**KMS Enable Recruitment and Onboarding System**

***Key User Roles:***

- Applicant (can sign up)

- Clerk (pre-set accounts)

- Admin (pre-set accounts)

***Database Tables and Fields:***

1. users

- uid (Primary Key, unique, auto-generated)

- email (Unique)

- password\_hash

- role (enum: applicant, clerk, admin)

- firstName (nullable, used only for applicants)

- middleName (nullable)

- lastName (nullable)

- userName (nullable for applicants)

- account\_status (active, pending, suspended, etc.)

- date\_created

- last\_login

2. job\_vacancies

- vacancy\_id (Primary Key)

- posted\_by (uid of admin)

- job\_title

- job\_description

- skills\_required (text or JSON)

- date\_posted

- application\_deadline

- status (open, closed)

3. applications

- application\_id (Primary Key)

- vacancy\_id (Foreign Key)

- applicant\_uid (Foreign Key)

- date\_applied

- resume\_path (file upload)

- cover\_letter\_path (file upload or text)

- requirements\_docs (multiple file uploads)

- status (submitted, approved\_by\_clerk, rejected\_by\_clerk, approved\_by\_admin, rejected\_by\_admin, interviewed, hired, rejected\_final)

- approval\_rejection\_reason (nullable)

- interview\_date (nullable)

4. applicant\_profiles

- profile\_id (Primary Key)

- applicant\_uid (Foreign Key)

- skills (text or JSON)

- qualifications (text or JSON)

- other\_details (optional)

5. interview\_qualifications

- qualification\_id (Primary Key)

- applicant\_uid (Foreign Key)

- vacancy\_id (Foreign Key)

- qualifications\_details

6. employee\_tracking

- employee\_id (Primary Key)

- applicant\_uid (Foreign Key)

- employment\_status (dropdown: job\_order, permanent, temporary, contractual)

- start\_date

- monitoring\_start\_date (for probation period)

- promotion\_history (text or separate related table)

- remarks

7. messages\_log

- message\_id (Primary Key)

- recipient\_uid (Foreign Key)

- sender\_uid (Foreign Key or system)

- message\_type (e.g., interview\_invite, approval\_notice)

- message\_content

- sent\_via (e.g., system, gmail)

- sent\_timestamp

***Functional Flows and UI Structure:***

Applicants:

- Register account (fields: first, middle, last names, email, username, password)

- Log in with credentials

- View job vacancies (read-only)

- See skills required per vacancy

- Submit application(s) with resume, cover letter, and supporting documentation uploads

- Receive Gmail notifications (via system triggers)

- View application status updates

Admin:

- Pre-set account (email: Admin@gmail.com, password: 12345)

- Post new job vacancies with required details and skills

- Announce job vacancies publicly

- View applications approved by Clerk

- Schedule interview dates for applicants

- View interview schedules

- Announce interview results (approve/hire or reject)

- Access employee tracking data

- Send messages/notifications (through system and Gmail)

Clerk:

- Pre-set accounts (emails: Clerk1@gmail.com, Clerk2@gmail.com; password: 12345)

- View all applications

- Approve/reject applications before Admin sees them

- View applicant skills and qualifications

- Send email and system messages to applicants about approvals and interview scheduling

- Set employee status (job order, permanent after 6 months, etc.) in employee tracking

- Access employee tracking report

***Navigation Menu:***

- Job Vacancy (Applicant View: read-only, can apply; Clerk/Admin: manage postings)

- Application (Clerk/Admin only; Clerk approves/rejects; Admin schedules interviews)

- Employee Tracking (Clerk/Admin only; clerk updates employee status)

- Account Settings (including reset password via email)

***Notifications & Emails:***

- All notifications sent through Gmail integration and logged in messages\_log table.

- Confirmation emails on registration, application submission, approval, interview schedule, and final hiring/rejection.

***Security and Other Features:***

- UID auto-generated for uniqueness (e.g., timestamp or UUID)

- Passwords stored securely with hashing

- Account recovery via email reset link

- Role-based access control for navigation and actions

- File uploads validated and securely stored