Functional Requirements for Employee Recruitment System:

User Registration and Login:

The system should allow users to register and create individual accounts.

Users should be able to log in securely with their credentials.

User roles and permissions should be implemented to control access levels.

Job Posting and Management:

Authorized users should be able to create, edit, and delete job postings.

Each job posting should include details such as job title, description, requirements, and location.

The system should support categorization and tagging of job postings for easy search and retrieval.

Candidate Application Management:

Candidates should be able to create profiles and submit applications for specific job postings.

The system should allow recruiters to review and manage candidate applications.

Recruiters should have the ability to shortlist, reject, or schedule interviews with candidates.

Resume:

The system should have the capability to parse and extract relevant information from submitted resumes or CVs.

Extracted information should be automatically populated into candidate profiles for easy review and analysis.

Interview Scheduling:

Recruiters should be able to schedule interviews with shortlisted candidates.

The system should send automatic notifications and reminders to both recruiters and candidates regarding scheduled interviews.

Candidate Evaluation and Feedback:

Recruiters should be able to evaluate and rate candidates based on interviews, assessments, or other criteria.

The system should provide a feedback mechanism for recruiters to leave comments and notes on candidate profiles.

Communication and Collaboration:

The system should facilitate communication and collaboration between recruiters, hiring managers, and candidates.

It should provide messaging or chat functionalities for real-time communication.

Notifications should be sent to relevant parties for important updates or actions.