Cahier des

charges

# **Introduction**

This specifications document has been developed to outline the requirements and specifications for the creation of a recruitment website. The website aims to establish an interactive digital platform for job seekers to log in, search for job opportunities, upload their resumes, and for companies to post job listings, review applicants, and manage the application process by accepting (scheduling job interviews) or rejecting candidates.

Serving as a comprehensive guide for developers, designers, and stakeholders involved in the project, this document lays the groundwork for planning, designing, and implementing the recruitment website. Its primary objective is to clarify expectations and ensure a shared understanding among all parties engaged in the development.

Structured to provide a detailed overview of the project, the document encompasses sections covering objectives, functional and non-functional requirements, constraints, dependencies, development methodologies, and evaluation processes.

# **Objectives**

* **Simplify job search and application processes:** The primary objective of the website is to provide an easy and convenient platform for job seekers to search for opportunities, upload their resumes, and for companies to post job listings, manage applicants, and efficiently handle the application process.
* **Enhance user engagement:** The website aims to create an interactive and engaging experience for both job seekers and companies. Features such as user-friendly interfaces, real-time job status updates.
* **Provide effective recruitment tools:** For companies and recruiters, the website will offer robust tools to manage job listings, review applications, and facilitate the scheduling of job interviews. Additionally, communication features will be implemented to ensure effective interaction with potential candidates.
* **Ensure data security and confidentiality:** The website will prioritize strict security measures to protect user data, ensuring the confidentiality and privacy of both job seekers and companies.

# **Functional Requirements**

Functional requirements outline the specific features that the online job recruitment platform must offer to meet the needs of users and project goals. These requirements include:

* **User Management:** The platform must allow companies and candidates to

1. Register.
2. Create profiles.
3. Securely log in.

* **Job Listing Management:** Companies should be able to

1. Create.
2. Modify.
3. delete job listings.

\*\*Job listings should be logically and intuitively organized for user navigation.

* **Candidate Features:** Candidates should be able to

1. View available job listings.
2. Apply.
3. Upload their resumes (CVs).
4. Track the status of their applications.

* **Company Features:** Companies should be able to

1. Manage their job listings.
2. Review applications.
3. Make acceptance or rejection decisions.
4. Schedule interviews.

* **User Interaction:** The platform should facilitate communication between companies and candidates through messages, comments, or other appropriate means.

These functional requirements are crucial to ensuring that the online job recruitment platform meets user needs and facilitates an efficient recruitment process.

# **Non-functional Requirements**

Non-functional requirements define the overall characteristics that the online job recruitment platform must possess to ensure performance, security, user-friendliness, and compliance with applicable standards and regulations.

* **System Performance:** The platform must provide fast response times to ensure a smooth user experience, even under high load. Page loading times should be optimized to minimize user wait times.
* **Data Security:** User data, including resumes (CVs), must be protected by robust security measures, such as data encryption.
* **Reliability and Availability:** The platform should be highly reliable and available 24/7, with minimal downtime for scheduled maintenance.
* **Scalability:** The platform should be designed to be easily expandable, capable of handling an increase in the number of users and job listings without compromising performance.

These non-functional requirements are essential to ensuring that the online job recruitment platform delivers a high-quality, secure, and reliable user experience.

# **Development Methodology**

The Development Methodology section describes the approach that will be used to design, develop, and implement the job recruitment web application. This methodology is crucial to ensure an effective and organized development process.

* **Choice of Methodology:** An agile methodology will be adopted for this project, allowing flexibility and adaptation to changing needs throughout the development cycle. This approach will also encourage close collaboration among team members, ensuring transparent communication and quick decision-making.
* **Iterative Planning:** The project will be divided into iterations or development sprints, with each iteration representing a clear stage in the process. Features will be developed, tested, and delivered iteratively. By following this agile development methodology, the team will strive to deliver a high-quality job recruitment web application that meets user needs and aligns with project constraints.

# **Conclusion**

This document reflects our commitment to innovation and our desire to provide a high-quality, accessible online job recruitment experience for everyone. We are confident that this platform will meet the diverse needs of users. We look forward to moving to the next phase of the project and witnessing this vision come to life.