PROJECT DOCUMENTATION

GROUP 8

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PROJECT OVERVIEW:

Traditional job search websites prioritize educational qualifications and job title fitment above a candidate's demonstrated skills. A skill-based employment system fails to identify trained professionals who lack traditional degrees or formal job titles when matching positions to talent. The SkillOverTitle platform exists as a skills-first employment portal which serves to connect qualified candidates with suitable positions.Through the platform job seekers can discover compatible career opportunities that match their abilities paired with their experience and professional interests apart from strict job title requirements. SkillOverTitle enables businesses to access a wider range of qualified candidates and skilled talent who have job-ready ability through skill-based recruitment.The system enables fair hiring practices through data-oriented recruitment processes that simplify both candidate submissions and review operations.

TECHNOLOGY STACK:

Frontend:

- React: The core framework enables the development of user interface components with state management capability.

- Vite: The Vite development build tool accelerates compilation speed and executes bundling duties.

- React Router DOM: Every page requires routing and navigation functionality that operates using paths such as /jobs and /apply.

- CSS (external + inline): For component styling and responsiveness.

- HTML5: A semantic structure which uses form and content elements to construct parallel relationships.

Backend (Future Enhancement Plan):

- Node.js + Express: Node.js and Express will service job postings and user data management as well as application submission (future implementation).

- MongoDB / PostgreSQL: The application uses these tools to store user profiles alongside job listings and applications.

Development Tools:

- npm: Node package manager for dependencies.

- Git & GitHub: Version control and collaborative development.

WHAT WE HAVE ACHIEVED

1. **Authentication Pages (Login/Signup)**:

Users can create a new account by performing complete signup validation.

The navigation system modifies itself automatically according to whether the user has logged in or not.

A successful registration leads users to the login page immediately.

2. **Job Listings Page**:

- Interactive job search functionality.

Users can search jobs through three categories which include job title and both company and geographic location.

A clean card-based listing presentation showcases each entry through a hover activated effect.

3. **Job Application Form**:

The form collects complete information about users and their jobs throughout its entire length.

- Resume upload with validation.

Through alert popups the system provides users with feedback about their submitted applications.

4. **UI/UX Design**:

Flexbox combined with media queries allows for responsive layouts throughout the application design.

Expert banners in the attractive hero section produce professional appeal.

The interface includes easy-to-use navigation tools for users who lack technical skills.

5. **Code Organization**:

- Modular React component architecture.

-The system maintains its styling elements and management of routes in centralized locations.

-A logical file system exists with three main parts: /components for elements and /pages for displaying

content and index.css for style definitions.
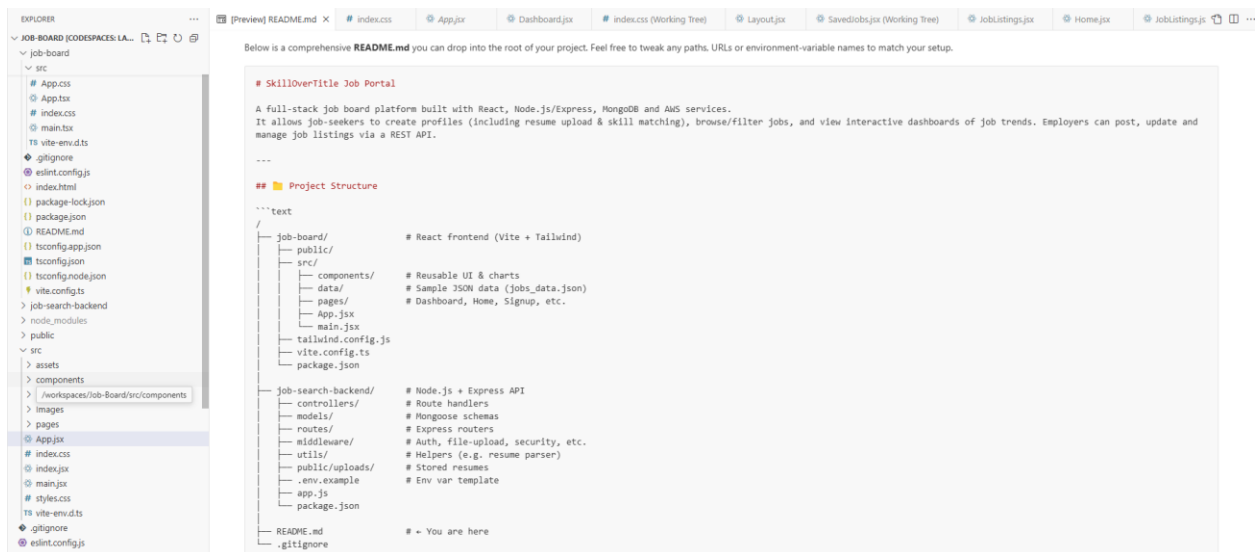
IMPACT OF THE PROJECT

1. The system reduces the hiring gap because it evaluates skills instead of academic qualifications during candidate selection.

2. Early career workers and career transition candidates gain power through this platform to secure related job positions.

3. The application process becomes simpler through an interface designed for both clarity and ease of use.

4. The system supports architectural scalability that enables future development of an admin dashboard in addition to email automation and personalized job recommendation features.

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