

Zecser

Requirements:

1. Core Features

For Job Portal

✓ ☐ User Authentication & Profiles

- Separate accounts for **Job Seekers & Employers**
- Profile creation with **resume upload, skills, experience, etc.**

✓ ☐ Job Listings & Applications

- Employers can **post jobs**, specify requirements, and manage applications
- Job seekers can **apply, save jobs, and track applications**

✓ ☐ Advanced Job Search & Filters

- **Filters:** Location, industry, experience level, salary range, job type (full-time, part-time, remote)
- **Keyword-based search**

✓ ☐ Resume Upload & Parsing

- Option to upload resumes (PDF, DOCX)
- AI-based **resume parsing** for automated profile creation

✓ ☐ Application Tracking System (ATS)

- Employers should be able to **review, shortlist, and schedule interviews**

✓ ☐ Company Pages & Reviews

- Employers can create **company profiles**

- Employees can leave **company reviews and ratings**

✓ ☐ **Notifications & Alerts**

- Email & push notifications for **new jobs, application status, interviews**

✓ ☐ **Payment Gateway for Premium Listings**

- Employers can pay for **featured job postings**
 - Subscription-based model for **recruiters and companies**
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For Professional Community

✓ ☐ **Networking & Connections**

- Users can **connect, message, and follow** professionals
- Community discussion forums

✓ ☐ **Groups & Events**

- Industry-specific **groups** and events
- **Webinars, meetups, and job fairs**

✓ ☐ **Skill Endorsements & Recommendations**

- Users can **endorse** each other's skills
- Employers can leave **recommendations**

✓ ☐ **Content Sharing & Blogs**

- Professionals can write **articles, post updates, share insights**

✓ ☐ **Mentorship Program**

- Senior professionals can **mentor** job seekers
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2. Tech Stack for Development

Frontend (React.js & Tailwind CSS)

- React.js (for UI)
- Next.js (for SSR & SEO benefits)
- Tailwind CSS (for responsive design)
- Redux or React Query (for state management)

Backend (Node.js & Express.js)

- Express.js (for handling API requests)
- JWT & OAuth (for authentication)
- WebSockets (for real-time messaging)

Database (MongoDB or PostgreSQL)

- **MongoDB** (for scalability and flexibility)
- **PostgreSQL** (for structured data and relations)

File Storage & Cloud

- AWS S3, Firebase Storage, or Cloudinary (for resumes and profile pictures)

Payment Gateway

- Razorpay, Stripe, or PayPal (for job listing payments)
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3. Development Roadmap

Phase 1: MVP Development

- ✓ User authentication (Register/Login)
- ✓ Profile creation (Job seekers & Employers)
- ✓ Job posting & searching
- ✓ Job application system
- ✓ Admin dashboard for managing users & jobs

Phase 2: Advanced Features

- ✓ AI-powered resume parsing
- ✓ Application tracking system (ATS)
- ✓ Social networking features (connections, messages)

Phase 3: Monetization & Scaling

- ✓ Paid job listings & subscriptions
 - ✓ SEO optimization & marketing
 - ✓ Mobile app development (React Native)
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4. Deployment & Hosting

- **Frontend:** Vercel or Netlify
 - **Backend:** AWS EC2, Digital Ocean, or Railway
 - **Database:** MongoDB Atlas or PostgreSQL on Supabase
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5. Revenue Model

- **Freemium Model** (Basic job listings free, premium features paid)
- **Subscription Plans** (for companies & recruiters)
- **Ad Revenue** (Google Ads, sponsored job posts)

Core Features & Development Plan

1 User Roles & Permissions

✓ ☐ Super Admin

- Add **Admins & Sub-admins**
- Manage **Employers & Employees**
- Handle **subscription payments**
- Access **all data & reports**

✓ ☐ Admin

- Add **Sub-admins**
- Approve/Reject **Employers & Employees**
- Manage **Job Listings & Subscriptions**

✓ ☐ Sub-Admin

- Assist in **managing users & job postings** (limited access)






✓ ☐ Employer

- Add **Job Descriptions (JD)**
- Add **Position, Skills, Experience, Salary Range, Qualification**
- View **top 10 employees** matching the job criteria
- Pay for **employee details & CV access**






✓ ☐ Employee

- Add **Personal Details, Skills, CV, Experience, Expected Salary**
 - Subscribe to **showcase profile in top listings**
 - Apply for **jobs posted by employers**
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2 Job Posting Process (Employer Flow)

- 1  Employer **adds JD** with basic job description
 - 2  Employer **adds Position, Skills, Experience, Salary, Qualification**
 - 3  Job is published and **visible to employees**
 - 4  Employers can **view the top 10 matching employees**
 - 5  To access employee **full details & CVs**, payment is required
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3 Employee Profile & Subscription Plans

- ✓  Employees create **profiles with details**
 - ✓  Upload **CV (PDF, DOCX)**, experience, expected salary
 - ✓  Employers can access **limited employee details for free**
 - ✓  **Premium Subscription** (Monthly) for **top-level profile showcasing**
 - ✓  Employees get **priority job listings & more visibility**
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4 Payment & Monetization

Employer Charges

- Paid **access to employee details & CVs**
- **Premium job postings**

Employee Subscription

- **Monthly plan to showcase profile at the top**
- **Resume highlighting for better visibility**

 **Payment Gateway:** Razorpay, Stripe, PayPal

Tech Stack & Development Plan

Frontend (React + Tailwind CSS)

- **React.js / Next.js** (for UI & SEO benefits)
- **Tailwind CSS** (for fast, responsive design)
- **Redux Toolkit** (for state management)

Backend (Node.js + Express.js)

- **Express.js** (for handling API requests)
- **JWT & OAuth** (for secure authentication)
- **WebSockets** (for real-time notifications)

Database (MongoDB or PostgreSQL)

- **MongoDB Atlas** (if NoSQL is preferred)
- **PostgreSQL** (if structured relationships are needed)

File Storage & Cloud

- **AWS S3 / Cloudinary** (for CV storage)
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✂ Admin Panel Development

Admin Panel Features

✓ ☐ Super Admin Panel

- Manage **Admins, Sub-admins, Employers, Employees**
- Add **charges & subscription plans**
- View **transaction history**
- Generate **reports & analytics**

✓ ☐ Admin Panel

- Manage **Employers, Job Listings, Subscriptions**
- Remove **employers if needed**

✓ ☐ Sub-Admin Panel

- Limited access to **review job postings & employee profiles**

✓ ☐ Employer Dashboard

- View **job applications & top employees**
- Manage **job postings & payments**

✓ ☐ Employee Dashboard

- Track **job applications**
 - Upgrade to **premium subscription**
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Development Roadmap

Phase 1: MVP Development

- ✓ User Authentication (Employers, Employees, Admins)
- ✓ Employer adds **JD, Position, Skills, Salary, Qualification**
- ✓ Employees **add details & upload CVs**
- ✓ Admin panel for **managing users & jobs**

Phase 2: Advanced Features

- ✓ **Top 10 matching employees for job postings**
- ✓ **Subscription-based profile showcasing**
- ✓ **Payment gateway integration**

Phase 3: Scaling & Optimization

- ✓ **SEO Optimization & Mobile App (React Native)**
- ✓ **AI-based Resume Parsing & Job Matching**