Online Job Portal

Description:

The online portal *Jobs 2 Career.com* has been developed where a job seeker who is either a fresh hand or a person intending to change the current job to better the career can search for vacant positions of their choice and apply for the same. This portal aims to assist both the job seeker as well as organizations looking for suitable skills.

The system has to be developed for use on the web using MySQL database and PHP programming as a backend and HTML and javascript as the frontend.

Objective:

The main goal of the project is to develop an online job portal where

    i)   people seeking jobs can register and apply for a suitable position, and

    ii) employers seeking people with specific skills can register and post their requirements

The application will aim to do away with conducting job fairs at several locations looking for talent

The application will also save the organizations time and money as the first level of the resume screening can be done by downloading the resumes posted online.

Background:

Jobs 2 Career.com is an organization which tie up with IT or non-IT companies and collates their open positions in all skills. They also accept profiles of job seekers in all the areas and help them to apply for the open positions.

In the current placement process, the companies looking for suitable people advertise their open positions or give their requirements to placement agencies. Both are time consuming and cumbersome. A lot of times there is a huge mismatch between the requirement given by the company and the understanding of the requirement by the placement agencies. There is also minimum opportunity to automate to save on time and reduce errors.

The proposed system is expected to provide an interface for employers to post and manage job vacancies. It is also required that job seekers must be able to upload their CV and apply for the suitable job.

Functional Requirement:

The web application must have the following basic functional requirements:

- **Employers and employees** should be able to register, verify and login their account into the system. **Administrators**, on the other hand, should also be able to securely access the system.

- **Administrators** should be able to add a skillset, which can help employers tag their job vacancy postings (this refers to skills required for job application). The said skillset will also help the job seekers to post their skills in their profile.

- **Employers** should be able to add postings and job vacancies in the system and those jobs must be displayed on the job feed of employees. They must also be able to manage all their posted vacancies.

- The system should have a strong search functionality where employers can search for employees who have the related skill/s that is/are specified in their particular job posting. (E.g. an employer hiring a programmer must be able to search people who seek programming or related jobs and the match must be close to a limit of +/- 10%).

- The system should have a search feature where employees can search for jobs related to their skills, job positions, and other work opportunities that may be relevant to their chosen career field.

- **Employees** must be able to upload their resume and update whenever needed. When applying for a potential job, he/she must be required to fill out a short description why he/she should be hired. Once done, the employer must be notified and he/she be able to see the applicant's resume. If the applicant is qualified, the employer must be able to send back a reply to him/her.

- Reports must be generated by the system. These may include, but are not limited to:
    - **Employer Reports:** Number of Applicants for each Job Posting
    - **Administrator Reports:** Number of Registered and Verified Employers / Employees, System Ratings and Feedbacks of Employees and Employers

- **Other possible features:**
    - Employees can follow employers ("follow and following" feature)
    - Employers and employees can rate the services offered by the website.
    - Customer support for possible employer and employee queries.
    - Chat for employees and employers

Non-Functional Requirement:

These requirements are very important characteristics of the system. For example attributes such as Reliability, performance, security, usability, compatibility etc.

Scalability – The system must be scalable; it must still be functionally used even when the business will accept more jobs from larger companies and more employers.

Availability – The web application must be hosted online, so that anyone who wants to register and apply a job will be able to.

Performance – Technically, you may use AJAX for this aspect so the browser does not have to refresh when someone posts / applies for a job.

Usability – The website should be responsive, so that clients who use mobile devices / tablets can access it with ease.

Security requirement - Only employers / employees who are registered in the system must be able to access the employer/employee section of the website. In the same way, only the authorized personnel should be able to access the admin-side of the application.