

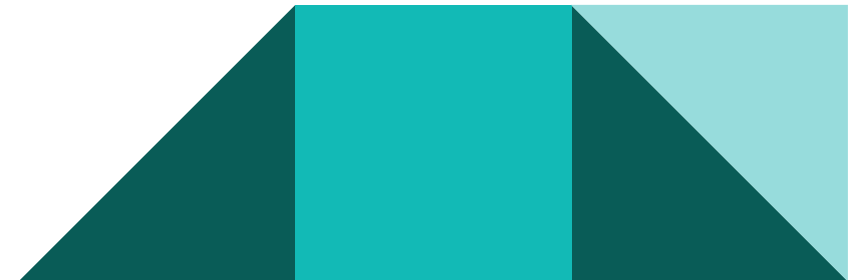
The background is a solid teal color. In the top right corner, there is a decorative graphic consisting of several overlapping triangles in different shades of teal and dark teal, creating a geometric pattern.

VISION DOCUMENT

Contents

- Vision for the project
- Business context
- Users/Personas
- Application Architecture
- Mockups

VISION FOR THE PROJECT



GOALS

Create an application that allows any company, with a greater focus on the IT field, to hire employees in a quicker and easier way.

The app's goal is to optimize and simplify the process of employing new collaborators.

In order to measure its success, the average length of the hiring process in companies, before and after using the app, will be compared to assess its impact.

Besides full time jobs, this app will also support internships and part-time jobs.

SUCCESS CRITERIA

Satisfaction rate of users.

Reduction of the recruitment time and job search.

VISION STATEMENT

Workswitch is an app that allows a company to hire employees in a simpler, quicker and cleaner way.

VISION CLOUD



A word cloud for 'VISION CLOUD' featuring various descriptive terms. The words are arranged in a circular pattern around a central phrase. The words are in two colors: dark teal and light teal. The central phrase is in dark teal and is the largest. The words 'Fast' and 'Simple' are also in dark teal and are larger than the others. The other words are in light teal and are smaller.

Fast Easy Hard made simple
Functional **Simple**
Recruitment
like never
before Intuitive
Up to date Clear
Great look & feel One for all

BUSINESS CONTEXT



BUSINESS CONTEXT (CANDIDATE)

To make sure we achieve the goals set in the “Vision for the project” section, the main features for the candidates will be :

- Build/update their CV (form style) in an intuitive and simple way.
- View a list of job openings and apply easily to any of them, as long as they have the minimum requirements.
- Filter the job openings by work field or requirements (keywords in its description), and the candidate can also sort them to make the job search easier.
- View the application progress and also cancel at any stage of recruitment if they see fit.

BUSINESS CONTEXT (CANDIDATE) (CONT.)

- When all candidates have been chosen, the user will receive a notification with the outcome of the application and the performance statistics of the candidates.
- The user can also see the applications of other candidates if they make them public.
- The user will receive notifications every time that there's a change in the job opening or in the application progress.
- Use of social media to make the insertion of data in the platform easier and increase the visibility of opportunities.
- The candidate will have access to a calendar that will help make appointments and manage interviews.

BUSINESS CONTEXT (RECRUITER)

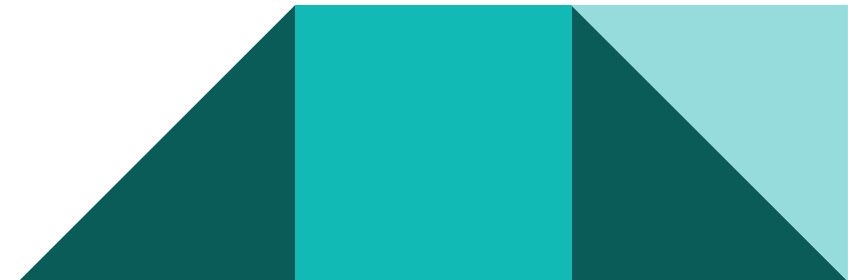
To make sure we achieve the goals set in the “Vision for the project” section, the main features for the recruiter will be :

- Create job offers in a fast and intuitive way, allowing them to spend the least amount of time possible on this process.
- When all candidates have been chosen, the recruiter will be able to filter them by specific criteria (exemples maybe?), if they wish to.
- Option to view openings from other companies to analyse the competition.
- Access to a calendar to help schedule and manage appointments.
- Creation of soft skills and hard skills tests with the help of the platform.

BUSINESS CONTEXT (RECRUITER) (CONT.)

- View user's reputation, which decreases in case they are absent during a scheduled interview, don't present a cooperative attitude or lie about the transmitted information. The user reputation goes up again as soon as they show a positive attitude.
- The recruiter has access to a user search system by order and filters, which facilitates finding the "Rising Stars" (candidates with interest, a good CV and new in the business world) and "Veterans" (candidates with more experience in the business world and a good CV).
- The recruiter can reach the candidate easily through their basic personal data (Ex. Phone Number, email...).
- View user activity that includes the last time they came to the platform or have been involved in projects/work.

PERSONAS





Rachel

Recruiter

Recruiters have the responsibility to identify suitable candidates to fill the customer's job positions and perform the initial interviews.

Rachel is a recruiter for a well-known recruitment agency. She has to be able to juggle many responsibilities -to find clients, post job openings, shortlist candidates and communicate with the client- all while working under tight deadlines and multiple projects. Even though her role requires a great deal of effort and dedication, Rachel is motivated by knowing that she can make and impact on people's lives and organizations by matching the best candidate to clients.

- Finding a candidate quickly for the client
- Send potential candidates resume and contact information over to the client
- Convenient way to post jobs on multiple job portals
- Convenient way to filter and shortlist applications

- Dealing with many candidates applications at once
- Too much time and effort needed to post jobs on different platforms
- Limited candidate pool when posting on a single job portal
- Having to learn how to use different job portals to post one job



James

Unemployed - Got the Degree Recently

People after getting their degree start looking for a job or internship and want to start working as soon as possible, without having to go through a long and painful process without feedback.

James just graduated with a Master degree in Computer Engineering and is looking for a full time job or internship in a good Company that gives him the experience to start getting him into the industry..

- Finding a job or internship easily and fast.
- Avoid going through long recruitment processes.
- Going through a transparent recruitment.
- Receiving feedback after the end of the recruitment.

- Not having to look for a job in different platforms.
- Applying in a platform that has a greater focus on the field of search.
- Being able to have multiple interviews with different recruiters in the same day.



Alberto

Unemployed - Has had many jobs

People in today's world change jobs rather quickly, looking for a job is a time consuming task and everyone who already has much experience wants to start working as soon as possible, without having to go through a long and painful process without feedback.

Alberto just got unemployed but he already has experience in the industry, so he is looking for a full time job in a good Company that pays accordingly to his degree, experience and motivation.

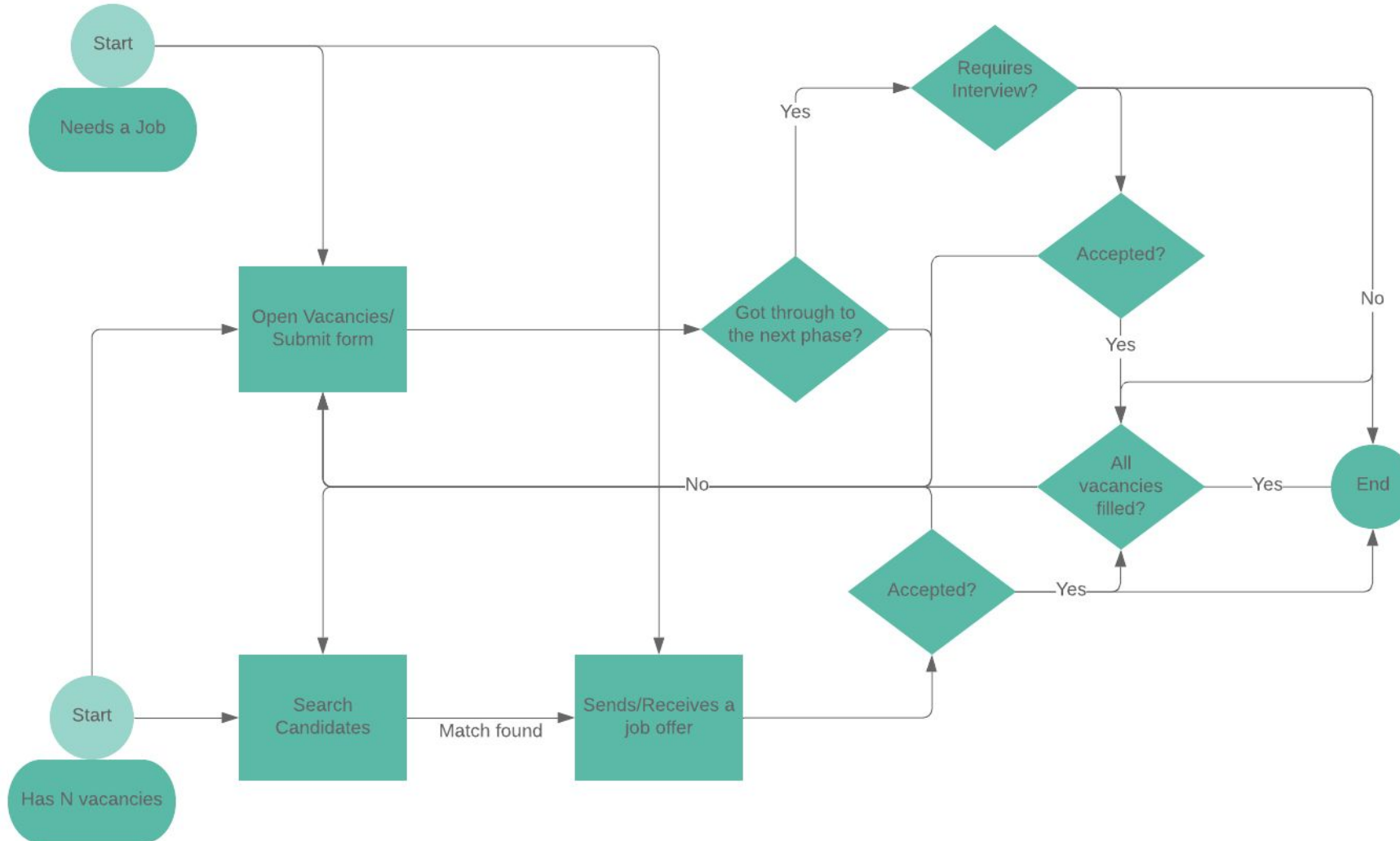
- Finding a job easily and fast.
- Avoid going through long recruitment processes.
- Going through a transparent recruitment.
- Receiving feedback after the end of the recruitment.
- Have a salary that matches his experience

- Not having to look for a job in different platforms.
- Applying in a platform that has a greater focus on the field of search.
- Being able to have multiple interviews with different recruiters in the same day.

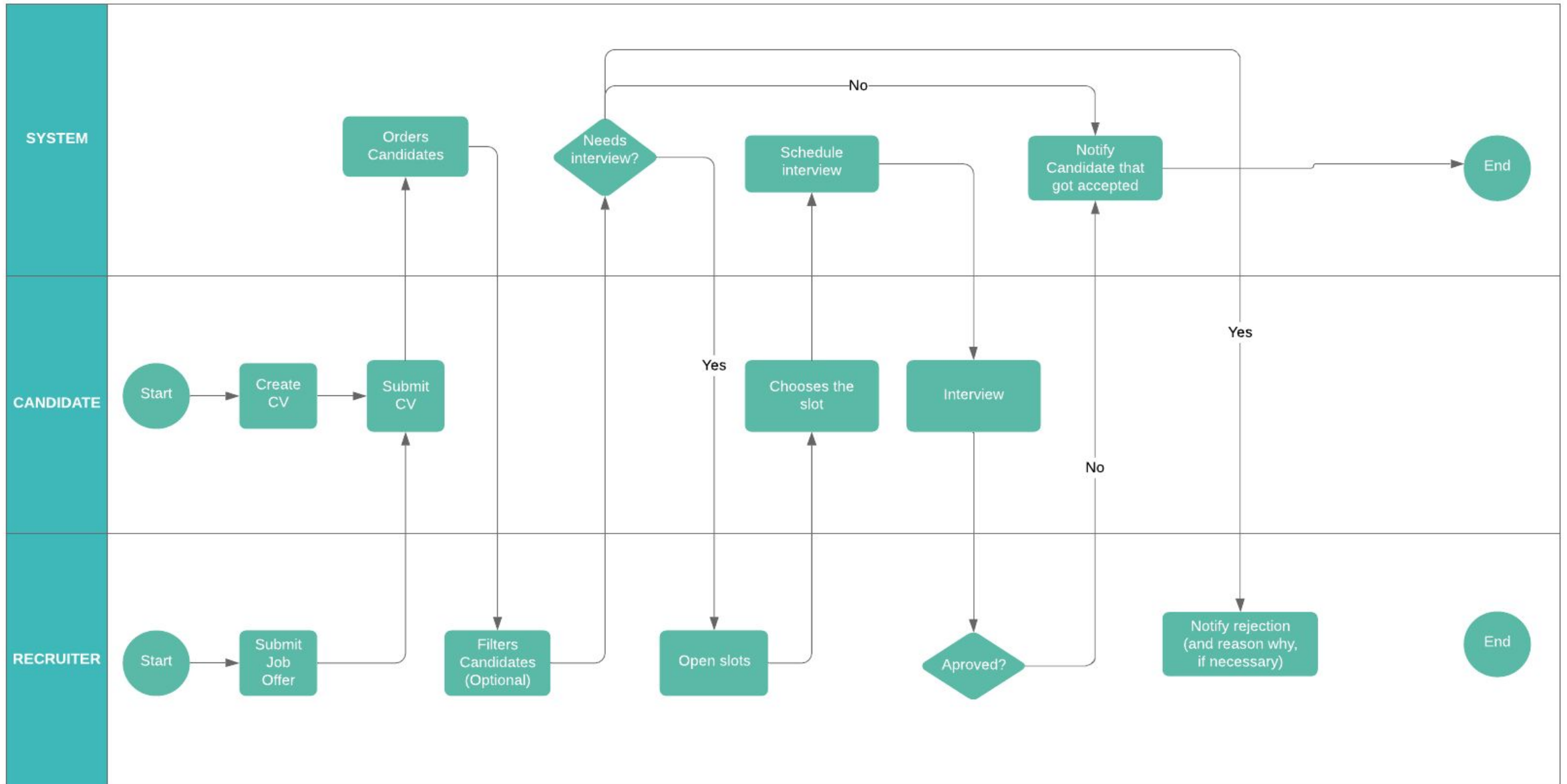
PROCESS DIAGRAMS



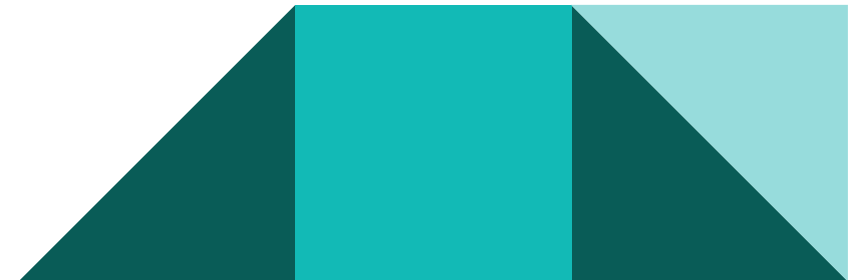
VISUAL COMMUNICATION



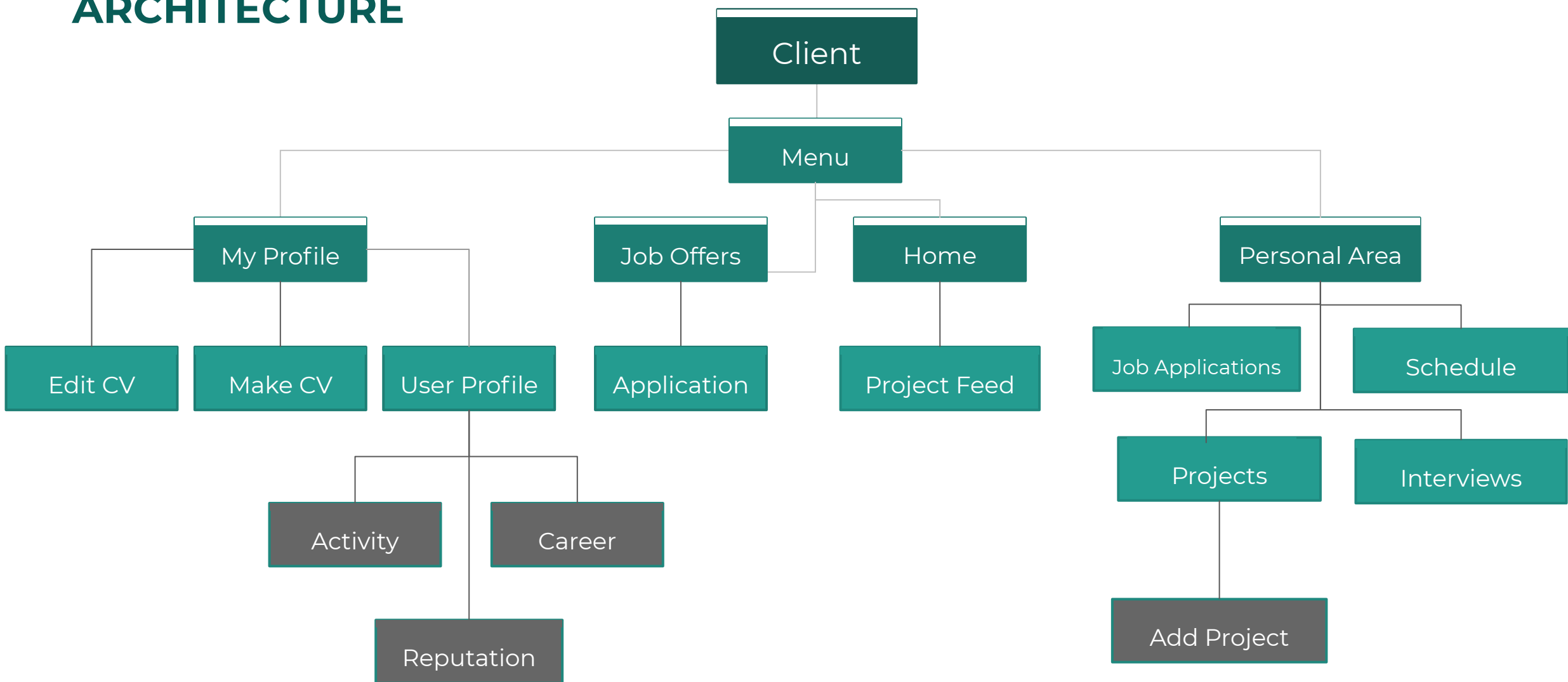
SCOPE



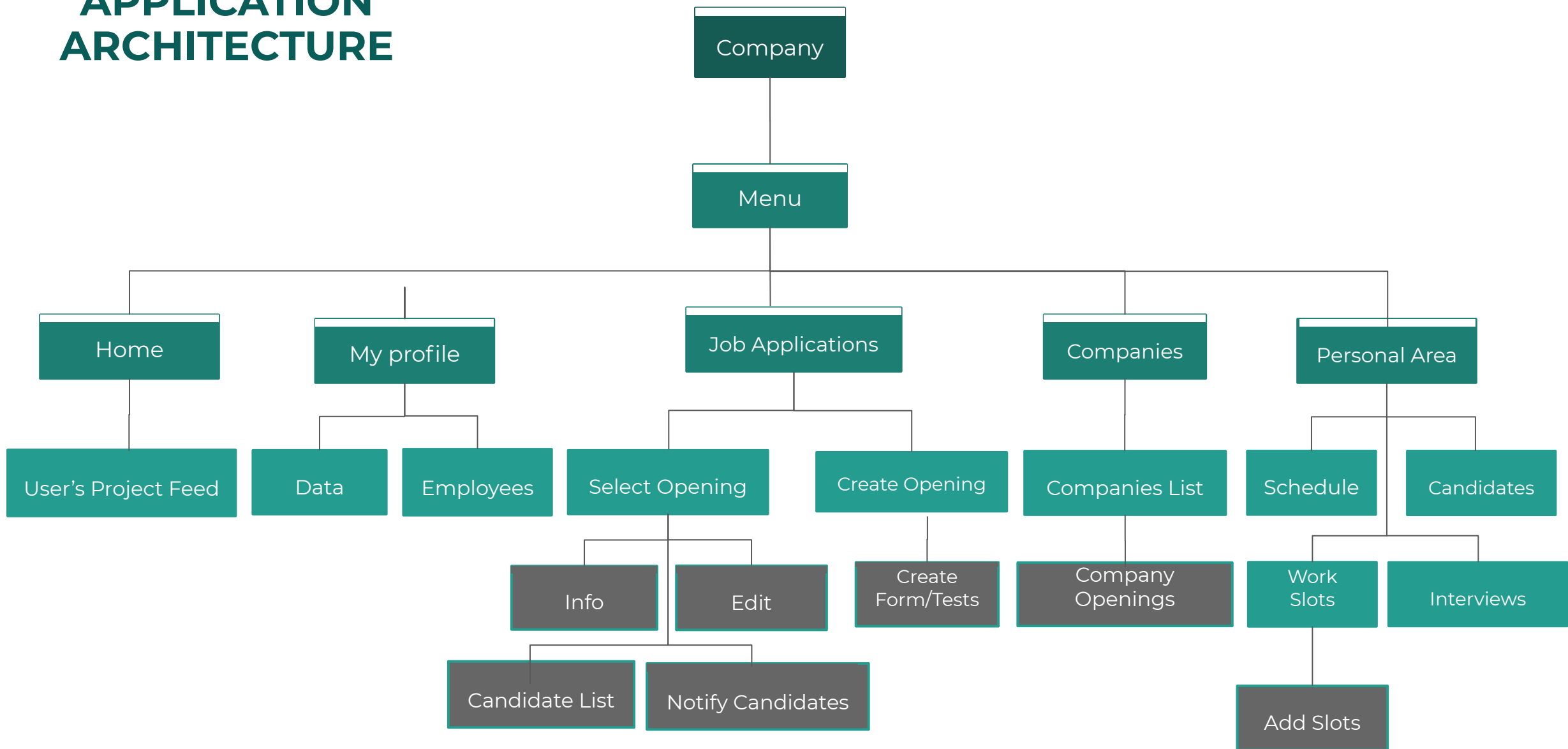
APPLICATION ARCHITECTURE



APPLICATION ARCHITECTURE



APPLICATION ARCHITECTURE



MOCKUPS



workswitch

login

[forgot your password?](#)

login

New user? [Create an account](#)



John Doe




Computer Engineering Student at FCTUC

job applications

schedule

projects

interviews




+ filters sort by

add project

project

project



★ ★

John Doe




Computer Engineering Student at
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job applications

schedule

projects

interviews



JOB APPLICATIONS


+ filters sort by

applications

applications

applications

applications



John Doe





Computer Engineering Student at
FCTUC

job applications

schedule

projects

interviews



JOB APPLICATIONS

+ filters

sort by

progress

slot info


see other candidates' applications

**John Doe**

Computer Engineering Student at
FCTUC

job applications**schedule****projects****interviews****SCHEDULE**

**interview details**



★ ★

John Doe





Computer Engineering Student at
FCTUC

job applications

schedule

projects

interviews



PROJECT TYPE

▼

project type

project type

project type

project type

project type

PROJECT NAME

PROJECT DURATION

DESCRIPTION

WORK TYPE

▼

designer

backend developer

full stack developer

...

...

ADD LINK

▼

add project

**John Doe**

Computer Engineering Student at
ECTUC

Age**Adress****Nacionality****Interview** **LinkedIn** **GitUp** **Facebook** **Twitter****Last visit: d/M/yyyy****Edit CV**

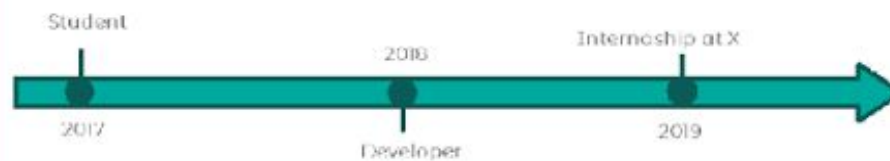
Activity



Reputation



Career

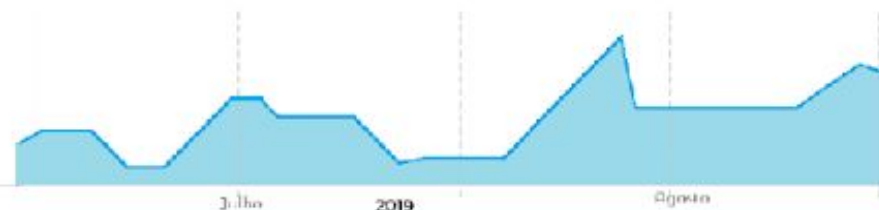


**John Doe**

Computer Engineering Student at
ECTUC

Age**Address****Nationality****Interview** **LinkedIn** **GitUp** **Facebook** **Twitter****Last visit: d/M/yyyy****Edit CV**

Activity




Reputation



Career





★ ★

John Doe





Computer Engineering Student at FCTUC

job applications

schedule

projects

interviews



JOB OFFERS

+ filter sort by

title
description

job type
area

apply

title
description

job type
area

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title
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job type
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John Doe

Computer Engineering Student at
FCTUC

job applications
schedule
projects
interviews



title

job type

salary range

description

interview type

address

apply

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OutSystems

Global enterprise software company

candidates

schedule

work slots

interviews



+ filters

sort by

project

project



OutSystems

Global enterprise software company

candidates

schedule

work slots

interviews



CANDIDATES



+ filters

sort by



candidate



candidate



candidate



candidate

**OutSystems**

Global enterprise software company

candidates**schedule****work slots****interviews****SCHEDULE**

interview details

**OutSystems**

Global enterprise software company

candidates**schedule****work slots****interviews**

SLOTS



+ filters

sort by

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slot



slot



slot



OutSystems

Global enterprise software company

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work slots

interviews




TITLE

DESCRIPTION

+ info

add slot



☆☆

OutSystems





Global enterprise software company

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interviews





COMPANIES


[+ filters](#) [sort by](#) [add slot](#)

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**OutSystems**

Global enterprise software company

candidates**schedule****work slots****interviews**

COMPANIES



Company name

Description

[+ filters](#) [sort by](#)[add slot](#)

slot



slot



slot

REFERENCES/TOOLS USED

- Powerpoint
- Photoshop
- <https://www.lucidchart.com>
- <https://www.pexels.com/photo/business-businessman-contemporary-corporate-532220/>
- <https://www.pexels.com/photo/man-wearing-gray-blazer-and-orange-dress-shirt-936117/>
- <https://www.pexels.com/photo/man-and-woman-smiling-inside-building-1367269/>



AUTHORS

- Alexandra Oliveira
- Marta Marques
- Raquel Ferreira
- Andreia Rodrigues
- António Baião
- Beatriz Santos
- Bernardo Oliveira
- Carlos Santos
- Etiandro André
- Eva Santos
- Francisco Guerra
- Henrique Miguel Silva
- Henrique Tavares Silva
- João Ribeiro
- João Limeiro

2017243775

2017249982

2017248936

2017270626

2017263927

2017263066

2017247030

2017249103

2017290285

2017268799

2017265382

2017246594

2017248432

2017249433

2017262387

Group 7

PL 7

Workswitch



AUTHORS

- José Domingos 2017248591
- José Veríssimo Lamas 2017259895
- Madalena Santos Silva 2017251964
- Mafalda Pedrosa 2016206745
- Maria do Rosário 2017260537
- Marília Martins 2017278886
- Miguel Marques 2016249972
- Miguel Teixeira 2017249680
- Paulo Gonçalves 2017252355
- Pedro Almeida 2017255094
- Ricardo Martins 2017246268
- Ricardo Figueiredo 2017254736
- Sérgio Morgado 2016238356
- Sérgio Machado 2017265620
- Tomás Pedrosa 2016229526

Group 7

PL 7

Workswitch

