

Software Requirements Specification (SRS) for Recruitment Marketplace Portal

Introduction:

The Recruitment Marketplace Portal is a web-based application that allows recruiters to manage candidate data, client data, job postings, and matching candidates with jobs. The portal will provide a platform for recruiters to search for qualified candidates for their clients, send them to the clients, and then manage the interview process. The portal also provides an interface for the client to access the candidate data and schedule interviews. After successful job completion, the job will be closed.

Functional Requirements:

a. User Management:

The portal will have a secure login system where recruiters and clients will have unique credentials to access the portal. Recruiters will have different levels of access rights to the portal.

b. Recruiter Management:

Recruiters will be able to manage their candidate data, client data, and job postings. They can add candidate data, client data, and job postings, view and edit them, and delete them if necessary.

c. Candidate Management:

Recruiters can add candidate data, view and edit them, and delete them if necessary. They can also search for candidates based on different criteria, such as education, work experience, and skills.

d. Client Management:

Recruiters can add client data, view and edit them, and delete them if necessary. They can also search for clients based on different criteria, such as company name, industry, and location.

e. Job Management:

Site Admin can add job postings, view and edit them, and delete them if necessary. They can also search for jobs based on different criteria, such as job title, location, and industry.

f. Matching Candidates with Jobs:

The portal will provide a mechanism for matching candidates with jobs. The recruiter can search for qualified candidates based on job requirements and then send them to the client.

g. Interview Scheduling:

Site Admin can schedule interviews for shortlisted candidates with the client. The recruiter can add interview dates and times, and the client can accept or decline the interview schedule.

h. Job Closure:

After the successful completion of a job, the job will be closed, and no further matching of candidates will take place. Site admin can close the job with the candidate and the payment will fall into the account of the original recruiters, who uploaded the resume.

Recruitment will be informed for the final selection of their resume.

Non-Functional Requirements:

a. Performance:

The portal should be responsive and provide quick access to data. The system should also be scalable and be able to handle a large volume of data.

b. Security:

The portal should have a secure login system and protect confidential information such as candidate data, client data, and job postings. The portal should also have a backup system to avoid data loss.

c. User Interface:

The portal should be user-friendly and easy to use for recruiters and clients.

d. Compatibility:

The portal should be compatible with different browsers and operating systems.

Payment System:

Recruiters will pay a monthly or yearly fee to use the portal. The payment system will be integrated into the portal.

Conclusion:

The Recruitment Marketplace Portal is an essential tool for recruiters to manage candidate data, client data, job postings, and matching candidates with jobs. The portal provides an easy-to-use interface for recruiters and clients and ensures the security of confidential information.

Flow of the Recruitment Marketplace Portal

User Registration:

Recruiters and clients will register with the portal by providing their details and creating login credentials.

Recruiter Management:

Recruiters will log in to the portal and manage their candidate data, client data, and job postings.

Candidate Management:

Recruiters will add candidate data, view and edit them, and search for qualified candidates based on job requirements.

Client Management:

Both site admin and Recruiters can add client data, view and edit them, and search for clients based on different criteria.

Job Management:

Site Admin will add job postings, view and edit them, and search for jobs based on different criteria.

Matching Candidates with Jobs:

Recruiters will search for qualified candidates based on job requirements and then send them to the client.

Client Account Management:

Clients will log in to their account and access the candidate data sent by the recruiter. They can view and shortlist the candidates.

Interview Scheduling:

Recruiters can schedule interviews for shortlisted candidates with the client.

Job Completion:

After the successful completion of a job, the job will be closed, and no further matching of candidates will take place.

Payment System:

Recruiters will pay a monthly or yearly fee to use the portal. The payment system will be integrated into the portal.

This is a high-level flow of the Recruitment Marketplace Portal. The actual flow may vary depending on the specific requirements and functionalities of the portal.

Flow chart

1. Register with the portal
2. Add candidate data, client data, and job postings
3. Search for qualified candidates based on job requirements
4. Send matched candidate data to the client
5. Client access candidate data and shortlist candidates
6. Recruiters schedule interviews for shortlisted candidates with the client
7. Successful completion of the job
8. Pay the monthly or yearly fee for using the portal

Roles for Recruiters:

- Registering with the portal and creating a profile
- Adding candidate data, client data, and job postings
- Searching for qualified candidates based on job requirements
- Sending matched candidate data to the client
- Scheduling interviews for shortlisted candidates with the client
- Managing the entire recruitment process
- Paying the monthly or yearly fee for using the portal
- Maintaining confidentiality of candidate data and client information
- Providing high-quality services to clients and building long-term relationships
- Resolving any issues or concerns related to the recruitment process

Roles for Clients:

- Accessing the candidate data sent by the recruiter with login provided by recruiter (autogenerate)
- Viewing and shortlisting the candidates for the job
- Scheduling interviews for shortlisted candidates
- Providing feedback to the recruiter on the candidates
- Maintaining confidentiality of candidate data and recruiter information
- Building a long-term relationship with the recruiter
- Resolving any issues or concerns related to the recruitment process
- Ensuring a smooth and successful recruitment process.

List of main features for a site owner of a recruitment marketplace portal:

1. Dashboard to manage the recruitment process and monitor site usage
2. Payment system to collect fees from recruiters for using the portal
3. Candidate data management system to allow recruiters to add, edit, and delete candidate information
4. Client data management system to allow recruiters to add, edit, and delete client information
5. Job posting management system to allow site admin to add, edit, and delete job postings
6. Matching algorithm to automatically match candidates with job openings based on job requirements
7. Messaging system to allow communication between recruiters and clients

8. Reporting and analytics to provide site usage statistics and help improve site performance
9. Search and filtering functionality to allow recruiters and clients to search and filter candidate and job data
10. Integration with social media platforms to expand the reach of job postings and increase visibility of the portal
11. Mobile responsive design to allow easy access to the portal on mobile devices
12. Security features to protect candidate and client data, including secure login, data encryption, and backup and recovery capabilities.

list of commonly used fields for candidate data in recruitment:

1. First name
2. Last name
3. Email address
4. Phone number
5. Address
6. Job title
7. Work experience
8. Education history
9. Skills and abilities
10. Certifications and licenses
11. Professional accomplishments and awards
12. References
13. Availability for work
14. Salary expectations
15. Work location preference
16. Diversity and inclusion data (optional)
17. Additional comments or notes

list of commonly used fields for company data in recruitment:

1. Company name
2. Industry or sector
3. Company size (number of employees)
4. Location
5. Contact person or recruiter's point of contact
6. Website URL
7. Company overview and history
8. Mission and values
9. Current job openings
10. Employee benefits and compensation packages

11. Company culture and work environment
12. Social responsibility initiatives
13. Diversity and inclusion policies and initiatives
14. Testimonials or case studies from past or current employees
15. Additional comments or notes