**Data Requirements**

1. **Candidate Data:**
   * **Resumes/CVs:** Collect candidate resumes in various formats (PDF, Word, text) to extract relevant information.
   * **Application Forms:** Gather data from application forms, including personal information, contact details, work history, education, skills, and references.
   * **Cover Letters:** Some candidates submit cover letters, which can provide insights into their motivations and communication skills.
2. **Job Data:**
   * **Job Descriptions:** Detailed job descriptions with information about required skills, qualifications, and responsibilities.
   * **Salary and Benefits:** Information about salary ranges, benefits, and other compensation details.
3. **Structured Data:**
   * **Skills Database:** Maintain a database of required skills for different job positions.
   * **Company Information:** Information about the hiring company, including its culture, values, and history.
4. **Historical Hiring Data:**
   * **Past Applicant Data:** Previous applications and candidate profiles, if available.
   * **Hiring Outcomes:** Data on which candidates were hired, rejected, or progressed to further interview stages.
5. **External Data:**
   * **Market Data:** Information about industry trends, salary benchmarks, and market demand for specific skills.
   * **Legal and Compliance Data:** Regulations and compliance data related to hiring practices, such as equal opportunity employment laws.
6. **Assessment and Testing Data:**
   * **Skills Assessments:** Data from skills tests or assessments used to evaluate candidates.
   * **Psychometric Assessments:** If used, data from psychological assessments to assess candidate suitability.
7. **Interview Data:**
   * **Interview Feedback:** Notes and feedback from interviewers about candidate performance.
   * **Interview Scheduling:** Data related to interview scheduling and logistics.
8. **Feedback and Ratings:**
   * **Candidate Feedback:** Feedback from candidates about the hiring process and their experience.
   * **Employee Ratings:** Feedback and ratings from current employees about their colleagues or managers.
9. **Background Checks:**
   * **Background Check Reports:** Data from background checks, including criminal records, employment verification, and reference checks.
10. **AI and Machine Learning Data:**
    * **Training Data:** Labeled data used to train machine learning models, such as historical hiring data with known outcomes.
    * **Model Output:** Data on model predictions and recommendations for candidate suitability.
11. **User Interaction Data:**
    * **User Activity Logs:** Data on user interactions within the application, such as which features are used and how often.
    * **User Feedback:** Feedback and complaints from users, including recruiters, hiring managers, and candidates.
12. **Security and Access Logs:**
    * **Access Logs:** Records of who accessed the system and what actions they performed for auditing and security purposes.
    * **Data Security:** Records of data protection measures, including encryption, access controls, and data retention policies.
13. **Ethical Considerations Data:**
    * **Bias Monitoring Data:** Data and metrics used to monitor and mitigate bias in the AI algorithms and hiring process.
    * **Fairness Assessments:** Assessments of the fairness and equity of the hiring outcomes, particularly for underrepresented groups.