Project Proposal:

RecruitFlow – A centralized hub connecting employers and job seekers

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Introduction:

This system streamlines hiring and onboarding through AI-driven job matching, MongoDB based database management,. It automated resume screening, tracks applications, and enhances employee onboarding.

Scope & Objectives:

- AI-powered resume parsing and job recommendations.
- Automated applicant tracking and interview scheduling.
- Secure authentication for applicants and recruiters.
- Data-driven hiring analytics for recruiters.

Key Features:

 User Registration & Authentication:
  - Secure **role-based access control** for job seekers, recruiters, and admins.
  - **OAuth-based authentication** (Google, or email/password login).
  - **Password encryption & recovery mechanisms** for security

 Job Search & Application:

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  - **Advanced filtering options** (location, experience level, skills, industry, salary, etc.).
  - **AI-powered job recommendations** based on resume analysis and past applications.

  - **One-click application** feature with resume and cover letter attachments.

Application Tracking System (ATS):
  - **Interactive dashboard** for job seekers to track application status (applied, shortlisted, interviewed, hired/rejected).
  - **Recruiter view** for tracking applicants per job post and filtering top candidates.
  - **Data-driven analytics** showing applicant engagement, response rates, and hiring trends

Interview Scheduling & Notifications:
  - **Automated interview scheduling** based on candidate and recruiter availability.
  - **Real-time notifications & reminders** via email and in-app alerts.
  - **(Extra)Integration with video conferencing tools** (Zoom, Google Meet, or Microsoft Teams).

Recruiter Job Management:
  - **Job posting module** allowing recruiters to create and manage job listings.
  - **Real-time updates & job status tracking** (open, closed, under review).
  - **Performance insights** on job postings, including applicant trends and hiring efficiency.

Admin Panel:
  - **User management** for job seekers, recruiters, and companies.
  - **Security monitoring & compliance checks** to ensure data integrity.
  - **Reporting & analytics dashboard** for tracking system performance.

(Extra if we get time) AI Resume Parsing & Matching:
  - Automatic skill extraction from resumes using Natural Language Processing (NLP).
  - Job matching algorithm that ranks candidates based on skills, experience, and job fit.
  - Dynamic resume recommendations for applicants based on trending industry demands.

Technologies & Implementation:

Frontend:
ReactJS with some UI Libraries like Chakra UI ect

Backend:
NodeJS , ExpressJS MongoDB Database, AI Resume Parser(optional), REST APIs

Security:
Role-based access,Password Encryption.

Future Enhancements:

- ✔ AI Chatbot for job search assistance.

- ✔

  Blockchain-based credential verification.

- ✔

  Multi-user VR training & gamified assessments.

- ✔

  Job market analytics dashboard.

Conclusion:
This system streamlines recruitment by offering efficient **job tracking, interview scheduling, and recruiter-friendly job management**. It simplifies hiring for employers and enhances the application process for job seekers. Future upgrades will further optimize hiring insights and onboarding, making it a complete recruitment solution..