1.0 Documentation of Functional and Non-functional Requirements

A.Functional Requirements

1. **Admins** must be able perform administrative tasks on the platform
   1. Admins must be able to review,edit and deactivate the account of users
   2. Admins must be able to assign or modify user roles such as recruiter,job seeker and admin
   3. Admins must be able to view user activity logs and account statistics
   4. Admins must be able to approve or reject job postings submitted by recruiters before they go live
   5. Admins must be able to edit or remove outdated job postings
   6. 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
   1. Employers must be able to create and publish job postings with detailed descriptions such as requirement,benefits and company location
   2. Employers must be able to edit,update or archive job postings as needed
   3. Employers must be able to set application deadlines and manage posting visibility (public, private, or industry-specific)
   4. Employers must be able to track and manage applications by jobseekers
      1. Employers must be able to view and manage applications submitted for their job postings
      2. Employers must be able to sort and filter candidates based on criteria like skills, experience, or education
      3. Employers must be able to shortlist, reject, or mark candidates for further review
      4. Employers must be able to track the status of each application (e.g., under review, interviewed, rejected)
   5. Employers must be able to search for potential candidates
      1. Employers must be able to search for candidates using advanced filters (skills, location, availability)
      2. Employers must be able to view and review profiles or resumes of job seekers
      3. Employers must be able to invite potential candidates to apply for specific job postings
   6. Employers must be able to communicate with jobseekers
      1. Employers must be able to send messages to candidates regarding application status or interview details
      2. Employers must be able to schedule and manage interviews or assessments directly through the platform
      3. Employers must be able to provide feedback or updates to candidates
3. **Jobseekers** must be able to perform specific job seeking tasks
   1. Jobseekers must be able to manage and publish their profile on the platform
      1. Jobseekers must be able to create, edit, and manage their profiles with details such as name, contact information, education, work experience, and skills
      2. Jobseekers must be able to upload, update, or remove resumes, cover letters, and other relevant documents
      3. Jobseekers must be able to set profile visibility (public, private, or visible to specific recruiters)
   2. Jobseekers must be able to retrieve job information
      1. 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
      2. Jobseekers must be able to view rental prices around the company’s location to assess housing affordability
      3. Jobseekers must be able to access information about public transport routes,costs and travel times to the company’s location
   3. Jobseekers must be able to apply for job
      1. 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)
      2. Jobseekers must be able to save job searches and set alerts for new postings that match their preferences
      3. 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

* + 1. Jobseekers must be able to track the status of their applications (submitted, under review, rejected, shortlisted)
    2. 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 |
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| 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. |