
PixelCrafters

Jobify
Vision Document
Version <1.5>

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VSD	

Revision History

Date	Version	Description	Author
<04/06/2025>	Draft	Initial draft from template	Nguyễn Lê Hồ Anh Khoa
<07/06/2025>	<1.0>	Add 5. Product Features and 6. Other Product Requirements.	Nguyễn Lê Hồ Anh Khoa
<07/06/2025>	<1.1>	Add 3.1 Stakeholder Summary. 3.2 User Summary. 3.3 User Environment.	Nguyễn Thị Như Quỳnh
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<08/06/2025>	<1.3>	Add 1. Introduction. 2. Positioning.	Hình Diễm Xuân
<13/06/2025>	<1.4>	Read again and correct spelling errors	All members of Group02_PixelCrafters
<17/07/2025>	<1.5>	<p>Make changes in:</p> <p>4.1 Product Perspective - add “user management” in moderator module</p> <p>5. Product feature:</p> <p>Remove Job Engagement Analytics</p> <p>Remove Platform Usage Analytics</p> <p>Remove Resume Management</p> <p>6. Non-functional Requirement:</p> <p>In Scalability: reduce to at least 500 concurrent users</p> <p>Remove Accessibility</p>	All members of Group02_PixelCrafters

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Vision (Small Project)

1. Introduction

The purpose of this *Vision* document is to clearly define the development direction of the project, including its objectives, user needs, functional and non-functional expectations of the system, desired outcomes and the strategic direction of Jobify.

This document serves to help team members and stakeholders work in alignment with the initial *Vision* established for the project.

1.1 References

TopCV.vn – A Vietnamese job search platform used as a reference for features, layout, and user experience design.

Stack Overflow, GitHub, MDN Web Docs, W3Schools, and GeeksforGeeks – Key online resources for programming solutions, code examples, and web development best practices.

Udemy course “Master Figma UI/UX Prototyping - Basic to Advanced Level” (2024), available at <https://www.udemy.com/course/master-figma-uiux-prototyping-basic-to-advanced-level/>

2. Positioning

2.1 Problem Statement

The problem of	Candidates often face difficulties in searching for jobs, having to search extensively and send out many applications. They also struggle to find job opportunities that match their skills, experience, and career goals. Employers face challenges in effectively reaching suitable candidates.
Affects	Seekers by causing them to spend a lot of time and miss out on suitable opportunities. Employers face difficulties in quickly recruiting the right candidates.
The impact of which is	The recruitment process becomes inefficient, leading to frustration on both sides, missed opportunities and slowing down the economic growth of companies and workers.
a successful solution would be	Create a user-friendly platform capable of connecting candidates with suitable job positions. The job search process becomes simplified, while providing employers with tools to easily manage recruitment.

2.2 Product Position Statement

For	Candidates and employers.
Who	Need a platform that simplifies job searching and recruitment while improving match quality.
The Jobify	is a job search and recruitment management platform.

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That	Helps candidates find opportunities that match their profiles and enables employers to efficiently reach and manage suitable candidates.
Unlike	Conventional job listings with limited personalization and inefficient workflows.
Our product	Provides a job search platform with intelligent job recommendations, a clear and streamlined application process and effective recruitment management tools. The platform is designed to serve both candidates and employers.

3. Stakeholder and User Descriptions

3.1 Stakeholder Summary

This section describes the users of the Jobify platform. There are 4 types of users of the Product: Candidate, HR/Recruiter, Admin, and Moderator.

Role	Description	Responsibilities
Development Team	Software engineering team responsible for building and maintaining the Jobify platform	Design and develop the web application according to specifications. Implement features for all user roles. Ensure system security, performance, and scalability. Maintain and update the platform based on user feedback.
HR/Recruitment Agencies	Human resources professionals and recruitment agencies using the platform to hire candidates	Post job listings and manage recruitment processes. Screen and evaluate candidate applications. Provide feedback on platform usability and feature requirements. Define hiring criteria and job specifications.
Job Seekers/Candidates	Individuals seeking employment opportunities across various industries and skill levels	Provide feedback on user experience and job matching accuracy. Specify their needs and requirements for job search functionality. Test and validate the effectiveness of the job application process.

3.2 User Summary

Name	Description	Responsibilities	Stakeholder
Candidate	Job seekers who use the platform to find employment opportunities and manage their professional profiles	Register/login using Google OAuth or Email. Create and manage skill profiles with a portfolio. Search and apply for jobs using various filters. Track application status and manage saved jobs. Receive and respond to notifications.	Job Seekers/Candidates
HR/Recruiter	Human resources professionals and recruiters who post job listings and	Access and manage the HR dashboard. Post, edit, and remove job listings. Review and process candidate applications. Track candidate progress through the hiring pipeline. Manage	HR/Recruitment Agencies

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	manage the hiring process	company information and user access. Filter and search candidates by various criteria.	
Admin	System administrators with highest level of access to manage platform-wide operations	Manage system-wide settings and user permissions. Broadcast system announcements. Approve job postings from HR users. Oversee user database and system configurations. Monitor platform performance and security.	Development Team
Moderator	Content moderators responsible for maintaining platform quality and community standards	Review and manage user reports and content violations. Moderate and remove flagged or spam content. Ensure compliance with community standards. Maintain content quality across the platform. Support user dispute resolution.	Development Team

3.3 User Environment

The User Community for Jobify is a diverse ecosystem that includes job seekers, HR professionals, recruitment agencies, and system administrators who demand flexibility, security, intuitive interface, and responsive performance that the platform can provide.

The users are professionals, job seekers, and HR specialists who are computer literate and in most cases use personal computers or work devices to access the platform.

The initial release of Jobify will be web-based and optimized for PC access. Future updates and feature enhancements will be implemented according to user needs and market demands for mobile accessibility and additional platform integrations.

3.4 Summary of Key Stakeholder or User Needs

Need	Priority	Concerns	Current Solution	Proposed Solutions
Broadcast messages	Medium	No centralized way for Admin to notify all users of important updates	Manual emails or social media posts	Implement an in-platform notification and broadcast message system
Accurate job matching	High	Current job platforms often recommend irrelevant positions	Basic keyword-based searches	AI-driven job recommendation engine using profile and application history
Easy candidate application tracking	High	Job seekers can lose track of applied positions	Spreadsheet or manual notes	In-platform application tracker showing status updates and history
Secure and seamless authentication	High	Account security and ease of login is a concern	Password-only systems	Google OAuth integration alongside traditional email/password with secure

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				authentication
Job listing quality control	High	Job platforms sometimes feature spam or misleading listings	User reports (slow response times)	Moderator content review and approval workflow for job listings and company profiles
Performance and reliability	High	Users expect fast, reliable access to job search and application features	Varies by platform	Optimize backend API response times, page loads under 3 seconds, and 99.5% uptime

3.5 Alternatives and Competition

Alternative/Competitor	Strengths	Weaknesses
LinkedIn Jobs	Wide network, integrated professional profiles, AI job recommendations	Overly generalized recommendations, cluttered UI, high competition for roles
VietnamWorks	Focused local market presence, strong employer base	Outdated UI, slow filtering system, lacks modern candidate tracking
Homegrown recruitment systems (e.g., company websites)	Direct control over listings and applicants	Limited reach, no advanced filtering, no AI recommendations
Status quo (manual applications via email)	Simple, no extra tools needed	Prone to lost applications, no tracking, poor candidate experience
JobStreet	Established brand, reliable job listing	Slow updates on application status, no personalized recommendations

4. Product Overview

This section provides a high-level view of the **Jobify** platform's capabilities, its relation to existing systems, and the assumptions and dependencies affecting the system design and implementation.

4.1 Product Perspective

Jobify is an independent, web-based job recruitment platform developed to streamline the hiring process for both job seekers and employers. The platform provides functionalities for job listing management, candidate applications, application tracking, and job recommendation services, all centralized within a unified system.

The product does not rely on integration with existing enterprise systems such as HR management software or payroll systems for its core operations. However, it is designed with a modular, service-oriented architecture that allows for future extensions and integrations via standard RESTful APIs.

Main product modules include:

- **Candidate Module:** Allows users to create profiles, search for jobs, apply for positions, and track application status.

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- **Recruiter Module:** Enables HR staff to post job vacancies, manage applications, and view candidate profiles.
- **Moderator Module:** Provides a content control interface for approving job postings, user management and handling user reports.
- **Administrator Module:** Offers administrative control over user management, platform settings, and system-wide notifications.

Interfaces:

- **Authentication Service:** Integration with Google OAuth for secure, third-party login.
- **Notification Service:** Sends job updates, application status notifications, and announcements.
- **AI-based Recommendation Engine:** Delivers personalized job suggestions based on user profile data and interaction history.
- **Database System:** Centralized storage for job listings, user profiles, application records, and system logs.

System Configuration:

- **Platform Type:** Web-based application, desktop browser optimized.
- **Technology Stack:**
 - Backend: Node.js/Express.js Framework
 - Frontend: React with NextJS framework and Tailwindcss
 - Database: PostgreSQL on Supabase
 - Authentication: Google OAuth 2.0
 - Hosting: Cloud server with minimum 99.5% uptime

4.2 Assumptions and Dependencies

The development and operation of the **Jobify** system rely on several assumptions and dependencies. These factors may affect the feasibility, performance, or implementation timeline if they change during the project lifecycle.

Assumption/Dependency	Impact if Changed
The platform will initially support only desktop web browsers.	A shift to mobile-first or mobile app support would require redesigning UI/UX and additional frontend development.
Google OAuth services will be available, reliable, and free to use.	Removal or restrictions of this service would necessitate implementing an alternative secure authentication mechanism.
Sufficient data will be available for the AI-based job recommendation system.	Lack of data would limit the accuracy and relevance of job recommendations, reducing user engagement.
The hosting environment will ensure a minimum of 99.5% uptime excluding scheduled maintenance.	Lower availability would negatively affect user trust and platform adoption.
Regular system backups and a disaster recovery plan will be in place.	Absence of adequate backup and recovery processes increases the risk of data loss and prolonged downtime in case of system failure.

5. Product Features

No.	Feature	Description	Priority
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1	Account Management	Basic account functionality for all users: register, login, logout, change password, and manage profile information.	High
2	Candidate Profile	Candidates can create and update profiles with personal info, skills, and resume uploads.	High
3	Job Browsing & Filtering	Users can search and filter jobs by title, location, job type, salary range, etc.	High
4	Job Application	Candidates can apply for jobs via form, resume upload, or cover letter.	High
5	Application Tracking	Candidates can track the status of their applications (e.g., Pending, Shortlisted, Rejected).	Medium
6	Save Jobs	Users can save job postings for later viewing or application.	Medium
7	AI Job Recommendations	The system recommends jobs based on candidate profiles and activity.	High
8	HR Registration & Company Profile	HR users can register as companies, create and update organization profiles (requires moderator approval).	High
9	Job Posting Management	HR can create, edit, and delete job listings.	High
10	Candidate Review	HR can browse, evaluate, and respond to job applications.	High
11	Moderator Content Review	Moderators can review and approve job posts, companies, and flag inappropriate content.	High
12	Notification System	Users receive notification or in-app notifications when job status changes or new matches appear.	Medium
13	Admin Role & Access Control	Admins manage users, permissions, categories, and platform settings.	High
14	Backup and Recovery	Ensure data integrity through regular backups and recovery plans.	High
15	Multi-role Permissions	System supports multiple roles (Candidate, HR, Moderator, Admin) with different access rights.	High

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16	Responsive Web Interface	Platform supports desktop browsers with clean, accessible UI (as per initial wireframes).	High
17	Coin-Based Posting System for Companies	Each newly registered company account will automatically receive 20 coins . Posting a job consumes 10 coins per post . This allows companies to post up to 2 jobs for free . Coin balance is visible in the HR dashboard, and coin usage is tracked. Future versions may include coin purchasing or top-up options.	High

6. Non-Functional Requirements

No.	Category	Requirement Description	Priority
1	Platform Support	The system must work smoothly on desktops and laptops, and be compatible with Chrome, Firefox, Edge, and Safari across Windows and macOS.	High
2	Performance	Pages should load within 3 seconds; backend APIs must respond within 500ms under normal usage conditions.	High
3	Scalability	The platform must support at least 500 concurrent users and scale as user base grows.	High
4	Availability	System uptime must be at least 99.5%, excluding scheduled maintenance (which must be announced in advance).	High
5	Security	Use HTTPS, secure authentication, and encrypted storage. Ensure compliance with data protection regulations (e.g., GDPR).	High
6	Usability	UI should be simple and intuitive; new users must be able to complete core tasks within 5 minutes without external help.	High
7	Backup & Recovery	Perform daily backups and implement a documented recovery plan allowing system restoration within 24 hours.	High
8	Maintainability	Codebase should follow modular design and consistent style guides, with documentation to support future maintenance.	Medium

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9	Documentation	Provide user manuals, online help, and technical documentation for developers and administrators.	Medium
10	Transaction Logic	All coin-related actions (initialization, deduction, balance checking) must be secure, atomic, and traceable.	High