Requirements for Virtual Job portal website and mobile application (iOS & Android)

Flowchart

Steps

Employee (Job Seaker)

1. Comes to the website
2. Clicks on "Start" to begin the process of submitting his/her profile
3. Logs into the system using an OAuth provider
4. Once authenticated, user will be asked for
   a. Skill set/Roles - up to 5
      i. Will be a [bubble input](#) that will let the user enter a role
      ii. Autofill suggestions should come up as the user is typing and the user should only be able to select one of the items suggested - no free form input
      iii. Use the following API to auto suggest the job title as the user types in: https://github.com/workforce-data-initiative/skills-api/wiki/API-Overview#1-job-title-autocomplete
      Paid option to consider later - https://www.itsyourskills.com/
      iv. Employee should only be able to select from the suggested list
   b. Upload resume
      i. Resume should be .doc or .docx or .pdf formats only - all other formats should be rejected and the user should be prompted to re-upload a valid document
      ii. File shouldn't be more than 5MB and user should be prompted to enter a smaller document if they try to upload anything more than 5MB
      iii. Store the files inside blob storage
5. After successful upload, user is shown a thank you message
6. Backend system should record user name, email (both collected from OAuth), list of skill sets entered and resume

Employer

1. Comes to the website
2. Is given two fields:

      a. Enter email
          i. User is asked to enter an email that is not throwaway
          ii. List of throwaway email domains to block:
             http://www.digitalfaq.com/forum/web-tech/5050-throwaway-email-block.html
      b. Enter list of skills or roles - up to 5 (same as above for employees)

3. Employer submit the request
4. After submitting the request, employer is sent verification email
5. Once the user verified the email, they receive another email that gives them a link to download 2 resumes
6. We should capture if an employer has email verified in the DB and shouldn't ask for verification again if they have already done it

Logic for selecting resumes

1. Based on the list of roles the user provides, they are matched with the roles the employer provides
2. For example: if the employer provides 3 roles, we try to match all 3 same roles with the employee. If not, at least 2 roles are matched and so on.
3. Once a resume is shared with an employer, same resume is not sent again for 1 day

Logic for number of resumes shared to an employer

1. An employer can only get 2 resumes in a day
2. Employer can request for more resumes after 24hrs and we should show the time left before they can request more resumes either in the email we send out when request more resumes or right after when the user has requested in the application