**Stakeholders**

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| Stakeholder | Role | Level of Involvement | Needs/Expectations from the System |
| Recruiter | Primary User | High - They interact with the system daily for managing candidate profiles, tracking applications, and scheduling interviews. | A user-friendly interface for managing candidates, updating application statuses, scheduling interviews, and follow-up reminders. |
| Hiring Manager | Approver and Evaluator | Medium - They review and approve candidate profiles, interview feedback, and final hiring decisions. | Access to detailed candidate profiles, interview feedback, and ability to approve or reject candidates. |
| Candidate | Applicant | Low to Medium - They interact with the system when applying for jobs, scheduling interviews, and receiving status updates. | A smooth application process, timely updates on application status, interview scheduling, and notifications. |
| System Administrator | Maintains the system | High - They manage user access, ensure the system is secure, and oversee overall performance and updates. | The system should be secure, easy to manage, and allow role-based access control for different users. |
| HR Department | Supports recruitment and compliance | Medium - They ensure that the system complies with HR regulations and helps track recruitment progress. | Compliance with labor laws, data privacy regulations, and efficient reporting on recruitment metrics. |
| Job Seeker | Prospective Candidate | Low - They only interact with the system when searching and applying for jobs. | A simple, intuitive application process and timely communication. |
| IT Support Team | Technical Support | High - They provide technical support for any issues or bugs in the system, and ensure it's running smoothly. | Quick resolution of technical issues, system stability, and smooth integration with other platforms (e.g., job boards). |
| Business Executive/Owner | Decision Maker | Medium - They may not interact directly with the system but need overall reports and metrics to make business decisions. | Insights into recruitment metrics, hiring efficiency, and data-driven decisions for improving the recruitment process. |
| External Partners | Job Board Providers, External Agencies | Low - They may interface with the system through integrations, like importing job applicants from external job boards. | Integration with external systems (e.g., LinkedIn, job boards), to bring in new candidate applications. |
| Government/Regulatory Bodies | Compliance Monitor | Low - They may require periodic reports or audits to ensure compliance with labor laws and data protection regulations. | Access to data and reports to ensure compliance with industry standards and regulations (e.g., GDPR, labor laws). |