

Actor Definitions for AI-Powered Recruitment Platform

Actor Definition: Job Seekers

Description:

Job Seekers are individuals actively searching for employment opportunities. They utilize the platform to explore job applications, apply for positions, and receive personalized job recommendations based on their skills, experience, and career goals. Additionally, they use the platform to enhance their professional profiles and skills through AI-powered suggestions and learning resources.

Key Responsibilities:

Profile Creation and Management:

- Create and maintain a detailed profile, including resumes, skills, work experience, certifications, and other relevant professional information.
- Update their profiles regularly to ensure they remain attractive to potential employers.
- Highlight key achievements and tailor their profiles to match job-specific requirements.

Job Searching and Application:

- Search for and apply to job opportunities that align with their qualifications and interests.
- Act on personalized job recommendations provided by the platform's AI engine.
- Being notified of their job applications and respond promptly to employer requests for additional information or interviews.

Skills Development:

- Take skill assessments to showcase their abilities to potential employers and improve their ranking in job searches.
- Receive AI-powered suggestions for improving their profiles, such as highlighting specific skills or achievements.
- Engage with content recommendations, including articles, videos, or certifications, to enhance their professional expertise.

Platform Engagement:

- Interact with other job seekers or professionals through the platform's networking features.
- Provide feedback on job listings or platform recommendations to help refine their experience.

Expectations:**User-Friendly Job Search:**

Seamless access to job postings with intuitive navigation through the platform to explore and apply for roles.

Personalized Recommendations:

Receive tailored job and content recommendations based on qualifications, skills, and job history.

Recruitment Transparency:

Clear and transparent communication regarding application status, including notifications and email updates for interview invitations, job offers feedback.

Learning and Growth Opportunities:

Access to tools and resources for professional development, such as recommended connections, training materials, and skills improvement suggestions.

Actor Definition: Company

Description:

Companies are responsible for hiring talent to fill open positions. They use the platform to post job opportunities, screen applicants, and manage the recruitment process efficiently. Companies leverage AI-powered tools to identify the best candidates based on their skills, experience, and suitability for the role.

Key Responsibilities:**Job Posting and Management:**

- Companies create detailed job postings and manage listings, ensuring they attract qualified candidates.
- Maintain and update job listings as needed.
- Delete job applications once a suitable applicant is identified.

Applicant Screening and Selection:

- Review candidate profiles and assess applications.
- Shortlist candidates for further evaluation using ranking and evaluation tools based on qualifications and tests.

Assessment:

Assign skill assessments to candidates. And send job offers to suitable applicants.

Hiring Process Customization:

Customize the hiring stages, integrating skill assessments and matching the specific requirements of the role.

Employer Branding:

Create and manage company profiles with additional content, such as blogs and videos, to enhance job listings and attract top talent.

Expectations:**Efficient Tools:**

Tools for job posting and candidate management, including bulk job posting and candidate shortlisting.

AI-Powered Recruitment:

AI-powered candidate matching, ranking, and assessment tools to identify the best-fit candidates.

Decision Support Features:

Collaborate with team members during the hiring process to make informed decisions based on candidate performance data.

Analytics and Reporting:

Analytics and reporting features to track job posting success and assess applicant quality.