**Job Recruitment & Hiring Management System**

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**Phase 1: Problem Understanding & Industry Analysis**

**Problem Statement**

Recruitment is one of the most critical functions in any organization, yet many companies still rely on manual processes, spreadsheets, and disconnected tools to manage job postings, candidate applications, interview scheduling, and hiring decisions.

This lack of centralization leads to:

* **Inefficient hiring workflows** — recruiters spend significant time coordinating with hiring managers and candidates.
* **Poor candidate experience** — applicants do not receive timely updates about their status.
* **Data silos** — candidate information, resumes, and interview feedback are scattered across emails and documents.
* **Limited visibility** — management cannot easily track hiring funnel metrics such as time-to-fill, application-to-hire ratio, and recruiter performance.
* **Security risks** — sensitive candidate data may not be properly controlled or audited.

Therefore, there is a need for a centralized recruitment management system that streamlines the hiring process, improves candidate experience, automates repetitive tasks, and provides actionable insights through reports and dashboards.

**Proposed Solution**

* To address these challenges, we will build a Recruitment & Hiring Management System on Salesforce that will:
* Provide a centralized platform to manage Jobs, Candidates, Applications, and Interviews.
* Enable automation of hiring workflows (e.g., interview scheduling, candidate notifications, approvals).
* Support custom role-based access for Recruiters, Hiring Managers, and HR Admins.
* Allow integration with external systems (e.g., LinkedIn for candidate profiles, email alerts).
* Deliver real-time reports and dashboards for hiring analytics and decision-making.
* Ensure data security and compliance through Salesforce’s role hierarchy, OWD, and audit trail.
* This solution will streamline the recruitment lifecycle, reduce manual effort, improve communication with candidates, and empower management with data-driven insights.