Whatever you do, do not be like those people. If you have any work with remote resemblance with the defects above, get rid of all your work. Rip it off, delete, throw it away. You will feel much better!

TANISHAA ARMAN

THE 'attitude'

Attitude towards work is actually more important than we may think it is. Whether the work will be done or not mostly depends on the attitude of the do'er.

Here are a few interesting jokes about working attitude of three different nations.

Japanese: If one can do it, I can do it too. If no one else can do it, I must do it.

Middle-eastern: Wallahi if one can do it, let him to it. If no one can do it, ya-habibi how can I do it?

Bangladeshi: If I can do it tomorrow, then why waste time now?

Courtesy: Open Source

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