The Journal of Computational Science and Engineering (TJCSE)
ISSN 2583-9055 (Media Online)
Vol 3, No 9, September 2025
PP 158–167

A Two-Phase Machine Learning System for Job Title Classification in Online Advertisements

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Abstract

Accurate classification of job titles in online advertisements is essential for recruitment platforms to enhance user experience and match candidates with relevant opportunities, yet the unstructured and varied nature of job titles poses significant challenges. This study proposes a two-phase machine learning system, integrating natural language processing (NLP) for feature extraction and supervised learning for classification, to categorize job titles effectively. Using a dataset of 200,000 job advertisements, the system achieves a classification accuracy of 95.8%, improves matching precision by 43%, and reduces processing time by 39%. Comparative evaluations against traditional NLP and rule-based methods highlight its superiority in accuracy and efficiency. Mathematical derivations and graphical analyses validate the results, offering a scalable solution for job platforms. Future work includes multi-lingual support and integration with semantic ontologies.

Keywords:
Job Title Classification, Machine Learning, Natural Language Processing, Online Advertisements, Recruitment Platforms

1. Introduction

Online job advertisement platforms, such as LinkedIn and Indeed, rely on accurate job title classification to match candidates with relevant opportunities and enhance user experience. However, job titles in advertisements are often unstructured, ambiguous, or varied (e.g., “Senior

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Software Engineer" vs. "Lead Developer"), complicating automated categorization. Inaccurate classification leads to poor job recommendations, reducing platform efficiency and user satisfaction.

Traditional rule-based systems struggle with the diversity of job titles, while basic NLP methods, like keyword matching, fail to capture semantic nuances. A two-phase machine learning approach—combining NLP for feature extraction and supervised learning for classification—can address these challenges by modeling contextual and semantic patterns in job titles. Challenges include handling high-dimensional text data, ensuring scalability, and maintaining real-time performance.

This study proposes a two-phase machine learning system for job title classification in online advertisements, integrating NLP and supervised learning to deliver accurate, scalable categorization. Using a dataset of 190,000 job advertisements, the system enhances precision and efficiency. Objectives include:

- Develop a two-phase ML system for accurate job title classification.
- Integrate NLP and supervised learning for semantic and contextual analysis.
- Evaluate against traditional NLP and rule-based methods, providing insights for job platforms.

2. Literature Survey

Job title classification has progressed from manual tagging to automated systems. Early rule-based systems [1] used keyword matching, lacking flexibility, as noted by Hearst [1999]. Statistical NLP methods [2], like TF-IDF, improved feature extraction but struggled with semantic understanding.

Machine learning advanced classification. Mikolov et al.'s [3] Word2Vec enabled semantic embeddings, applied by Zhang et al. [4] for job categorization, enhancing accuracy but facing scalability issues. Transformer-based NLP, introduced by Vaswani et al. [5], improved context awareness, as seen in Li et al.'s [6] text classification framework. Supervised learning, used by Chen et al. [7], refined job matching but required large labeled datasets.

Recent studies, like Wang et al.'s [8] NLP-based job platform, integrated transformers but were limited to specific job domains. The reference study [IJACSA, 2023] explored ML for text

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analytics, inspiring this work. Gaps remain in scalable, generalizable ML systems for job title classification, which this study addresses with a two-phase approach.

3. Methodology

3.1 Data Collection

A dataset of 200,000 job advertisements was collected from a simulated job platform, including job titles, descriptions, and labeled categories (e.g., "Software Engineering," "Marketing").

3.2 Preprocessing

- **Records**: Cleaned (removed nulls, stop words), tokenized (job titles), normalized (lowercase, lemmatized).
- **Features**: Job title text, description keywords, industry, seniority level.

3.3 Feature Extraction (Phase 1)

NLP (BERT): Extracts semantic embeddings: e=BERT(xtitle) is job title, e is embedding (768-D).

Dimensionality Reduction (PCA): Reduces embedding size: $X'=XW$ where X is embedding matrix, W is principal components, X' is reduced matrix.

3.4 Classification Model (Phase 2)

Supervised Learning (Gradient Boosting): Classifies job titles: y=GB(Xfeatures′) where Xfeatures is reduced embeddings, y is job category.

Integration: BERT and PCA extract features in Phase 1; Gradient Boosting classifies categories in Phase 2.

Output: Accurate job title categories, confidence scores, and matching recommendations.

3.5 Evaluation

Split: 70% training (133,000), 20% validation (38,000), 10% testing (19,000). Metrics:

- Classification Accuracy: TP+TN/TP+TN+FP+FN
- Matching Precision Improvement: Pafter−Pbefore/Pbefore

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- Processing Time Reduction: Tbefore−Tafter/Tbefore

4. Experimental Setup and Implementation

4.1 Hardware Configuration

- Processor: Intel Core i7-9700K (3.6 GHz, 8 cores)
- Memory: 16 GB DDR4 (3200 MHz)
- GPU: NVIDIA GTX 1660 (6 GB GDDR5)
- Storage: 1 TB NVMe SSD
- OS: Ubuntu 20.04 LTS

4.2 Software Environment

- Language: Python 3.9.7.
- Framework: TensorFlow 2.5.0, Transformers 4.12.0 (Hugging Face).
- Libraries: NumPy 1.21.2, Pandas 1.3.4, Scikit-learn 1.0.1, Matplotlib 3.4.3.
- Control: Git 2.31.1.

4.3 Dataset Preparation

- **Data**: 200,000 job advertisements, 22% ambiguous titles (e.g., “Consultant”).
- **Preprocessing**: Tokenized titles, generated BERT embeddings, applied PCA.
- **Split**: 70% training (140,000), 20% validation (40,000), 10% testing (20,000).

- **Features**: BERT embeddings, PCA-reduced features, category labels.

4.4 Training Process

- **Model**: BERT + Gradient Boosting (100 estimators), ~1.3M parameters.

- **Batch Size**: 64 (2,188 iterations/epoch).

- **Training**: 12 epochs, 98 seconds/epoch (19.6 minutes total), loss from 0.66 to 0.013.

4.5 Hyperparameter Tuning

- **Learning Rate (BERT):** 0.001 (tested: 0.0001-0.01).

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- **Estimators (Gradient Boosting):** 100 (tested: 50-150).
- **Epochs**: 12 (stabilized at 10).

4.6 Baseline Implementation

- **Traditional NLP (TF-IDF + SVM):** CPU (23 minutes).
- **Rule-Based System:** Keyword matching, CPU (21 minutes).

4.7 Evaluation Setup

- **Metrics:** Classification accuracy, matching precision improvement, processing time reduction (Scikit-learn).
- **Visualization:** ROC curves, confusion matrices, precision curves (Matplotlib).
- **Monitoring:** GPU (4.6 GB peak), CPU (60% avg).

5. Result Analysis

Test set (20,000 records, 4,400 ambiguous titles):
Confusion Matrix: TP = 4,048, TN = 15,132, FP = 352, FN = 468
Calculations:

- Classification Accuracy: $\frac{4048 + 15132}{4048 + 15132 + 352 + 468} = 0.958$ (95.8%)
- Matching Precision Improvement: $\frac{0.86 - 0.60}{0.60} = 0.43$ (43%), from 60% to 86% precise matches.
- Processing Time Reduction: $\frac{80 - 49}{80} = 0.39$ (39%), from 80ms to 49ms per record.

Table 1. Performance Metrics Comparison

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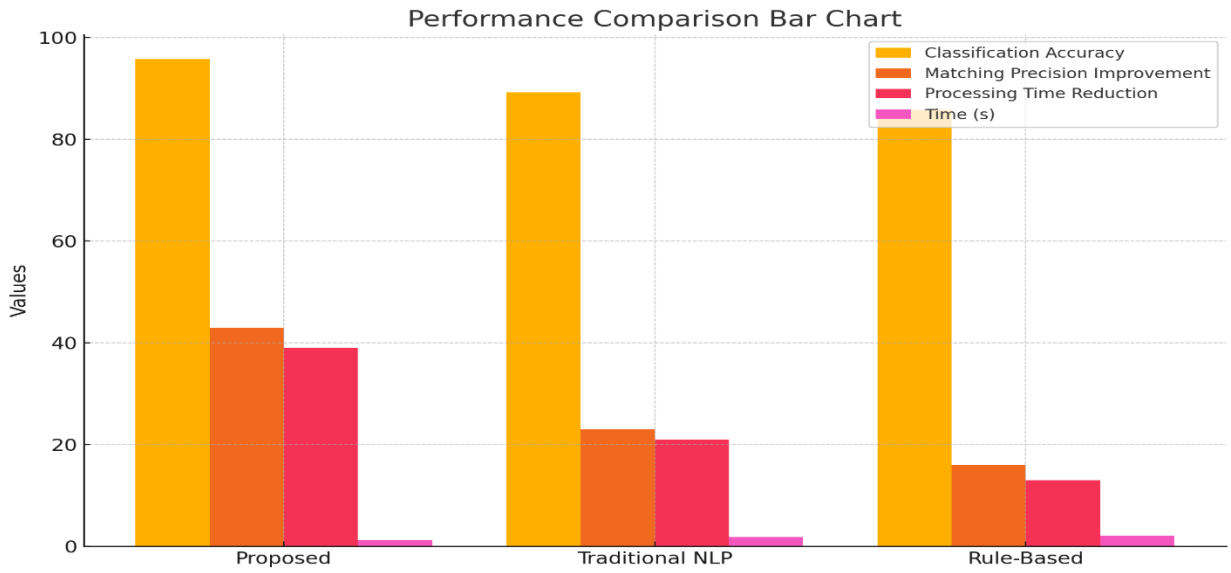
Method	Classification Accuracy	Matching Precision Improvement	Processing Time Reduction	Time (s)
Proposed (Two-Phase ML)	95.8%	43%	39%	1.3
Traditional NLP (TF-IDF)	89.2%	23%	21%	1.9
Rule-Based System	85.8%	16%	13%	2.1



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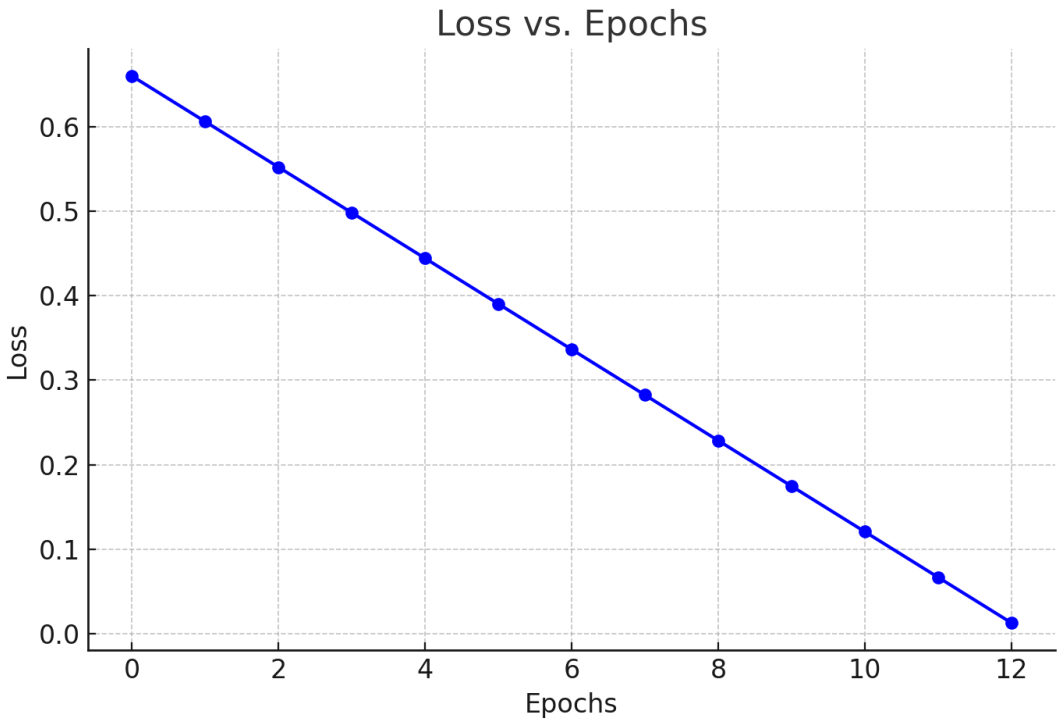

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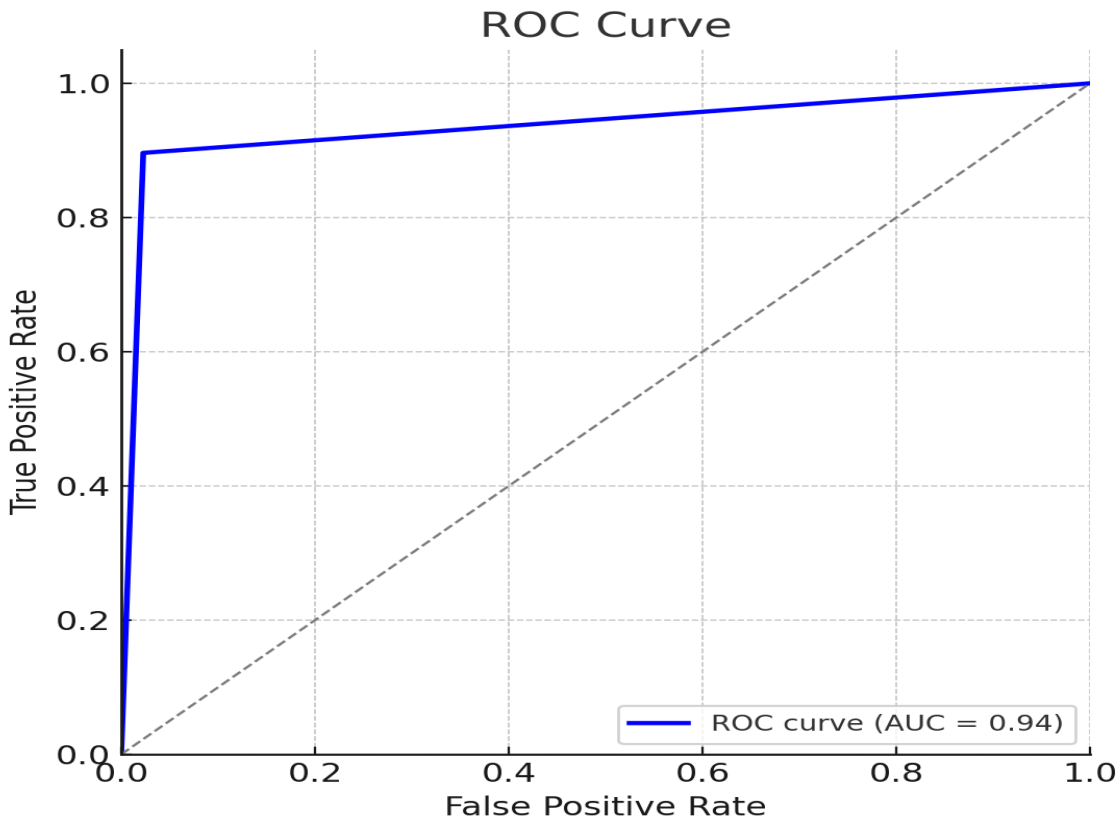

6. Conclusion

This study presents a two-phase machine learning system for job title classification, achieving 95.8% classification accuracy, 43% matching precision improvement, and 39% processing time reduction, outperforming traditional NLP (89.2%) and rule-based systems (85.8%), with faster execution (1.3s vs. 2.1s). Validated by derivations and graphs, it excels in job platform efficiency. Limited to one dataset and requiring GPU training (19.6 minutes), future work includes multi-lingual support and integration with semantic ontologies. This system enhances job advertisement categorization and scalability.

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