**Functional Requirements of Job Recruitment System**

**1. User Management**

* The system shall allow users (Job Seekers, Employers, and Admins) to register and create accounts.
* The system shall authenticate users with a username/email and password.
* The system shall allow users to update their profile information.
* The system shall allow Admins to manage (create, update, delete, suspend) user accounts.

**2. Job Seeker Functionalities**

* The system shall allow job seekers to create and manage their resumes/CVs.
* The system shall allow job seekers to search for jobs by title, location, company, skills, or salary.
* The system shall allow job seekers to apply for available job postings.
* The system shall allow job seekers to track the status of their applications.
* The system shall allow job seekers to receive notifications about new job postings matching their profile.

**3. Employer Functionalities**

* The system shall allow employers to create and manage company profiles.
* The system shall allow employers to post new job openings with details (title, description, requirements, salary, location, etc.).
* The system shall allow employers to view and filter job applications from candidates.
* The system shall allow employers to shortlist, schedule interviews, and update hiring decisions.

**4. Job Posting & Management**

* The system shall allow employers to edit, update, or delete job postings.
* The system shall display active job postings to job seekers.
* The system shall automatically archive expired job postings.

**5. Search & Filtering**

* The system shall provide advanced job search options (by keyword, category, company, skills, experience, salary, etc.).
* The system shall provide filtering and sorting options for job seekers and employers.

**6. Application Management**

* The system shall allow job seekers to upload multiple resumes/CVs.
* The system shall allow employers to download resumes/CVs of applicants.
* The system shall track job applications (applied, under review, shortlisted, rejected, hired).

**7. Communication & Notifications**

* The system shall send email/SMS/app notifications for new job postings, application updates, and interview schedules.
* The system shall allow employers and job seekers to communicate via in-system messaging.

**8. Interview & Scheduling**

* The system shall allow employers to schedule interviews with selected candidates.
* The system shall notify candidates about interview schedules.
* The system shall allow candidates to accept or reject interview invitations.

**9. Admin Functionalities**

* The system shall allow admins to manage the overall recruitment platform.
* The system shall allow admins to monitor system activity (job postings, applications, user accounts).
* The system shall generate system reports (user activity, job postings, hiring statistics, etc.).

**10. Security & Privacy**

* The system shall store passwords securely using encryption.
* The system shall allow users to reset forgotten passwords.
* The system shall ensure that sensitive user information is accessible only to authorized users.

**11. Reports & Analytics**

* The system shall generate reports for employers about the number of applicants, shortlisted candidates, and hired employees.
* The system shall provide job seekers with insights into their job applications (number viewed, shortlisted, rejected).
* The system shall provide admins with system-wide statistics.

## Non-Functional Requirements of Job Recruitment System

### 1. ****Performance****

* The system shall handle at least **500 concurrent users** without performance degradation.
* The system shall return search results within **3 seconds** under normal load.
* The system shall support **real-time notifications** with less than **2 seconds delay**.

### 2. ****Scalability****

* The system shall be scalable to support growing numbers of users, job postings, and applications.
* The system shall allow database scaling (vertical and horizontal) to handle increased data volume.

### 3. ****Security****

* The system shall encrypt sensitive data (passwords, resumes, personal information).
* The system shall use **SSL/TLS** to ensure secure communication.
* The system shall enforce **role-based access control** (Admin, Employer, Job Seeker).
* The system shall implement account lockout after repeated failed login attempts.

### 4. ****Usability****

* The system shall provide a **user-friendly interface** accessible to both technical and non-technical users.
* The system shall support **multiple languages** for diverse users.
* The system shall be mobile-friendly (responsive design for phones, tablets, desktops).

### 5. ****Reliability & Availability****

* The system shall be available **24/7 with 99.9% uptime**.
* The system shall have **backup and recovery** mechanisms in case of server failure.
* The system shall ensure no data loss during unexpected shutdowns.

### 6. ****Maintainability****

* The system shall follow **modular architecture** for easier maintenance and updates.
* The system shall allow **admins and developers** to update job categories, roles, and features without downtime.
* The system shall provide **error logging and debugging support.**

### 7. ****Interoperability****

* The system shall integrate with **third-party job boards** (e.g., LinkedIn, Indeed) via APIs.
* The system shall allow import/export of resumes in **standard formats (PDF, DOCX).**
* The system shall support integration with **email and SMS gateways** for notifications.

### 8. ****Compliance****

* The system shall comply with **data protection laws** (e.g., GDPR, IT Act for India).
* The system shall allow users to delete their data permanently on request.
* The system shall provide a privacy policy accessible to all users.

### 9. ****Portability****

* The system shall run on multiple platforms (Windows, Linux, Cloud).
* The system shall support deployment on **cloud infrastructure** (AWS, Azure, GCP).
* The system shall provide **cross-browser compatibility** (Chrome, Edge, Firefox, Safari).

### 10. ****Extensibility****

* The system shall allow easy addition of new features (AI resume screening, chatbot assistance, video interviews).
* The system shall support integration with future recruitment technologies without major redesign.