

Smart Recruiter Website

Software Requirements Specification

Version 0.2

29/07/2024



Revision History

Date	Version	Description	Authors
29/07/2024	0.1	Initial project pitch	
12/08/2024	0.2	User/flow diagrams	

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1. Introduction

1.1 Purpose

The purpose of this project is to create a web application that provides a summarized review of each CV and stores them to track each interviewee's performance in future interviews, probation, or intern-ship periods. Also, this application gives, user friendly evaluation system for the interviewer.

1.2 Intended Audience

- Interview board
- HR Executives
- Interviewee

1.3 Intended Use

The application aims to simplify the work and analysis of the interview process and track the progress of interviewees effectively.

1.4 Product Scope

The scope of this project includes:

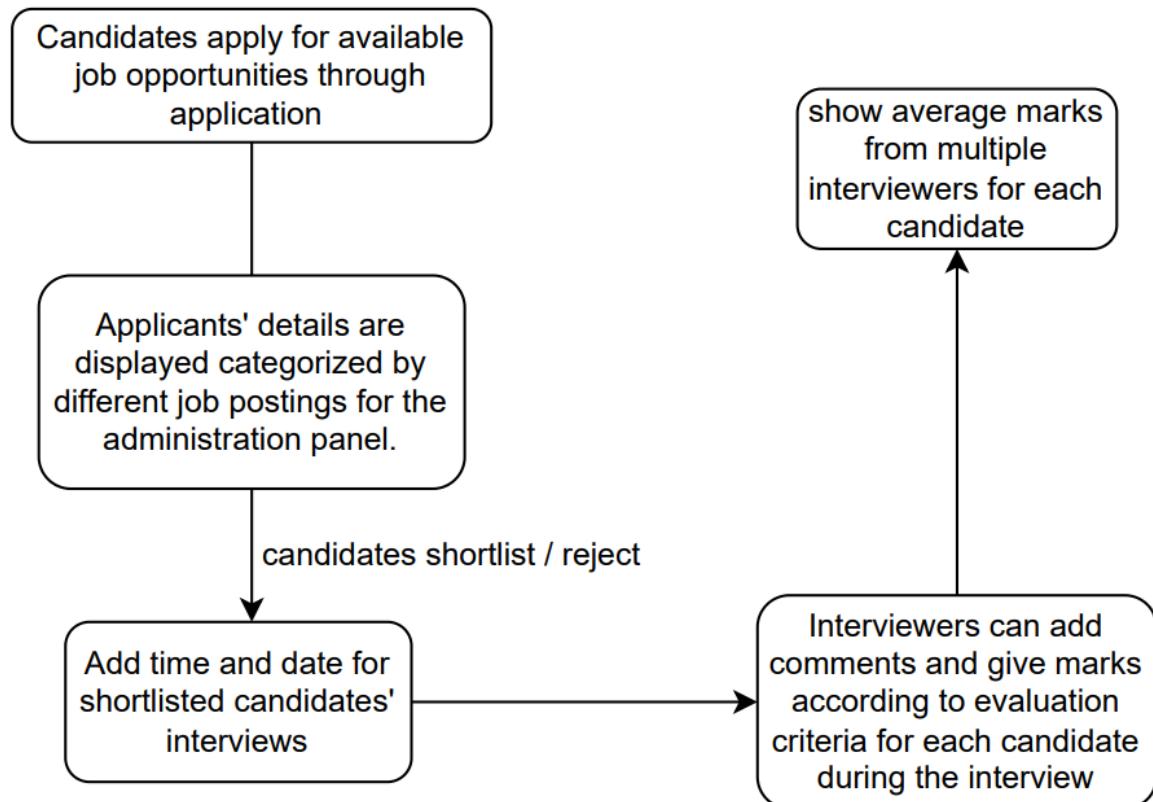
- Storing and managing CVs.
- Tracking interview progress and outcomes.
- Analyzing interviewee performance over multiple interviews.
- Providing an interface for interviewers to access relevant data on interviewees.

1.5 Definitions and Acronyms

- **CV:** Curriculum Vitae
- **UI:** User Interface
- **DB:** Database
- **CRUD:** Create, Read, Update, Delete
- **SQL:** Structured Query Language
- **API:** Application Programming Interface

2. Overall Description

This project mainly focuses on providing a comprehensive overview of the interview process within the company. The interview panel can get a precise idea about the interviewee without handling physical files. Also, easily track the progress of all candidates in one place.



2.1 User Needs

The interview panel requires a connection between each interview to get a better idea of the interviewee. Details and progress of each interviewee need to be stored in one place. The system should allow for effective comparison and analysis of interviewees throughout the entire interview process. By using the web application, interviewers can directly access relevant data on interviewees, add any notes and see the identified skills.

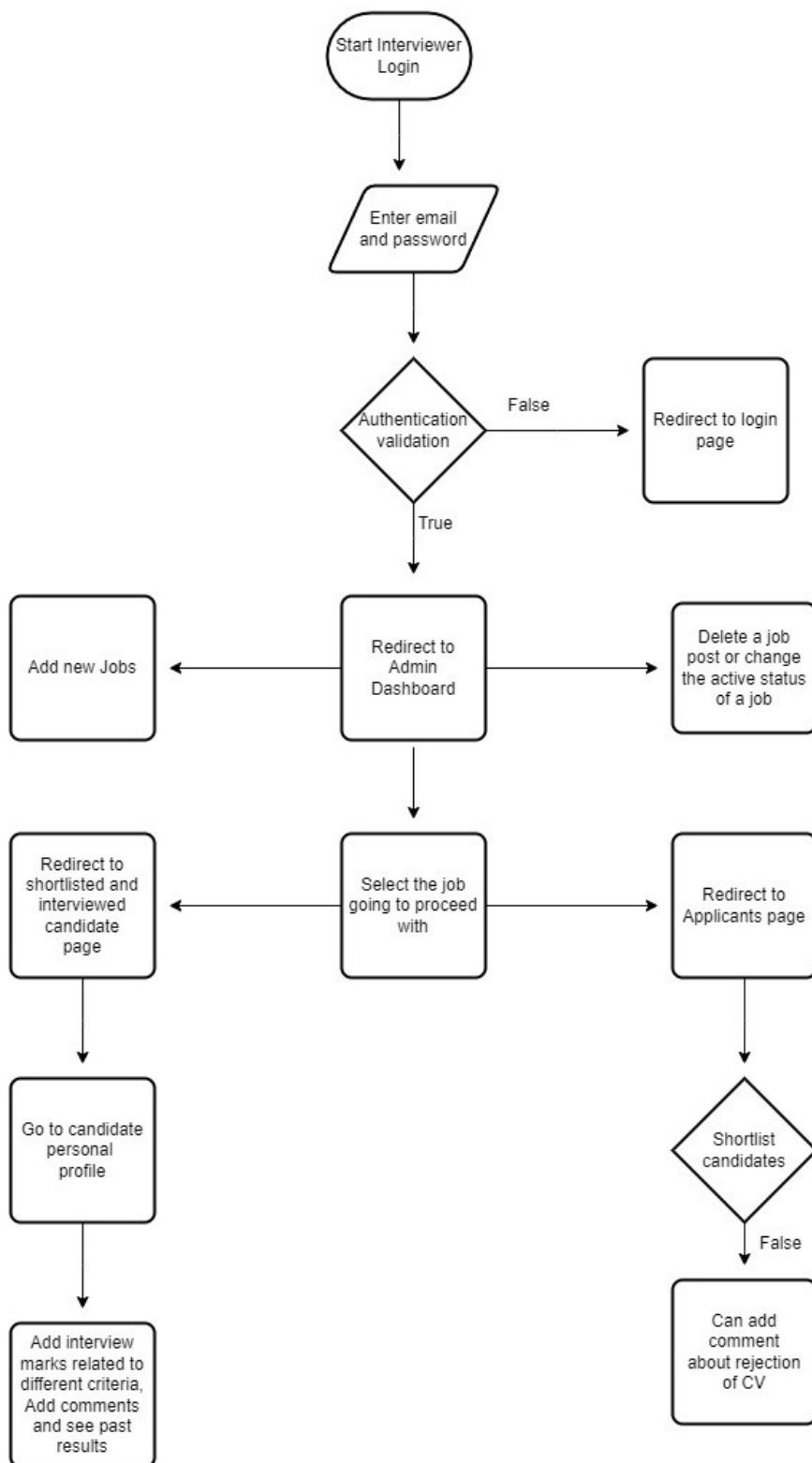
2.2 Assumptions and Dependencies

Candidates are redirected to a different web page to apply for jobs through LB finance career page. That page includes available job positions and gives an application for applying available positions.

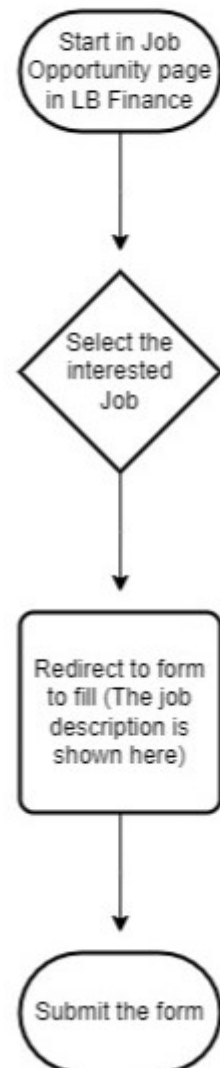
3. Structural Approach

3.1 Flow Diagrams

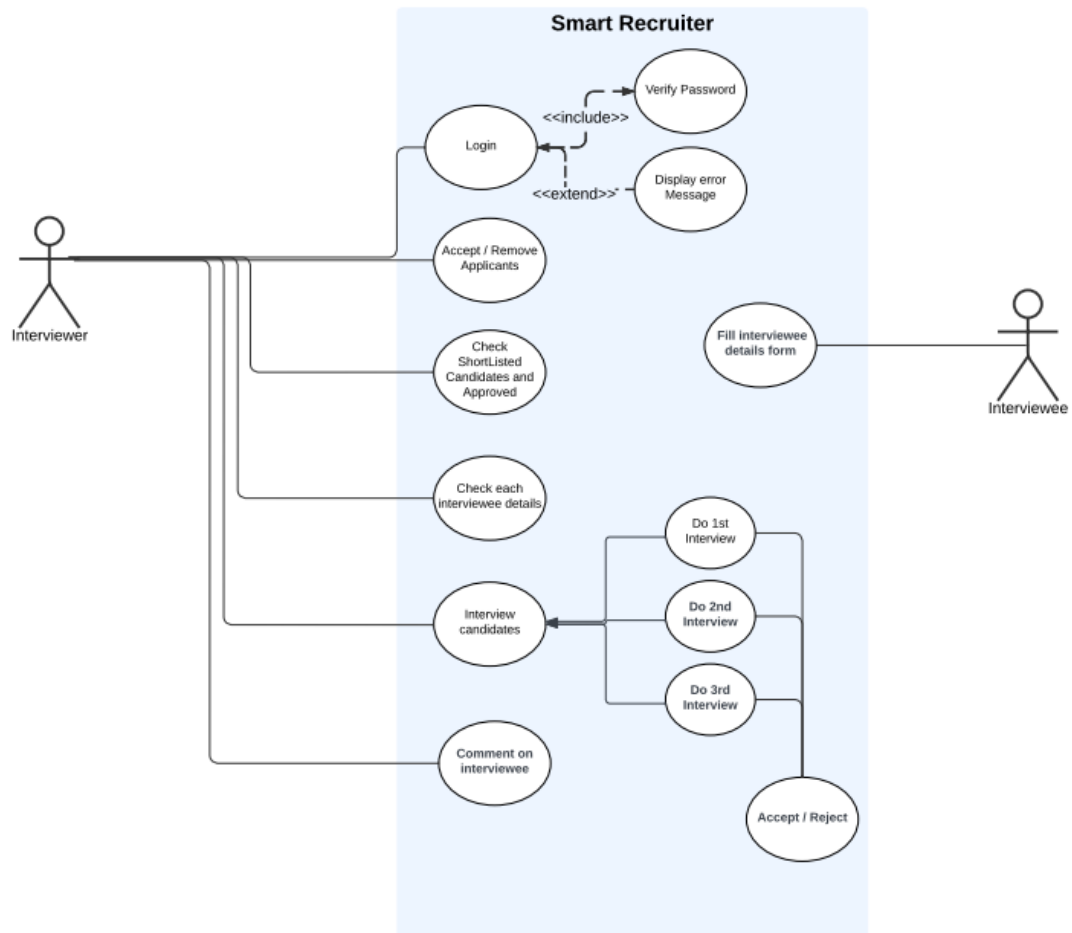
Interviewer Flow Diagram



User Flow Diagram



3.2 User Diagram



4. System Features and Requirements

4.1 Functional Requirements

User Management

- o The system shall support different user roles (HR executive, interviewer, interviewee).

Interviewee details Management

- o The system shall allow interviewees to enter their details and upload CVs by filling out a form.
- o The system shall allow HR executives to upload and store relevant details of interviewees by analyzing their CVs.
- o The system shall enable interviewers to view and search for CVs and relevant details.

Interview Tracking

- o The system shall record details of each interview.
- o The system shall track the progress of interviewees over multiple interviews.
- o The system shall allow interviewers to add comments and ratings for each interviewee during each interview.

Interview Managing

- o The system shall allow the HR executive or interviewers to schedule each interview and update the scheduled date and time in the web application.

4.2 External Interface Requirements

User Interface

- o The system shall provide a web-based UI using Angular and prime flex.
- o The UI shall be responsive and accessible on various devices.

Database Interface

- o The system shall use SQL Server for data storage and retrieval.
- o The system shall utilize Dapper for efficient data access and mapping.

API Interface

- o The backend shall provide RESTful APIs for CRUD operations.
- o The backend shall be implemented using .NET core for API development.

4.3 System Features

Dashboard

- o The system shall provide a dashboard for HR executives and interviewers to view key metrics and data summaries.

Search and Filter

- o The system shall allow users to search and filter interviewee names and interview records based on various criteria.

4.4 Nonfunctional Requirements

- **Authentication**
 - Users shall log in using a username and password.
- **Access Control**
 - Only administrators (authorized parties) can create and modify job posting.
- **Usability**
 - New Candidates can submit their application within 5 minutes.
- **User Interface**
 - Interface shall be clean and easy to navigate with clear instructions.
- **Maintainability**
 - The system will be designed so that different modules, like job posting and candidate tracking, can be updated independently.

5. Scalability

- The application should handle authentication and authorization to ensure security.
- The system should provide role-based access to relevant parts of the application.
- The system shall send notifications to interviewers about upcoming interviews and pending actions.
- When an interview is scheduled for a candidate, the system should automatically send an email with the schedule details and a request to fill in a feedback form after the interview.
- The system should plan to use a resume parser to extract data from resumes, which will be included in the applicants' details table.