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| |  | | --- | |  |   Future Technologies  **Feasibility Study**  **Momentum Qualified Advancements**  August 1st 2024 |

# Executive Summary

Momentum Qualified (MQ) is a recruitment and human resources company specializing in ICT staffing. Currently, they face bottlenecks in matching candidate skills with client needs, resulting in lost opportunities. The goal of this project is to automate the process of matching candidate skills, capabilities, and availability with the requirements of client job descriptions. This system will enhance recruiter efficiency, reduce manual data entry, and ensure data integrity while adhering to a 3-month development timeline within a limited budget.

# ICT Project Description

The project involves the creation of an automated skills matching system that will allow recruiters to input client position descriptions and rapidly find matching candidates from a database. Candidates will be able to update their profiles via a secure web portal, which will be integrated into MQ's existing website. The system will also validate input data to maintain data integrity and comply with Australian privacy and security legislation. MQ aims to increase placements, both permanent and contract, by automating this process.

# Technology Considerations

.**Existing Infrastructure**: MQ currently hosts its website with AccuWeb under a Premium Shared Windows Hosting plan. They use Salesforce for client management.

.**Proposed Technology**: A web-based application integrated into the existing website that interfaces with Salesforce for candidate management. The system will leverage automated matching algorithms and include profile update functionality for candidates.

.**Security**: Ensuring data security and privacy will be crucial, given the risk of breaches, as experienced by other online recruitment platforms.

.**Scalability**: The system should be capable of handling the anticipated increase in candidate profiles and placements as MQ grows its business.

# Financial assessment and cost benefit analysis

**Costs**:

* Development costs for the web portal and Salesforce integration.
* Ongoing maintenance and security costs.
* Possible need for upgrading hosting or server resources if traffic increases.

**Benefits**:

* Increased revenue by filling 4 additional permanent positions and 5 contract placements weekly.
* Reduction in lost opportunities due to faster candidate matching.
* Decrease in manual data entry and recruiter workload, allowing staff to focus on higher-value tasks.

Despite initial costs, the long-term financial gains from additional placements and efficiency improvements outweigh the upfront investment.

# Legal or procedural considerations

**Compliance**: The system must comply with Australia’s Privacy Act 1988, ensuring that personal data is protected and not misused.

**Security Protocols**: Implementation of strict security measures, including encrypted data transfer, multi-factor authentication, and regular audits to protect candidate information.

**Data Integrity**: Validation measures will ensure that only correct and meaningful data is entered into the system, maintaining the quality of information in the database.

# Potential risks

**Data Breaches**: If not properly secured, the system could be vulnerable to attacks, which would harm MQ’s reputation and expose sensitive candidate information.

 **Cost Overruns**: The limited budget may pose a risk if unexpected development or maintenance costs arise.

 **Delays in Deployment**: The tight 3-month timeline might not account for unforeseen technical challenges or integration issues with Salesforce.

# Recommendations

This project is feasible within the given timeframe and budget, provided that security and data integrity are prioritized during development. Automation will solve the existing bottleneck, enabling MQ to grow their business and secure more placements. The use of a web portal for candidate updates will reduce recruiter workloads and improve candidate engagement, while the automated system will significantly enhance placement speed and accuracy.

# Proposed schedule

| **Phase** | **Timeline** |
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| Project Initiation | Week 1 – 2 |

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| Requirements Gathering | Week 3 – 4 |

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| System Design | Week 5 – 6 |

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| Development & Integration | Week 7 – 10 |

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| Testing & Validation | Week 11 – 12 |

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| Deployment & Training | Week 13 |

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| Go-live | Week 14 |

# APPENDIX A

 [AccuWeb Hosting Plan Details](https://www.accuwebhosting.com/web-hosting/windows-webhosting/classic-servers)

 Information on Australia’s **Privacy Act 1988** for compliance requirements

 Documentation on Salesforce APIs for integration