**<Project Name>**

**Vision**

**Version <1.0>**

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**Revision History**

|  |  |  |  |
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| 21.01.2021 | 1.0 | Preliminary version of the Systems For Posting Internship Offers and Initial Screening of Candidates | Sergei Stefanov |
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**Vision**

# Introduction

## Purpose

The purpose of this document is to collect, analyze, and define high-level needs and features of the System For Posting Internship Offers and Initial Screening of Candidates. It focuses on the capabilities needed by the stakeholders and the target users, and **why** these needs exist. The details of how the System For Posting Internship Offers and Initial Screening of Candidates fulfills these needs are detailed in the use-case and supplementary specifications.

## Scope

This Vision Document applies to the System For Posting Internship Offers and Initial Screening of Candidates (SPIOISC), which will be developed by one person for the coursework. It will be client-server system where different candidates can interact with employers. The (SPIOISC) gathers and stores information about companies and candidates, lets students and beginner specialists find appropriate vacancy. The system supports access through the web-service.

## Definitions, Acronyms, and Abbreviations

SPIOISC - System For Posting Internship Offers and Initial Screening of Candidates.

## References

TBD

## Overview

The rest of the Vision Document stores more specified information about different parts of the system.

# Positioning

## Business Opportunity

The SPIOISC provides the opportunity for establishing a contact between people who only start their career and companies in diverse spheres. It is a place where initially candidates can know more information about what they can do for improving chances to be hired. The same time companies are able to give useful advices how to get the first job. Besides companies can post interesting vacancies and offer students to have an internship.

## Problem Statement

|  |  |
| --- | --- |
| The problem of | getting the first job by students. |
| affects | students of the last courses of university and beginner specialists. |
| the impact of which is | low number of people who were hired right after finishing university. |
| a successful solution would be | a flexible, free service that will have understandable and convenient user interface. For companies there will be an easy access to the list of candidates while for specialists there will be an easy access to the list of vacancies. Besides, SPIOISC will have a lot of useful articles where students will be able to find advices for the start of career. The users of the system will be allowed to register as a candidate or a companie. |

## Product Position Statement

|  |  |
| --- | --- |
| For | students of the last courses of university and beginner specialists. |
| Who | have difficulties with employment and searches for an opportunity to get necessary experience for the first work. |
| The System For Posting Internship Offers and Initial Screening of Candidates (SPIOISC) | is a software product |
| That | provides an opportunity to store all the information about candidates and companies. |
| Unlike | current available services which are not intended for a specific group of people (students and beginner specialists) who search for a work and do not have the full spectrum of opportunities for help to such group of unemployed. |
| Our product | provides a service where people have all resources, information and advices about getting the first work. The same time it will help beginner specialist to find an appropriate vacancy to start the career. |

# Stakeholder and User Descriptions

## Market Demographics

The target market segment includes students of the last courses of university and beginner specialists. Also this system will be useful for employees. I would like this system to be a helper for people who seek for their first job, because nowadays the contact between employees and students is not so good as it is necessary. For creation this system we will use some analogical resources on the Internet, which have some minuses and pluses. Thanks to these resources we will be able to join all the useful features in one system.

## Stakeholder Summary

|  |  |  |
| --- | --- | --- |
| **Name** | **Description** | **Responsibilities** |
| System Analyst  Requirements Specifier  Technical Reviewer  Software Architect  Project Manager  Market Analyst | This is a stakeholder that works with the stakeholders to gather their needs.  This is a stakeholder that works with the Analysts to correctly translate requests/needs into requirements to be used for design.  This is a stakeholder that must be involved regularly to maintain the development cycle.  This is a stakeholder that is primary for leading the system development.  This is a stakeholder that is primary for leading the system development.  This is a stakeholder that will assist our abilities to position our product successfully. | Leads and coordinates requirements elicitation and use-case modeling by outlining the system's functionality and delimiting the system;  Specifies the details of one or more a parts of the system's functionality by describing one or the aspects of the requirements, this will include functional and non-functional.  Responsible for contributing feedback to the review process. This role is involved in the category of review that deals with the technical review of project artifacts. This role is responsible for providing timely, appropriate feedback on the project artifacts being reviewed.  Responsible for the software architecture, which includes the key technical decisions that constrain the overall design and implementation for the project. Ensures that the system is going to be maintainable and the architectural solution supports the functional and non-requirements.  Plans, manages and allocates resources, shapes priorities, coordinates interactions with customers and users, and keeps the project team focused. Also establishes a set of practices that ensure the integrity and quality of project artifacts.  Ensures that there is going to be a market demand for the product's features and for the new service. |

## User Summary

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Description** | **Responsibilities** | **Stakeholder** |
| Beginner specialists  Employees | Primary end user of the system.  Primary end user of the system. | Monitor a status of vacancies, seek for a better job, communicate with employees, get new advices.  Monitor new potential candidates, give advices how to succeed in getting a job in their companies. | Self  Self |

## User Environment

In completing every task in this project will be involved two person: developer who is responsible for the result and academic advisor. It cannot be changed because it is a course work in the university. Every task cycle will last for one week. In some cases it can be around two weeks depending on the difficulty of the task. Today there are some similar system which are in use. But none of them provides the whole spectrum of services. Our system will not need to integrate with any other platforms or applications.

## Stakeholder Profiles

### <Beginner Specialist>

|  |  |
| --- | --- |
| **Representative** |  |
| **Description** | A private individual who will use this SPIOISC to seek for the first job. |
| **Type** | This is a casual user who uses different resources like Head Hunter, for example, to find a job. |
| **Responsibilities** | Ensure that the necessary are provided to satisfy the typical Beginner Specialist. |
| **Success Criteria** | The success is completely defined by people using our system. |
| **Involvement** | We will have sample customers to help evaluate our design and market research results will also guide our vision. |
| **Deliverables** |  |
| **Comments / Issues** |  |

### < Employees >

|  |  |
| --- | --- |
| **Representative** |  |
| **Description** | A private individual who will use this SPIOISC to find the best candidates for a company. |
| **Type** | This is a casual user who uses different resources like Head Hunter, for example, to find a candidates to a company. |
| **Responsibilities** | Ensure that the necessary are provided to satisfy the typical Employee. |
| **Success Criteria** | The success is completely defined by people using our system. |
| **Involvement** | We will have sample customers to help evaluate our design and market research results will also guide our vision. |
| **Deliverables** |  |
| **Comments / Issues** |  |

## User Profiles

See previous section.

## Key Stakeholder or User Needs

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Need** | **Priority** | **Concerns** | **Current Solution** | **Proposed Solutions** | |
| **Need** | **Priority** | **Concerns** | **Current solution** | | **Proposed solutions** |
| Secured access | High | Management of private user information | None | | Manage user access with passwords and registration through the e-mail and phone number. |
| Comfortable use | High | Ability to provide intuitive navigation for all devices | None | | Provide user friendly, highky intuitive, help guided navigation in application regardless of device in use. |
| Feedback | Moderate | Ability to provide an opportunity to communicate with users | None | | Make a comfortable technical support for an user to get information about work of the system. |
| Understandable structure | High | Ability to allow users quickly to find necessary information | None | | Provide an understandable interface without superfluous information. |

## Alternatives and Competition

### <Sites for a job search>

### <State’s programs for beginner specialists support >

# Product Overview

## Product Perspective

SPIOISC will be an independent system where there will be its own database of CVs and job offers from different companies.

## Summary of Capabilities

Table 4-1 Customer Support System

|  |  |
| --- | --- |
| **Customer Benefit** | **Supporting Features** |
| Comfortable search for necessary information. | Understandable interface will be designed where every user can find information in a few seconds. |
| Customer satisfaction is improved because nothing falls through the cracks. | Problems are uniquely itemized, classified and tracked throughout the resolution process. Automatic notification occurs for any aging issues. |
| Management can identify problem areas and gauge staff workload. | Trend and distribution reports allow high level review of problem status. |
| Distributed support teams can work together to solve problems. | Replication server allows current database information to be shared across the enterprise. |
| Secured access to the system. | Authentication, access control to the system |
| Let companies to write different advice articles and put them on the site. | Extra functionality for companies related to publications on our resource. |
| System is related only to help beginner specialists. | Nothing superfluous about other stages of a job search. Information is filtered to help any people to find their first job. |
| Big database of cities. | Work with companies from different cities to involve them into development of young staff. |

## Assumptions and Dependencies

The SPIOISC is developed using a component based software engineering approach. A preliminary collection of

components identified is in Appendix A.

## Cost and Pricing

To be determined.

## Licensing and Installation

The SPIOISC will not require any licensing or professional installation. Every person or company can use it on the Internet with different browsers.

# Product Features

**The following features relate to profile management by user in the SPIOISC.**

## <Register profile in the system>

## <Edit personal information in the profile>

## <Make profile private or public for other users>

## <Delete profile>

**The following features relate to making CVs in the SPIOISC.**

## <Make new CV >

## <Make some CVs for different vacancies>

## <Delete CVs>

## <Update CVs>

## <Download CVs made in the SPIOISC>

## <View companies that looked your CVs>

**The following features relate to making vacancies by companies in the SPIOISC.**

## <Make new vacancy>

## <Make some vacancies>

## <Delete vacancies>

## <Update vacancies>

## <View what candidates looked your vacancy>

**The following features relate to communication with companies in the SPIOISC.**

## <Answer a vacancy>

## <Send a message to company>

**The following features relate to communication with candidates in the SPIOISC.**

## <Answer a CV>

## <Send a message to a candidate>

## <Make an article about getting a job>

# Constraints

**Security of profiles**

Authentication of the user is by E-mail and password.

Automatically in the beginning new profile will be private. User can change the status himself.

System let change a password using E-mail.

**Responsiveness**

System responds to the changes in CVs within some minutes for checking.

System responds quickly to user requests or changes in the profile.

**Capacity**

Maximum CVs for one candidate is 3.

Maximum vacancies from a company is not limited.

Maximum requests from candidates to companies is not limited.

Maximum requests from one candidate to companies’ vacancies a day is 10.

Maximum articles made by companies is not limited.

# Quality Ranges

*[Define the quality ranges for performance, robustness, fault tolerance, usability, and similar characteristics that are not captured in the Feature Set.]*

# Precedence and Priority

*[Define the priority of the different system features.]*

# Other Product Requirements

*[At a high level, list applicable standards, hardware or platform requirements, performance requirements, and environmental requirements.]*

## Applicable Standards

*[List all standards with which the product must comply. These can include legal and regulatory (FDA, UCC) communications standards (TCP/IP, ISDN), platform compliance standards (Windows, UNIX, and so on), and quality and safety standards (UL, ISO, CMM).]*

## System Requirements

*[Define any system requirements necessary to support the application. These can include the supported host operating systems and network platforms, configurations, memory, peripherals, and companion software.]*

## Performance Requirements

*[Use this section to detail performance requirements. Performance issues can include such items as user load factors, bandwidth or communication capacity, throughput, accuracy, and reliability or response times under a variety of loading conditions.]*

## Environmental Requirements

*[Detail environmental requirements as needed. For hardware- based systems, environmental issues can include temperature, shock, humidity, radiation, and so forth. For software applications, environmental factors can include usage conditions, user environment, resource availability, maintenance issues, and error handling and recovery.]*

# Documentation Requirements

*[This section describes the documentation that must be developed to support successful application deployment.]*

## User Manual

*[Describe the purpose and contents of the User Manual. Discuss desired length, level of detail, need for index, glossary of terms, tutorial versus reference manual strategy, and so on. Formatting and printing constraints must also be identified.]*

## Online Help

*[Many applications provide an online help system to assist the user. The nature of these systems is unique to application development as they combine aspects of programming (hyperlinks, and so forth) with aspects of technical writing, such as organization and presentation. Many have found the development of an online help system is a project within a project that benefits from up-front scope management and planning activity.]*

## Installation Guides, Configuration, and Read Me File

*[A document that includes installation instructions and configuration guidelines is important to a full solution offering. Also, a Read Me file is typically included as a standard component. The Read Me file can include a "What's New With This Release” section, and a discussion of compatibility issues with earlier releases. Most users also appreciate documentation defining any known bugs and workarounds in the Read Me file.]*

## Labeling and Packaging

*[Today's state-of-the-art applications provide a consistent look and feel that begins with product packaging and manifests through installation menus, splash screens, help systems, GUI dialogs, and so on. This section defines the needs and types of labeling to be incorporated into the code. Examples include copyright and patent notices, corporate logos, standardized icons and other graphic elements, and so forth.]*

# A Feature Attributes

*[Features are given attributes that can be used to evaluate, track, prioritize, and manage the product items proposed for implementation. All requirement types and attributes need to be outlined in the Requirements Management Plan, however, you may wish to list and briefly describe the attributes for features that have been chosen. The following subsections represent a set of suggested feature attributes.]*

## A.1 Status

*[Set after negotiation and review by the project management team. Tracks progress during definition of the project baseline.]*

|  |  |
| --- | --- |
| Proposed | *[Used to describe features that are under discussion but have not yet been reviewed and accepted by the "official channel," such as a working group consisting of representatives from the project team, product management, and user or customer community.]* |
| Approved | *[Capabilities that are deemed useful and feasible, and have been approved for implementation by the official channel.]* |
| Incorporated | *[Features incorporated into the product baseline at a specific point in time.]* |

## A.2 Benefit

*[Set by Marketing, the product manager or the business analyst. All requirements are not created equal. Ranking requirements by their relative benefit to the end user opens a dialog with customers, analysts, and members of the development team. Used in managing scope and determining development priority.]*

|  |  |
| --- | --- |
| Critical | *[Essential features. Failure to implement means the system will not meet customer needs. All critical features must be implemented in the release or the schedule will slip.]* |
| Important | *[Features important to the effectiveness and efficiency of the system for most applications. The functionality cannot be easily provided in some other way. Lack of inclusion of an important feature may affect customer or user satisfaction, or even revenue, but release will not be delayed due to lack of any important feature.]* |
| Useful | *[Features that are useful in less typical applications will be used less frequently or for which reasonably efficient workarounds can be achieved. No significant revenue or customer satisfaction impact can be expected if such an item is not included in a release.]* |

## A.3 Effort

*[Set by the development team. Because some features require more time and resources than others, estimating the number of team or person-weeks, lines of code required or function points, for example, is the best way to gauge complexity and set expectations of what can and cannot be accomplished in a given time frame. Used in managing scope and determining development priority.]*

## A.4 Risk

*[Set by development team based on the probability the project will experience undesirable events, such as cost overruns, schedule delays or even cancellation. Most project managers find categorizing risks, as high, medium, and low, is sufficient, although finer gradations are possible. Risk can often be indirectly assessed by measuring the uncertainty (range) of the projects team’s schedule estimate.]*

## A.5 Stability

*[Set by the analyst and development team, this is based on the probability that features will change or the team’s understanding of the feature will change. Used to help establish development priorities and determine those items for which additional elicitation is the appropriate next action.]*

## A.6 Target Release

*[Records the intended product version in which the feature will first appear. This field can be used to allocate features from a* ***Vision*** *document into a particular baseline release. When combined with the status field, your team can propose, record, and discuss various features of the release without committing them to development. Only features whose Status is set to Incorporated and whose Target Release is defined will be implemented. When scope management occurs, the Target Release Version Number can be increased so the item will remain in the* ***Vision*** *document but will be scheduled for a later release.]*

## A.7 Assigned To

*[In many projects, features will be assigned to "feature teams" responsible for further elicitation, writing the software requirements, and implementation. This simple pull-down list will help everyone on the project team to understand responsibilities better.]*

## A.8 Reason

*[This text field is used to track the source of the requested feature. Requirements exist for specific reasons. This field records an explanation or a reference to an explanation. For example, the reference might be to a page and line number of a product requirement specification or to a minute marker on a video of an important customer review.]*