# **SRS for Matcha system**

## **1. Introduction**

### **1.1 Purpose**

document contains functional and non-functional requirements for the Matcha System. Our google to simplify the hiring workflow by integrating GenAI features for resume parsing, candidate ranking, job description generation, and communication assistance.

### **1.2 Scope**

The system will enable recruiters to:

* Post job openings.
* Receive and manage candidate applications.
* Automatically parse resumes into structured profiles.
* Match candidates against job descriptions using GenAI ranking.
* Generate professional job descriptions and candidate summaries.
* Communicate with applicants via auto-generated messages.
* Audio interview
* Track applicants through a hiring pipeline.

### **1.3 Users**

* **Recruiters** : Main system users.
* **Candidates**: Apply via job posting form or upload CV.

## **2. Functional Requirements**

### **2.1 Job Posting Management**

* FR1: Recruiters can create, edit, and delete job postings.
* FR2: Recruiters can define required skills, experience level, and role.
* FR3 (GenAI): System can generate a job description draft from recruiter inputs.

### **2.2 Candidate Management**

* FR4: Candidates can submit applications via form or upload CV.
* FR5 (GenAI): Resume parsing extracts candidate details into structured profiles.
* FR6: Store candidate information (name, contact, skills, experience).

### **2.3 Applicant Tracking**

* FR7: Recruiters can view applicants per job.
* FR8: Recruiters can move applicants through pipeline: *Applied → Shortlisted → Interview → Hired/Rejected*.

### **2.4 Search & Filter**

* FR9: Recruiters can search candidates by name, skill, or keyword.
* FR10: Recruiters can filter candidates by pipeline stage or job role.

### **2.5 Candidate Screening (GenAI)**

* FR11: AI summarizes resumes into key points.
* FR12: AI ranks candidates by skill-job fit and suggests top matches.

### **2.6 Communication**

* FR13: Recruiters can send emails to candidates.
* FR14 (GenAI): System auto-generates personalized messages for:  
  + Application received.
  + Shortlist/Interview invite.
  + Rejection.

### **2.7 Analytics**

* FR15: Dashboard shows number of applicants per job.
* FR16: Funnel metrics (applied, shortlisted, hired).
* FR17 (Future GenAI, optional): AI insights on hiring trends.

**2.8 Authentication & Authorization :**

* FR18 — User Registration: Users can register as recruiter or candidate by providing email and password. Email must be unique.
* FR19 — Email Verification: After registration, the system sends a verification email with a token; users must verify to activate account.
* FR20 — Login: Users can log in with email + password. Support session-based auth or token-based (JWT).
* FR21 — Password Reset: "Forgot password" flow sends a secure, expiring reset link to email.
* FR22 — Logout & Session Management: Users can log out; system invalidates session/jwt. Support "remember me" (optional).
* FR23 — Role-Based Access Control: Roles (recruiter, candidate, admin) determine access to endpoints and UI.
* FR24 — Multi-Factor Auth (Optional, Phase 2): Support TOTP or SMS-based 2FA as an optional enhancement.
* FR25 — OAuth / SSO (Optional): Allow social sign-in (Google, LinkedIn) as an optional integration.
* FR26 — Account Security Protections: Rate limiting, account lockout after repeated failed attempts, password complexity rules.

## **3. Non-Functional Requirements**

* **Performance:** Handle at least 1,000 applicants and 100 job postings.
* **Scalability:** Designed for future integration with LinkedIn, Indeed.
* **Security:**
  + Secure Candidate data
* **Usability:** Simple, clean UI for users.

## **4. System Features (Prioritized)**

| **Priority** | **Feature** | **AI/GenAI** |
| --- | --- | --- |
| High | Job posting CRUD | No |
| High | Candidate application (CV upload) | No |
| High | Resume parsing | Yes |
| High | Candidate ranking | Yes |
| High | Applicant pipeline tracking | No |
| Medium | Job description generation | Yes |
| Medium | Candidate summaries | Yes |
| Medium | Auto-generated communications | Yes |
| Low | Dashboard analytics | No |
| Future | AI insights on hiring trends | Yes |

## 

## **5. Tech Stack :**

* **Frontend:** js
* **Backend:** Django (REST APIs)
* **Database:** PostgreSQL
* **AI Layer:** Gemini / Llama / Hugging Face models (for parsing, ranking, text gen)
* **Deployment:** Azure

## **6. Constraints**

* MVP delivery within 1 months.
* Limited AI scope: parsing, ranking, text generation .