

Prosjektskisse

Oslo Metropolitan Univerversitet
Fakultet for Taknologi, Kunst og Design

Bachelorprosjekt 13

11.nov 2021, Oslo

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Oppdragsgiver

Ways AS

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Stilling: Utvikler

Mer om oppdragsgiver:

Ways AS er et digitalt utviklingsbyrå i Oslo som utvikler mobile applikasjoner, større bedriftsnettsider og plattformløsninger. De jobber med blant annet ritail, bank, forsikring og det offentlige.

Prosjektbeskrivelse

Tittel: WaysRecruit/ARecruit

Oppgaven går ut på å utvikle en anonymisert rekrutteringsportal. Denne plattformens formål er å gjøre rekrutteringsprosessen i bedrifter mer inkluderende og å forhindre fordommer mot alder, kjønn, etnisitet etc.

Webapplikasjonen har tre aktører, en søker, inspektør og en rekruter. En søker får tilgang til en skjema for å søke på en stilling. Inspektør får søknaden opp, og skal anonymisere søkeren for rekruteren, slik at all informasjon som alder, kjønn, etnisitet skal skjules for rekruteren. Rekrutteren får opp den anonymiserte søknaden og kan gå gjennom søknaden helt anonymt. Kandidaten forblir anonymt frem til den er invitert til intervju. I tillegg kan rekruteren oprette nye stillingsannonse som en inspektør kan aksesseres, og en søker kan søke på.

Prosjektbeskrivelsen fra oppdragsgiver ligger under

Introduction

WAYSRecruit / ARecruit / newName is an anonymous recruitment portal.

This platform's purpose is to make the recruitment process in companies more inclusive and aims to prevent prejudices against age, gender, ethnicity etc. to occur.

This is a tool where an applicant uploads their CV and application letter to the system, thereafter an inspector reviews and markovers the application to ensure that the applicant is anonymous. The application then gets sent to the manager who then can choose to approve or decline the anonymous application.

Once the candidate sends the application, the system should rename the generated copy to the unique ID provided by the system. E.g magnus-ravn-CV.pdf → CV_Smilende_Dans.pdf.

The code will be open source, so the importance of clean and structured code is essential.

Role type	Access level
Applicant	Applicant that submits CV and application letter
Inspector	User that should be able to see CV's and anonymise it using a markover-tool before sending it further to the manager
Manager	Reviews the anonymised application and rejects/accepts the candidate.

Inspector should be able to:

Review and submit

When the inspector receives the application, the system should have created an ID for the application. He/she should then be able to use a “markover” tool to anonymise the CV and application letter. If the CV and/or application letter is edited with the markover, a copy of these as images or new pdfs should be created. This is to ensure that the inspector still has access to the original files with contact information. This tool needs to be developed. If the candidate chooses to write the application letter in the textbox instead of uploading a pdf, a pdf should be generated by the system containing the application letter.

Once the application has been anonymised, the inspector sends the CV and application letter to the “Decision taker”.

Other data the inspector should be able to access:

- List of **approved** applicants from manager
- List of **pending** applicants from manager
- List of **declined** applicants from manager
- Archived job positions and applications
- A copy of all original CV's and application letters under the candidates “ID”

Manager should be able to:

Review and decision making

When the inspector has anonymised the application, the anonymised application gets sent to the manager for a review. The manager will then go through the application as per normal and mark the candidate as “Approved” or “Declined”. An unmarked candidate will have the value «Pending»

New job listings

The manager should be able to create new job listings. These listings should be accessible by the inspector, and the candidates should be able to apply to them.

Other data the inspector should be able to access:

- List of **approved** applicants from manager
- List of **pending** applicants from manager
- List of **declined** applicants from manager
- Archived job positions and applications

Tech stack

Frontend: Chosen by you

Backend: Chosen by you

Design

<https://www.figma.com/file/YeT0oVYDH6L2KohszLsVIU/ARecruit?node-id=0%3A1>



Versjonsnummer: 1.0

Sist revidert: 28.10.2021

Klassifisering: Konfidensielt

Forfatter: Bjørn-Ivar Skuggen, Magnus Ravn