

1.	<b>Stakeholder Analysis:</b>
	<ul style="list-style-type: none"> <li>Identify the key stakeholders, including HR managers, recruiters, job applicants, and administrators.</li> <li>Conduct interviews and surveys to understand their needs and expectations.</li> </ul>
2.	<b>Functional Requirements:</b>
	<ul style="list-style-type: none"> <li><b>User Authentication:</b> Implement secure user authentication to allow different roles (admin, recruiter, applicant) to access the system.</li> <li><b>Job Posting:</b> Recruiters should be able to create, edit, and post job listings with details like job title, description, and requirements.</li> <li><b>Application Submission:</b> Applicants should be able to submit their resumes and application materials for specific job listings.</li> <li><b>Resume Parsing:</b> Implement a feature to parse resumes and extract relevant information.</li> <li><b>Application Status Tracking:</b> Provide a dashboard for applicants to track the status of their applications.</li> <li><b>Workflow Automation:</b> Define and automate the workflow for job applications, including reviewing, shortlisting, interviewing, and hiring.</li> <li><b>Reporting and Analytics:</b> Generate reports and analytics for HR managers and recruiters to evaluate the efficiency of their hiring processes.</li> </ul>
3.	<b>Non-functional Requirements:</b>
	<ul style="list-style-type: none"> <li><b>Scalability:</b> Ensure the system can handle a growing number of job postings, applicants, and users.</li> <li><b>Performance:</b> The system should be responsive and capable of handling concurrent users.</li> <li><b>Security:</b> Implement security measures to protect sensitive candidate data and prevent unauthorized access.</li> <li><b>Usability:</b> The user interface should be intuitive, making it easy for users to navigate and perform tasks.</li> <li><b>Data Backup and Recovery:</b> Regularly back up data and have a plan for data recovery in case of system failure.</li> </ul>
4.	<b>Integration Requirements:</b>
	<ul style="list-style-type: none"> <li><b>APIs:</b> Integrate with job boards, social media platforms, and other systems for job posting and sharing.</li> <li><b>Email Notifications:</b> Send automated email notifications to applicants and recruiters at various stages of the application process.</li> <li><b>Calendar Integration:</b> Enable scheduling of interviews and other events directly within the system.</li> </ul>
5.	<b>Data Storage and Database Design:</b>
	<ul style="list-style-type: none"> <li>Design a database schema to store job listings, applicant data, interview schedules, and user information.</li> <li>Ensure data normalization to maintain data integrity.</li> </ul>
6.	<b>User Interface Design:</b>
	<ul style="list-style-type: none"> <li>Create wireframes and mockups for the user interface, focusing on ease of use and mobile responsiveness.</li> <li>Incorporate feedback from stakeholders to refine the design.</li> </ul>
7.	<b>Workflow and Business Logic:</b>
	<ul style="list-style-type: none"> <li>Define the workflow for job application processing, including automated actions and triggers.</li> </ul>

	<ul style="list-style-type: none"> <li>Implement business logic for assigning applications to specific recruiters, tracking interview schedules, and managing candidate data.</li> </ul>
8.	<b>Project Plan:</b>
	<ul style="list-style-type: none"> <li>Create a project plan with milestones, timelines, and resource allocation.</li> <li>Assign responsibilities and monitor progress.</li> </ul>
9.	<b>Testing and Quality Assurance:</b>
	<ul style="list-style-type: none"> <li>Develop test cases to ensure the system functions correctly.</li> <li>Perform usability testing to verify that the system meets user expectations.</li> </ul>
10.	<b>Deployment and Maintenance:</b>
	<ul style="list-style-type: none"> <li>Deploy the system in a production environment.</li> <li>Establish a maintenance plan for updates, bug fixes, and ongoing support.</li> </ul>
11.	<b>Documentation and Training:</b>
	<ul style="list-style-type: none"> <li>Create user manuals and documentation for administrators and users.</li> <li>Conduct training sessions for HR, recruiters, and applicants as needed.</li> </ul>
12.	<b>Feedback and Continuous Improvement:</b>
	<ul style="list-style-type: none"> <li>Gather feedback from users and stakeholders for ongoing improvements and feature enhancements.</li> </ul>