Introduction to Software Engineering

TalentHive Project

1. Project Information

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2. Introduction

2.1 Problem Statement

The recruitment process in today's market is often fragmented, making it challenging for employers to find suitable candidates and for job seekers to efficiently discover and apply for relevant jobs. Employers struggle with posting detailed job listings and managing multiple applications, while job seekers face difficulty tracking the status of their applications. Communication gaps between recruiters and candidates further complicate the hiring process.

2.2 Proposed Solution

TalentHive is a comprehensive web-based recruitment platform designed to bridge the gap between employers and job seekers by streamlining the hiring process. The platform provides distinct features tailored to meet the needs of both parties, ensuring an efficient, transparent, and user-friendly experience.

For **employers**, TalentHive offers:

- **Easy Job Posting:** Employers can create detailed job listings by filling out a structured form that captures essential job details such as title, description, required qualifications, location, salary, working hours, number of open positions, and the application deadline.
- **Candidate Management:** Employers can manage applications directly from their dashboard. They can filter candidates based on qualifications, experience, and other criteria. Employers can accept or reject applications and send feedback to candidates.
- **Customizable Job Listings:** Employers can select specific fields or industries for their listings and update postings at any time. Employers can extend deadlines or modify the number of positions available if necessary.
- **Real-Time Updates:** Employers receive notifications whenever an application is submitted, reducing response times.

For **job seekers**, TalentHive provides:

- **Comprehensive Job Search:** Job seekers can search for jobs using filters such as industry, location, salary range, and keywords. This ensures they find relevant job opportunities that align with their career goals.
- **User-Friendly Application Process:** Job seekers can apply to multiple job listings directly through the platform by uploading resumes, cover letters, and additional required documents.
- **Application Tracking:** Job seekers can track the status of their applications in real-time. Notifications are sent when there is an update, whether the application is under review, accepted, or rejected.
- **Profile Management:** Job seekers can build detailed profiles showcasing their skills, experience, education, and certifications, which can be used for multiple applications.

For both **employers and job seekers**, TalentHive enhances communication:

- **Transparency in Hiring:** Job seekers are informed of their application status at every step, reducing communication gaps.

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3. Core Features

3.1 Admin Features

Admins oversee the platform to ensure both job seekers and employers can use it effectively. Admins can:

- **Manage Users:** Approve, suspend, or remove job seeker and employer accounts.
- **Monitor Job Listings:** Review, approve, or remove job postings based on violations or discrepancies.

- **Manage Job Categories:** Add or remove fields of work.
- **Content Moderation:** Handle disputes or complaints regarding job postings or user behavior.

3.2 Worker (Job Seeker) Features

Job seekers can benefit from:

- **Job Search and Filters:** Browse job listings and apply filters based on job title, industry, location, salary, and deadlines.
- **Detailed Application Process:** Submit resumes and cover letters directly through the platform.
- **Application Tracking:** Track job application statuses, with real-time updates.
- **Job Bookmarks and Notifications:** Bookmark jobs and receive notifications when deadlines approach or application statuses change.

3.3 Employer Features

Employers have access to:

- **Job Posting Creation and Management:** Create job postings with detailed forms including job title, description, qualifications, salary, location, and deadlines.
- **Candidate Management:** Filter and review candidates, accept or reject applications, and provide feedback.
- **Company Profile Management:** Manage and update company information for job seekers.

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4. Business Cases

Job Seeker

The platform allows easy access to a wide range of job listings. Job seekers can filter opportunities by industry or location, upload resumes, and apply for multiple jobs in one place. They receive real-time updates on the status of their applications, whether submitted, accepted, or rejected.

Employer

TalentHive streamlines the recruitment experience by allowing employers to create detailed job postings with descriptions, qualifications, salary, and application deadlines. Employers can efficiently review and manage applications, selecting which candidates to accept or reject. The platform helps fill vacancies quickly.

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5. Competitors & Differentiators

5.1 Competitors

1. **JobStreet**
   - **Pros:** Popular platform with a large database of job listings.
   - **Cons:** Limited communication between recruiters and job seekers. Lacks personalized applicant tracking features.
2. **Indeed**
   - **Pros:** Huge volume of job postings and global presence.
   - **Cons:** No real-time application status tracking. Lacks detailed job filters.
3. **LinkedIn Jobs**
   - **Pros:** Strong networking capabilities, allowing users to connect with professionals.
   - **Cons:** Focuses more on networking than streamlining job applications. Lacks real-time status updates for job applications.

5.2 Differentiators

- **Real-time application status updates:** Unlike many competitors, TalentHive provides real-time updates, improving transparency and communication between employers and job seekers.
- **Tailored functionalities for specific roles:** The platform offers tailored experiences for employers, job seekers, and admins.
- **Enhanced admin control:** TalentHive offers improved controls for administrators, ensuring professional user and job posting management.