

1.0 Documentation of Functional and Non-functional Requirements

A. Functional Requirements

- 1) **Admins** must be able perform administrative tasks on the platform
 - i) Admins must be able to review,edit and deactivate the account of users
 - ii) Admins must be able to assign or modify user roles such as recruiter,job seeker and admin
 - iii) Admins must be able to view user activity logs and account statistics
 - iv) Admins must be able to approve or reject job postings submitted by recruiters before they go live
 - v) Admins must be able to edit or remove outdated job postings
 - vi) Admins must be able to view and monitor applications submitted by users for compliance or troubleshooting

- 2) **Employers** must be able to perform recruitment tasks on the platform
 - i) Employers must be able to create and publish job postings with detailed descriptions such as requirement,benefits and company location
 - ii) Employers must be able to edit,update or archive job postings as needed
 - iii) Employers must be able to set application deadlines and manage posting visibility (public, private, or industry-specific)
 - iv) Employers must be able to track and manage applications by jobseekers
 - a) Employers must be able to view and manage applications submitted for their job postings
 - b) Employers must be able to sort and filter candidates based on criteria like skills, experience, or education

- c) Employers must be able to shortlist, reject, or mark candidates for further review
 - d) Employers must be able to track the status of each application (e.g., under review, interviewed, rejected)
- v) Employers must be able to search for potential candidates
 - a) Employers must be able to search for candidates using advanced filters (skills, location, availability)
 - b) Employers must be able to view and review profiles or resumes of job seekers
 - c) Employers must be able to invite potential candidates to apply for specific job postings
- vi) Employers must be able to communicate with jobseekers
 - a) Employers must be able to send messages to candidates regarding application status or interview details
 - b) Employers must be able to schedule and manage interviews or assessments directly through the platform
 - c) Employers must be able to provide feedback or updates to candidates

3) **Jobseekers** must be able to perform specific job seeking tasks

- i) Jobseekers must be able to manage and publish their profile on the platform
 - a) Jobseekers must be able to create, edit, and manage their profiles with details such as name, contact information, education, work experience, and skills
 - b) Jobseekers must be able to upload, update, or remove resumes, cover letters, and other relevant documents
 - c) Jobseekers must be able to set profile visibility (public, private, or visible to specific recruiters)
- ii) Jobseekers must be able to retrieve job information
 - a) Jobseekers must be able to retrieve detailed information about the job, such as the salary offered compared to the median salary of the industry or similar roles
 - b) Jobseekers must be able to view rental prices around the company's location to assess housing affordability

- c) Jobseekers must be able to access information about public transport routes, costs and travel times to the company's location
- iii) Jobseekers must be able to apply for job
 - a) Jobseekers must be able to search for jobs using filters such as location, job title, company, salary range, or job type (full-time, part-time, remote)
 - b) Jobseekers must be able to save job searches and set alerts for new postings that match their preferences
 - c) Jobseekers must be able to bookmark or save jobs for later review
 - Jobseekers must be able to apply for jobs directly through the platform by submitting their profile, resume, and cover letter
 - d) Jobseekers must be able to track the status of their applications (submitted, under review, rejected, shortlisted)
 - e) Jobseekers must be able to withdraw applications

B. Non-Functional Requirements

| | |
|-------------|---|
| Performance | The app must load the homepage within 2 seconds under normal network conditions |
| | The system must support 10,000 concurrent users without performance degradation |
| | Job search queries should return results within 3 seconds for up to 100 filters |
| Scalability | The app must scale horizontally to accommodate 50% more users annually without requiring major |

| | |
|----------------|--|
| | architectural changes |
| | The system must handle increased job postings and user registrations during peak hiring seasons (Q1 and Q3) |
| Availability | The app must be available 99.9% of the time (maximum downtime of 8.76 hours annually). |
| | Critical functions should include fallback mechanisms during server failures (e.g., job application submission) |
| Usability | Content must be displayed in different languages according to user's preference (Mandarin, Malay, English) |
| Localization | Support region-specific features like currency, date formats, and job market regulations |
| Supportability | The database must be replaceable with any commercial product supporting standard SQL / NoSQL queries. |
| Security | The system must support multi-factor authentication (MFA) for both job seekers and employers. |
| | All sensitive user data (e.g., passwords, personal details, resumes) must be stored using AES-256 encryption. |

