Actor Definitions for AI-Powered Recruitment Platform

**1. Job Seekers**

**Description**:  
Job Seekers are individuals actively searching for employment opportunities. They utilize the platform to explore job listings, apply for positions, and receive personalized job recommendations based on their skills, qualifications, and career goals. They also engage with the platform to improve their skills and enhance their professional profiles through AI-powered content suggestions and learning paths.

**Key Responsibilities**:

* **Profile Creation and Management**: Job Seekers are responsible for creating and maintaining an up-to-date profile, including their resume, skills, work experience, certifications, and other relevant information.
* **Job Searching and Application**: They search for suitable jobs, apply for available job postings, and track their application status. They can also receive and act upon job recommendations provided by the platform’s AI engine.
* **Skills Development**: Job Seekers can take assessments to showcase their abilities to potential employers. They also receive content and course recommendations to help them improve their skills.
* **Interview and Assessment Participation**: Job Seekers are involved in assessments and interviews as part of the recruitment process. They receive feedback on their performance and use it to enhance their career prospects.

**Expectations**:

* Seamless access to job postings and easy navigation through job applications.
* Personalized job and content recommendations based on their qualifications and job history.
* Transparency in the recruitment process, including updates on job application statuses.
* Tools to improve skills and career prospects, such as assessments and learning recommendations.

**2. Employers/Recruiters**

**Description**:  
Employers and Recruiters are organizations or individuals responsible for hiring talent to fill open positions within their companies. They use the platform to post job openings, screen applicants, and manage the recruitment process efficiently. They leverage AI-powered tools to find the best candidates based on skills, experience, and suitability for the role.

**Key Responsibilities**:

* **Job Posting and Management**: Employers/Recruiters create detailed job postings and manage listings, ensuring they attract qualified candidates. They maintain and update job listings as needed and receive notifications when listings expire.
* **Candidate Screening and Selection**: They are responsible for reviewing candidate profiles, assessing applications, and shortlisting candidates for further evaluation. Employers use various tools to rank and evaluate candidates based on their qualifications and test/interview performance.
* **Assessment and Interview Management**: Employers assign skill assessments and manage interview schedules for candidates. They use video interviews and AI-based interview analysis to streamline the recruitment process.
* **Hiring Process Customization**: Employers can customize the hiring stages, integrating skill assessments and interviews according to the specific requirements of the role.
* **Employer Branding**: Employers can create and manage their company profiles and add content, such as blogs and videos, to enhance their job listings and attract top talent.

**Expectations**:

* Tools for efficient job posting and candidate management, including bulk job posting and candidate shortlisting.
* AI-powered candidate matching, ranking, and assessment tools to identify the best-fit candidates.
* The ability to collaborate with team members during the hiring process and make informed decisions based on candidate performance data.
* Analytics and reporting features to track the success of job postings and assess the quality of applicants.