Tech-Tribe

Team Name: Tech Tribe

Team Leader:

• Name: Armela Elezaj

• GitHub Username: armelaelezaj1

Team Members:

1. Romina Zeneli - GitHub: rominaa21

2. Alesja Vrapi - GitHub: alesjavrapi

3. Megi Kamberi - GitHub: megi27

4. Endri Kena - GitHub: permeti

**Phase 2 of the project**

**1. Chosen Development Model:**

* **Model:** Agile
* **Justification:** Agile is preferred because it can adjust to shifting needs and provide iterative feedback, which is essential to creating a platform that promotes skill development and career growth. It makes it possible to respond to the demands of stakeholders and continuously develop.

**2. User Requirements:**

* **Stakeholders:**
  + **End-Users:** Employees looking to enhance their skills and career prospects.
  + **Clients:** Organizations seeking efficient talent management solutions.
  + **Developers:** The Tech Tribe team tasked with building and updating the platform.
* **User Stories:**
  + **End-User (Employee):** "As an employee, I want to create a comprehensive profile of my skills and career goals to find relevant skill development opportunities."
  + **HR Manager (Client):** "As an HR manager, I want to access detailed analytics on workforce skills and development needs to better plan training programs."

**3. Functional Requirements:**

* **Skill Profiling:**
  + **Description:** Enable users to create detailed profiles showcasing their skills, experiences, and ambitions.
  + **Acceptance Criteria:** Users can add, edit, and delete skills and objectives from their profile.
* **Career Progression Tracker:**
  + **Description:** Introduce a feature to track and visualize employees' career progression, including completed trainings, certifications, and skill advancements.
  + **Acceptance Criteria:** Employees can view their career progression timeline, adding new achievements and setting future goals.

**4. Non-Functional Requirements:**

* **Performance:**
  + **Description:** The platform must be fast and responsive to ensure a seamless experience.
  + **Acceptance Criteria:** Page load times should be under 2 seconds across the platform.
* **Usability:**
  + **Description:** The platform's design should be intuitive, allowing users to navigate easily.
  + **Acceptance Criteria:** Users can use all features without requiring instructional support.

**5. Application Specifications:**

* **Architecture:** The platform will employ a microservices architecture, promoting scalability and the flexibility to extend or modify services as needed without impacting the overall system.
* **Database Model:** MongoDB, a NoSQL database, will be utilized for its scalability, flexibility, and the ability to store data in a more unstructured format. This choice supports rapid development and the easy integration of data types as the platform evolves.
* **Technologies Used:**
  + **Frontend:** Angular is selected for its comprehensive framework capabilities, enabling the creation of dynamic, modular, and reactive user interfaces. Angular's ecosystem provides robust tools and components that streamline development and enhance user experience.
  + **Backend:** Node.js with Express framework will be used for the backend development, chosen for its non-blocking I/O model, which facilitates efficient data processing and scalability.
  + **Database:** MongoDB will be used for the database to leverage its flexible schema design, which is ideal for managing the diverse data types associated with user profiles, skills, and career progression.
* **User Interface Design:** Figma will be employed for designing the user interface due to its collaborative features, allowing team members to work together in real-time, share designs with stakeholders for immediate feedback, and ensure a cohesive visual and functional design across the platform.
* **Security Measures:** The platform will incorporate comprehensive security measures to protect user data and ensure system integrity. This includes:
  + **Data Encryption:** Utilizing TLS/SSL for data in transit and AES for data at rest to ensure that all user data is encrypted and secure.
  + **Authentication and Authorization:** Implementing JWT (JSON Web Tokens) for secure and efficient user authentication and authorization, ensuring that users can only access data and features relevant to their roles.
  + **Input Validation:** Employing strict input validation to prevent SQL injection, cross-site scripting (XSS), and other common web vulnerabilities.
  + **Regular Security Audits:** Conducting regular security audits and vulnerability scanning to identify and mitigate potential security risks promptly.
  + **Rate Limiting and Monitoring:** Implementing rate limiting to prevent abuse and DDoS attacks, along with continuous monitoring of system activity to detect and respond to unusual patterns or potential security breaches.

These application specifications detail the technological and security foundations upon which the Employee Skills and Career Development Platform will be built, ensuring a robust, secure, and user-friendly solution for career management and skill development.