**Software Proposal: Job Application Receiving System for Awash Insurance Company (JAR system)**

**1. Introduction**

Awash Insurance Company aims to enhance its recruitment process by implementing a job application receiving system. This system will streamline the submission, tracking, and management of job applications, ensuring an efficient and user-friendly experience for both applicants and the HR department.

**2. Objectives**

* Simplify the application process by giving job seekers an easy-to-use online application interface.
* Effective Application Management: Make it simple for the HR staff to monitor, post, filter, and handle applications.
* Data Security: Make sure that all applicant data is handled and stored securely, adhering to data protection laws.
* Scalability and integrable : Create a system that can expand with the business to meet new demands and take advantage of emerging technologies.

**3. Project Scope**

The job application receiving system will include the following components:

**3.1 Applicant Portal**

* **User Registration:** Applicants can create an account to track their applications.
* **Job Listings:** Display available positions with detailed job descriptions.
* **Application Submission:** Allow applicants to submit their resumes, cover letters, and additional documents.
* **Application Status Tracking:** Applicants can monitor the status of their applications in real-time.

**3.2 HR Portal**

* **Dashboard:** Overview of all job applications,create job vacancies,etc.
* **Job Posting Management:** Easily create, update, or remove job listings.
* **Application Management:** Review and manage applications, with options to shortlist and reject.
* **Communication Tools:** Built-in emailing system for communication between HR and applicants to update applicants their status.
* **Reporting:** record created jobs, applicants created account.

**3.3 Admin Panel**

* **User Management:** Manage both applicant and HR accounts.
* **System Settings:** Configure system preferences, including security settings.

**4. Technical Specifications**

* **Frontend:** React.js for a responsive and user-friendly interface.
* **Backend:** Node.js with Express for robust and scalable server-side operations.
* **Database:** PostgreSQL for secure and efficient data storage.
* **Security:** Implementation of SSL encryption.
* **Integration:** Integration with third-party services like email (SMTP) for communication.

**5. Implementation Plan**

**Phase 1: Requirement Gathering**

* Conductign meetings with Awash Insurance HR and IT teams to gather detailed requirements.

**Phase 2: Design**

* Develop wireframes and mockups for the applicant and HR portals.
* Design user inteface with figma.
* Create the system architecture diagram.

**Phase 3: Development**

* Build the frontend and backend systems.
* Implement the database and integrate all system components.

**Phase 4: Testing**

* Perform unit testing, integration testing, and user acceptance testing (UAT) with the HR team.

**Phase 5: Deployment**

* Deploy the system on Awash Insurance’s servers or cloud infrastructure.
* Provide training for the HR team.

**6. Benefits**

* **Efficiency:** Reduces manual workload for the HR team by automating the application process.
* **Improved Applicant Experience:** A user-friendly system increases applicant satisfaction and engagement.
* **Data-Driven Decisions:** Comprehensive reporting allows HR to make informed decisions.
* **Scalability:** The system can be expanded as the company grows, accommodating more users and additional features.

**7. Timeline**

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| | **Phase** | **Duration** | | --- | --- | | Requirement Gathering | 1 weeks | | Design | 2 weeks | | Development | 4 weeks | | Testing | 1 weeks | | Deployment | 1 week | | **Total Project Time** | **9 weeks** | |  |

**8. Conclusion**

This proposal outlines a comprehensive plan to build a job application receiving system tailored to Awash Insurance Company's needs. The proposed system will significantly improve the efficiency and effectiveness of the company's recruitment process, ensuring a positive experience for both applicants and HR professionals.