

Standard Job Portal (Production-Ready) - Full Requirements Document

– Project Overview

A production-ready Job Portal like Naukri or Internshala, where employers post jobs and job seekers apply. The platform is managed by a Super Admin.

Tech Stack: - **Frontend:** React.js + Tailwind CSS - **Backend:** Node.js + Express.js - **Database:** MongoDB (Atlas) - **File Uploads:** Multer + Cloudinary - **Auth:** JWT + Role-Based Access - **Payments:** Razorpay / Stripe for subscription plans

User Roles

SUPER ADMIN

Responsible for managing the platform and all users.

Features: - Dashboard with platform analytics (users, jobs, applications) - Manage Job Seekers and Employers (view/edit/activate/deactivate) - Manage Job Posts (approve/reject/delete) - Manage Categories, Locations, Industries - System Settings (logo, email templates, etc.) - Manual job creation (optional) - View and respond to contact messages - Manage Subscription Plans (create/edit/delete) - View Payment History & Subscription Reports - Activate/Deactivate any employer's subscription manually

EMPLOYER PANEL

Employers register, post jobs, and manage applicants.

Features: - Register/Login - 7-Day Free Trial on registration - Profile Management (company info, logo) - Post/Edit/Delete Jobs (limited by plan) - View job applications per job - Download applicant resumes - Employer Dashboard (active jobs, recent applicants) - Resume Search (if subscribed) - Subscription & Plan Management (upgrade/cancel) - Payment History View

JOB SEEKER PANEL

Job seekers browse jobs and apply.

Features: - Register/Login - Profile with resume, skills, experience, education - Browse/Search Jobs with advanced filters - Apply to jobs (with resume/cover letter) - Track Applied Jobs - Save/Bookmark Jobs - Job Alerts (email/notification) - Dashboard with recommended/saved/applied jobs



Common Features

- JWT Authentication with Role-Based Middleware
 - Proper Error Handling and Logging
 - Fully Responsive Design (Tailwind)
 - Email Notifications via NodeMailer (Registration, Application, Approvals)
 - RESTful API
 - Role-Based Dashboards
 - Multer for Resume Upload, Cloudinary for Storage
 - Razorpay/Stripe Payment Gateway for Plans
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MongoDB Collections

Users Collection

- name
- email
- password
- role ("jobseeker", "employer", "admin")
- resumeUrl (if jobseeker)
- companyName, logoUrl (if employer)

Jobs Collection

- title
- description
- location
- salaryRange
- experience
- jobType
- deadline
- postedBy (user_id)
- status ("active", "pending", "closed")
- isFeatured (boolean)

Applications Collection

- jobId
- applicantId
- resume
- coverLetter
- status ("applied", "shortlisted", "rejected")
- appliedAt

Categories Collection

- name

Locations Collection

- name

Plans Collection

- name (Basic, Pro, Enterprise)
- price
- duration (in days)
- jobLimit
- resumeAccess (boolean)
- isFeaturedJobEnabled (boolean)

Subscriptions Collection

- employerId
- planId
- startedAt
- expiresAt
- isTrial
- status ("active", "expired")

Payments Collection

- employerId
- planId
- amount
- paymentStatus ("success", "failed")
- paymentDate
- transactionId

API Endpoints Overview

Auth

- POST /api/auth/register
- POST /api/auth/login

Jobs

- GET /api/jobs
- GET /api/jobs/:id
- POST /api/jobs (Employer Only)
- PUT /api/jobs/:id (Employer Only)
- DELETE /api/jobs/:id (Employer Only)

Applications

- POST /api/jobs/:id/apply (Job Seeker)
- GET /api/user/applications (Job Seeker)
- GET /api/employer/jobs

- GET /api/employer/applicants/:jobId

Super Admin

- GET /api/admin/users
- PUT /api/admin/users/:id/activate
- GET /api/admin/jobs
- PUT /api/admin/jobs/:id/approve
- DELETE /api/admin/jobs/:id
- POST /api/admin/plans (Create/Edit)
- GET /api/admin/payments
- PUT /api/admin/subscription/:id (Manual update)

Employer Subscription

- GET /api/employer/plan
- POST /api/employer/subscribe
- GET /api/employer/payment/history

Payment

- POST /api/payment/create
- POST /api/payment/webhook (Razorpay/Stripe)



Deployment Plan

- **Frontend:** Vercel
- **Backend:** Render or Railway
- **Database:** MongoDB Atlas
- **Storage:** Cloudinary
- **Payments:** Razorpay / Stripe



Development Estimate

- **Team:** 2 Developers (Frontend + Backend)
- **Time Estimate:** 6–8 Weeks (with QA)
- **Estimated Cost:** ₹1,00,000 – ₹1,50,000 INR

This document serves as a complete requirement guide to design, develop, and deploy a commercial-grade Job Portal.

Next: You may proceed to wireframes, folder structure, or full backend setup based on this.