

Online Job Recruitment System Requirements Specification

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1. Purpose:

The purpose of this project is to develop an Online Job Recruitment application that facilitates seamless interaction between job seekers and employers. It aims to streamline the job search and recruitment process by providing a user-friendly platform with comprehensive job listing, application management, and communication features.

2. Scope

The scope includes the design and development of a web-based platform along with a mobile application (if applicable) for job seekers and employers. It encompasses features such as user authentication, profile creation, job listing categorization, advanced search functionalities, communication tools (messaging system), and application tracking. Additionally, it involves the creation of an intuitive interface accessible across multiple devices.

3. Audience

- Job Seekers: Individuals seeking employment opportunities across various industries and locations.
- Employers/Recruiters: Companies or organizations looking to post job listings and efficiently manage the recruitment process.
- Administrators: Those responsible for maintaining and overseeing the functionality and security of the platform.

4. Definition and abbreviation :

API: Application Programming Interface

UI: User Interface

UX: User Experience

DB: Database

MVP: Minimum Viable Product

5. System Overview

5.1 Problem Statement:

The traditional job recruitment process is often time-consuming and lacks transparency, leading to inefficiencies for both job seekers and employers. Existing platforms might not offer a comprehensive solution that addresses the needs of both parties.

5.2 Proposed Solution:

To solve this problem, the proposed solution is to develop an Online Job Recruitment application that provides a user-friendly interface for job seekers and employers. The platform will offer intuitive user authentication, comprehensive job listings, advanced search and filtering options, a messaging system for direct communication, and application tracking. This solution aims to streamline the recruitment process, enhance transparency, and improve the overall experience for both applicants and recruiters.

This breakdown helps in defining the project's goals, identifying its audience, and providing an overview of the problem statement and the proposed solution. Each section can be elaborated upon further with detailed descriptions, diagrams, and specifications as the project progresses.

6. Assumptions :

1. Internet Connectivity: The assumption is that users, both job seekers and employers, have reliable internet connectivity to access and use the online job recruitment platform.
2. User Authenticity: It is assumed that users provide accurate information during the registration and profile creation process. The system relies on the authenticity of the information provided by users.
3. Device Compatibility: The platform assumes that users have devices (computers, smartphones, tablets) that are compatible with the platform's web interface or mobile application.
4. Data Security: It is assumed that the platform employs robust security measures to protect user data and privacy. Users trust that their personal and professional information is secure within the system.
5. Application Feedback: The assumption is that employers will provide timely feedback on job applications. The system relies on the responsiveness of recruiters to maintain transparency in the application process.
6. Job Post Accuracy: Employers are assumed to provide accurate and up-to-date information in their job postings, including job descriptions, requirements, and application instructions.
7. Skill Matching Algorithm: The system assumes the effectiveness of its skill matching algorithm in connecting job seekers with relevant job opportunities based on their skills and experiences.
8. Messaging System Use: Users are assumed to actively use the messaging system for communication between job seekers and employers during the recruitment process.

7. Constraints :

1. Limited Geographic Scope: The platform is constrained by the geographic scope of the job listings. It may not cover all regions or countries, limiting the opportunities available to users based on their location.

2. Internet Speed: Users with slow or unstable internet connections may experience difficulties in accessing and utilizing the platform's features seamlessly.
3. Device Limitations: The functionality and user experience of the platform may be constrained by the capabilities of the user's device, especially on older or less advanced devices.
4. User Skill Level: The platform assumes a certain level of digital literacy and proficiency from its users. Individuals with limited technology skills may face challenges in navigating the system.
5. Job Availability: The platform's effectiveness is constrained by the availability of job postings from employers. A lack of job listings in certain industries or locations may limit the options for job seekers.
6. Recruiter Participation: The success of the platform for job seekers depends on active participation from recruiters. If employers are not actively using the platform, job opportunities may be limited.
7. Data Privacy Regulations: The platform is subject to data privacy regulations, and compliance with these regulations may impose constraints on certain features or data processing activities.
8. Mobile Application Compatibility: While a dedicated mobile application is beneficial, it is constrained by the compatibility of the application with different mobile operating systems and versions. Users may face limitations based on their device specifications.

8. System Requirements

8.1 Functional Requirements:

Functional Requirements	Description
User Registration and Authentication:	<ul style="list-style-type: none">• Job seekers and employers should be able to register with the platform, providing necessary details.• The system should support secure authentication mechanisms, such as email verification or two-factor authentication.
User Profiles:	<ul style="list-style-type: none">• Job seekers should be able to create, edit, and manage comprehensive profiles that showcase their skills, experiences, and career aspirations.• Employers should have the ability to create and manage profiles that represent their companies.
Job Listings:	<ul style="list-style-type: none">• The platform should provide a user-friendly interface for job seekers to browse, search, and filter job listings.• Employers should be able to create,

	edit, and manage job postings, including details such as job descriptions, requirements, and application instructions.
Application Submission:	<ul style="list-style-type: none"> • Job seekers should be able to apply to multiple positions seamlessly through the platform. • Employers should receive and manage job applications, including the ability to review applicant profiles and documents.
Feedback System	<ul style="list-style-type: none"> • The system should facilitate communication between employers and job seekers, providing feedback on the status of job applications. • Employers should have the option to communicate directly with applicants through the platform's messaging system.
Search and Filtering:	<ul style="list-style-type: none"> • Advanced search functionalities should be available for job seekers to refine job searches based on criteria like job type, salary range, industry, and required skills. • Employers should be able to search and filter applicant profiles based on relevant criteria.
Job Alerts:	<ul style="list-style-type: none"> • Job seekers should have the option to set up job alerts, receiving notifications about relevant job openings based on their preferences. • Employers may receive alerts or notifications for new applications and messages from job seekers.
Messaging System:	<ul style="list-style-type: none"> • A built-in messaging system should facilitate direct communication between job seekers and employers for inquiries, clarifications, and interview scheduling.
Mobile Responsiveness:	<ul style="list-style-type: none"> • The platform should be accessible and provide a seamless experience on

	<p>various devices, including desktops, laptops, tablets, and smartphones.</p> <ul style="list-style-type: none"> • A dedicated mobile application should be available for download and use on smartphones.
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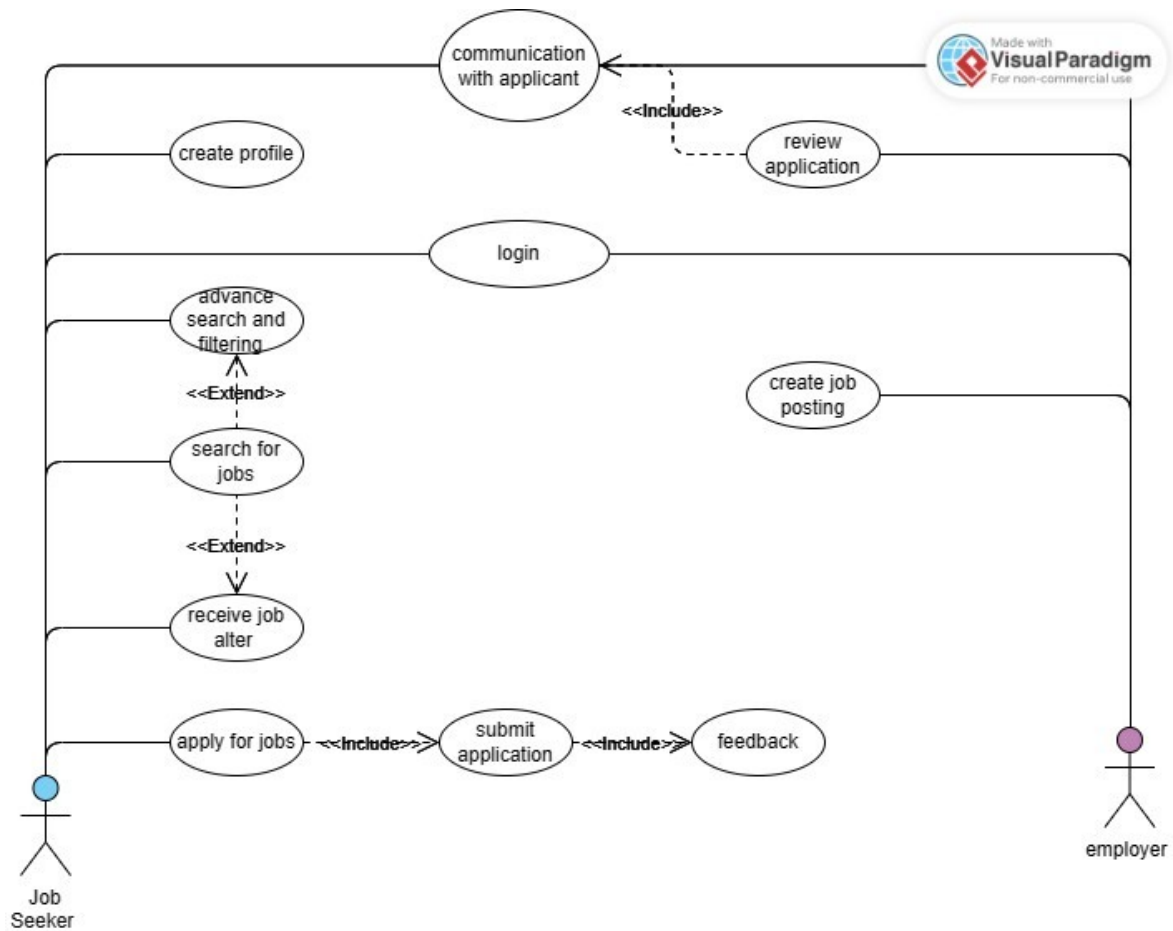
8.2 Non-Functional Requirements.

Non-Functional Requirements:	Description
Performance:	<ul style="list-style-type: none"> • The platform should have low latency and quick response times to ensure a smooth user experience. • It should handle a scalable number of simultaneous users during peak times.
Security:	<ul style="list-style-type: none"> • The system should be reliable, with minimal downtime for maintenance and updates. • Regular backups of user data should be performed to prevent data loss.
Reliability:	<ul style="list-style-type: none"> • The platform should provide a user-friendly interface for job seekers to browse, search, and filter job listings. • Employers should be able to create, edit, and manage job postings, including details such as job descriptions, requirements, and application instructions.
Scalability:	<ul style="list-style-type: none"> • The platform should be designed to scale as the user base grows, accommodating an increasing number of job seekers and employers.
Usability:	<ul style="list-style-type: none"> • The user interface should be intuitive, ensuring ease of navigation for both job seekers and employers. • Accessibility features should be considered to make the platform usable by individuals with different abilities.
Compliance:	<ul style="list-style-type: none"> • The system should comply with data privacy regulations and industry standards for the protection of user

	<p>information.</p> <ul style="list-style-type: none"> • It should adhere to guidelines related to fair employment practices and anti-discrimination laws.
Interoperability:	<ul style="list-style-type: none"> • The platform should be compatible with standard browsers and devices.
Data Backup and Recovery:	<ul style="list-style-type: none"> • Regular automated backups should be performed, and a robust data recovery plan should be in place to mitigate the impact of data loss or system failures.
Mobile Application Compatibility:	<ul style="list-style-type: none"> • The dedicated mobile application should be compatible with major mobile operating systems (iOS, Android) and provide a consistent user experience across different devices.

8. Use Case Model

8.1 Use Case Diagram



8.2 Use Case narratives

USE CASE: Apply for Job

Actor	Job Seeker
Entry Condition:	job Seeker is logged into the system.
Exit Condition:	Application submitted successfully; confirmation message displayed.
Flow of Events:	<ol style="list-style-type: none">1. Job Seeker logs into the system.2. Job Seeker navigates to the "Search for Jobs" section.3. Job Seeker specifies criteria and views detailed information about a job.4. Job Seeker clicks on the "Apply Now" button.5. The system prompts Job Seeker to submit required documents and information (resume, cover letter, etc.).6. Job Seeker fills out the application form with relevant details.7. The system validates the information entered by the Job Seeker.8. Job Seeker reviews the submitted application.9. Job Seeker clicks on the "Submit" button.10. The system processes the application and sends a confirmation

	<p>message to the Job Seeker.</p> <ol style="list-style-type: none"> Confirmation message includes details such as the applied position and any additional instructions. Job Seeker is redirected to the dashboard with a message confirming the successful application.
Alternative Events:	If the Job Seeker does not fill out a required field in the application form, the system displays an error message and prompts the Job Seeker to complete the missing information.

USE CASE: Create Job Posting

Actor	Employer
Entry Condition:	Employer is logged into the system.
Exit Condition:	Job posting created successfully; visible to Job Seekers.
Flow of Events:	<ol style="list-style-type: none"> Employer logs into the system. Employer navigates to the "Create Job Posting" section. Employer provides job details, including job title, description, requirements, and application instructions. The system validates the entered information and checks for completeness. Employer clicks on the "Publish" button to create the job posting. The system processes the job posting request and assigns a unique identifier. Job posting becomes visible to Job Seekers in the system's job listings. Employer receives a confirmation message indicating the successful creation and publication of the job posting. Employer may choose to review the posted job listing to ensure accuracy.
Alternative Events:	<ul style="list-style-type: none"> If the Employer attempts to create a job posting without providing mandatory information, the system displays an error message and prompts the Employer to complete the missing details. In case of system errors or connectivity issues during the posting process, the system displays an appropriate error message and suggests retrying or contacting support.

9. Sequence Diagram

