Project Goal

Build a **Job Board with AI Co-Pilot** that automates 70–80% of recruiter and candidate interactions while keeping human oversight for edge cases.
System has **Bot Interfaces (Telegram/WhatsApp/Web chat)** + **Web Portal** connected to a **central database**.

Roles & Hierarchy

- **Super Admin**
    - Global control, workspace creation, admin assignment, system settings.
- **Admin (per workspace)**
    - Manages all job posts.
    - Creates recruiters, manages client projects.
- **Recruiter**
    - Creates job posts, views/shortlists candidates.
    - Chats with candidates (AI automated with human intervention when needed).
- **Jobseeker**
    - Creates, edits, and updates profile.
    - Applies for jobs, checks application status.

Core Modules

1. **Authentication & Workspace Management**
    - Super Admin creates workspaces.
    - Admins manage recruiters within workspace.
    - Role-based dashboards & permissions.
2. **Candidate Module (Bot + Web)**
    - Registration: via resume upload or manual Q&A.
    - Profile auto-parsed + editable portfolio.
    - Daily AI job matches (5 credits/day).
    - Apply, track status, receive notifications.
3. **Recruiter Module (Web + Bot Co-Pilot)**
    - **Recruiter's Workspace (Engine Room):**

        - **Left Panel → My Action Queue:** tasks needing manual intervention (parse failure, chat misunderstanding, no response, etc.).
        - **Right Panel → Project Hub:** automation center with candidate lists, filters, deep-dive views.
    - **Core tools:**
        - Upload & parse resumes.
        - Manual search & add candidates.
        - Candidate follow-up panel (status dropdown, next follow-up, remarks).
        - Bulk actions (submit candidates to client).
    - **Live Chat Co-Pilot Modal:**
        - Candidate transcript (Bot / Recruiter / Candidate color-coded).
        - Intervene/resume automation toggle.
        - Non-negotiable criteria pinned on the side.
4. **Project (JD) Management**
    - Create/edit job descriptions with **Star System**:
        - Grey star = negotiable.
        - Yellow star = mandatory filter.
    - Project Cards with status dropdown + remarks.
    - Saved as Draft or Assign to Recruiter.
5. **Unified Candidate Portfolio**
    - Two-column verification screen:
        - Left → Original resume (read-only).
        - Right → Editable AI-parsed fields (highlighted if uncertain).
    - Tabs: Candidate Details + Full Chat History.
    - Action buttons: Verify & Save, Draft, Reject.
    - Duplicate check + merge option.
6. **Dashboard (Unified, Role-Based)**
    - KPI widgets (Candidates Submitted, Projects Active, New Clients, etc.).
    - Funnel graphs (Project Status, Candidate Status).
    - Target vs Achievement bars.
    - Activity feed (clickable for deep drilldown).

    - Role awareness: recruiter sees own data, managers see team, super admin sees global.

AI Copilot & Automation

- **Candidate side:** auto job matching, resume parsing, chat-based job search, reminders.
- **Recruiter side:** auto candidate engagement, action queue for failures, co-pilot for intervention.
- **Fallbacks:** manual correction UI (portfolio editor, chat override).

Key Workflows

Candidate

1. Registers → uploads resume OR fills Q&A.
2. Profile parsed + AI-formatted resume generated.
3. Gets 3–5 job matches/day (cache 25).
4. Applies directly from bot/web.
5. Status updates auto-pushed (viewed, shortlisted, interview, hired).

Recruiter

1. Creates project (JD).
2. Uploads/assigns candidates → AI parses.
3. Workspace dashboard shows live candidate pool.
4. Co-pilot handles most chat. Recruiter intervenes if flagged.
5. Can bulk submit shortlisted candidates to clients.

What-If Handling

- **Too strict JD criteria:** system returns 0 results → recruiter notified criteria are unrealistic.
- **Broad filters:** accepted, but recruiter sees too many candidates → system suggests refinement.
- **AI parse errors:** flagged as “Parse Failure” in Action Queue.
- **Duplicate resumes:** flagged, recruiter can merge.
- **Overwhelmed Action Queue:** recruiter filters by project or action type.

Developer Deliverables (Phased)

1. **Auth + Role-based Dashboard** (Super Admin → Workspace → Admin → Recruiter).
2. **Candidate Registration + Resume Parser + Profile DB.**
3. **Recruiter Workspace (Action Queue + Project Hub + Candidate Cards).**
4. **Co-pilot Chat Modal + Chatbot Backend.**
5. **Unified Candidate Portfolio (resume vs AI-parsed).**
6. **Job Board UI + Daily Job Match Engine.**
7. **Reports & Dashboard Widgets.**

The Recruiter's Workspace (The Engine Room)

• **Objective:** A unified command center that blends AI automation with critical human oversight. This is the most dynamic page in the application.

• **Main Screen (/clients):**

o A list of all their assigned "Project Cards."

o **Header:** A title "Projects" and a prominent button **[search]**.

o **Content:** A list of "project Cards." Each card displays the Client Name, Spoc primary Contact Person, and the Number of candidates joined. Clicking a card takes you to that "command centre" of the project.

o ⭐ **Card Actions: Project Status Management (projects.html)**

o Each project card on the projects.html page now includes a dedicated section in its footer with:

▪ A **Project Status** dropdown (WIP, Hold, Closed, Win, partial win etc.). The initial value is synced with the status badge.

▪ A **Remarks** text input.

▪ An **"Update Status"** button.

o Clicking "Update Status" now triggers a confirmation modal to prevent accidental changes.

o Upon confirmation, a success notification appears, confirming that the project status has been updated.

• **Layout:** A two-column "command center" view.

o **Left Column(small retractable): "My Action Queue" (Manual Intervention)**

▪ A real-time, prioritized "to-do list" of tasks the AI cannot handle alone.

When a task is done, its card vanishes.

▪ **Types of "Action Cards":**

▪ **New Matches:** "Review 5 new AI-matched candidates for [Project Name]."

▪ **Chat Follow-Up:** "Review chatbot conversation with [Candidate Name] - reply not understood."

▪ **No Response:** "Manual follow-up needed: [Candidate Name] has not responded to the bot."

▪ **Parse Failure:** "1 resume failed to parse. Manual data entry required."

▪ **New Action Card Type:** Add a new card for when the bot needs help: "[Candidate Name] requires chat intervention for [Project Name]."

o **Right Column: "Project Hub" (Automation in Action)**

▪ This area dynamically changes based on what the recruiter clicks.

▪ **Project Deep Dive View (when a project is selected):**

1. Pinned Header: Shows Project Title and the list of **Non-Negotiable** criteria so they are always visible.

2. Core Tools (Buttons):

a. **[+ Upload & Parse Resumes]:** Open folder To upload new candidates profiles to this project.

b. **[Manual Search & Add]:**

• **Action:** Clicking this opens a pop-up/modal window.

• **Modal UI: The modal contains a search form with filters** corresponding to the main candidate portfolio fields.

▪ Position / Role Name: (Text Input) [Required]

▪ Location(s): (Repeatable Block)

▪ (Text Input for Location) [Required]

▪ [+ Add Another Location]

▪ Qualification: (Text Input)

▪ CTC Range: (Text Input, e.g., "10-15 LPA")

▪ Notice Period: (Dropdown: "Immediate", "15

Days", “30days”, ”90days”, “60days” etc.)

▪ Skills: (Tag Input Field) [Required]

▪ (Text Input for Skill) [Required]

▪ [+ Add Another skill]

• **Workflow:** The recruiter fills in the search criteria and clicks **[Search Database].** A list of matching candidates from the main database appears below within the modal. They can select candidates via checkboxes and click **[Add Selected to Project]**.

o Similar to project updates, clicking this button triggers a confirmation modal.

o A success toast is displayed after the candidate's follow-up status is successfully updated.

Candidate List: The main area, showing a list of all candidates associated with this project. Each "Candidate Card" shows:

• Main Action Button: Above the list, there must be a [Submit Selected to Client]

• Bulk Actions: Each "Candidate Card" must have a checkbox on its left side.

• Candidate Follow-up Management:

Each candidate card in the Recruiter Workspace has been enhanced with a new follow-up control panel. This panel includes:

o A **"Follow-up Status"** dropdown (Shortlisted, Int. scheduled, offered, Joined, No show, under follow up etc.).

o A **"Next Follow-up Date"** selector.

o A **"Remarks"** text box for notes.

o An **"Update"** button.

• Similar to project updates, clicking this button

triggers a confirmation modal.

• A success toast is displayed after the

candidate's follow-up status is successfully

updated.

▪ Name, AI Match Score, Status Tag (New,

Contacted, Replied).

▪ ⭐ **Dynamic Status Tag:** This tag is the primary

indicator of chat progress. It will show states

like: New, Contacting..., Awaiting

Reply, Live Chat 🟢, Intervention Needed

🟡, Completed ✔️, Declined ❌.

▪ ⭐ **Dynamic Action Buttons:** The buttons on the

card change based on the status.

o If status is New: Shows [Initiate Chatbot].

o If status is Live Chat 🟢 or Intervention

Needed 🟡: Shows [Open Co-Pilot].

o If status is Completed ✔️ or Declined ❌:

The chat buttons are hidden.

▪ All states have a persistent [View

Portfolio] button.

▪ **Action Buttons on Card:** [View/Edit Portfolio],

[Initiate Chatbot], [Reject].

• **New Component:** The "Live Chat Co-Pilot" Modal

o **Trigger:** Clicking the [Open Co-Pilot] button on a Candidate Card.

o **Layout:** A three-pane modal view that opens on top of the workspace.

o **Left Pane (Context):** Pinned Candidate Name, Photo, and

Project Role.

o **Centre Pane (Transcript):** The scrollable, real-time conversation history, with distinct styling for Candidate (grey), Bot (blue), and Recruiter (green) messages.

o **Right Pane (Briefing):** Pinned list of the project's 🌟 **Non-Negotiable** criteria.

• **Control Panel (at the bottom of the Centre Pane):**

o **Default State:** A prominent [Intervene] button is visible. The text input field is disabled.

o **Manual State:** After clicking [Intervene]**,** the button changes to [Resume Automation] and the text input field becomes active.

• **"What If" Scenarios & Solutions:**

o **What if the AI matching is good but not perfect?**

▪ **Solution:** The recruiter has override power. On the Candidate Card, they can manually adjust the AI score or add a "Recruiter Approved" tag to boost a candidate's visibility.

o **What if the Action Queue becomes overwhelming?**

▪ **Solution:** The queue will have filters at the top: [Filter by Project] and [Filter by Action Type] (e.g., show only "Chat Follow-Ups"). This allows for focused work.