

Project Requirements Document (PRD)

Project Name: TechBoard

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1. Project Overview

TechBoard is a global job board platform built specifically for the tech industry. It aims to support all job types, including full-time, remote, and freelance roles. The system is designed for both job seekers and hiring companies, with AI-assisted features to optimize hiring, improve resumes, and match skills with opportunities.

TechBoard will include:

- A recruiter/company dashboard to manage job postings and track applicants.
- A job seeker interface for discovering, applying to jobs, and building professional profiles.
- A subscription-based monetization model for both job seekers and recruiters.
- An admin panel for moderation, analytics, and billing control.
- A contract hiring workflow similar to Upwork, enabling project-based engagements.

2. User Stories

- **As a recruiter:**
 - I want to register and verify my company to post jobs.
 - I want to filter candidates by skills, location, and experience.
 - I want analytics to track the performance of job listings.
 - I want tools to manage freelance contracts and monitor progress.
- **As a job seeker:**
 - I want to apply to jobs and track my applications.
 - I want to receive smart job and skill suggestions.
 - I want to build my resume using AI tools and share my portfolio.
- **As a system:**
 - I want to support at least 1 million job seekers and 10,000 companies.

I want to deliver job search results in under 300 milliseconds.
I want to ensure scalability under heavy concurrent traffic.

3. Functional Requirements

3.1 Company/Recruiter Module

- Register company, verify domain/email
- Post/edit/delete job listings
- View applicants and filter by skills/location
- Invite candidates or message them
- Manage contracts and milestones for freelance work
- Analytics dashboard (applicant stats, post views)

3.2 Job Seeker Module

- Create profile, upload resume
- Use AI resume checker and builder
- Share personal tech portfolio
- Apply to jobs and track applications
- Get AI-powered job suggestions
- Receive alerts on matched jobs or skills

3.3 Job Listings

- Support for full-time, part-time, remote, hybrid, freelance
- Filters: job type, location, salary, experience, tech stack
- Highlighted listings for premium employers
- Expiry management for job posts

3.4 Contract Hiring System (like Upwork)

- Freelancers can submit proposals to short-term/contract gigs
- Milestone-based work & payment tracking
- Messaging and file-sharing per contract
- Dispute flagging and basic mediation

3.5 AI Integrations

- Resume grading and improvement suggestions

- Smart portfolio guidance (based on job trends)
- Skill gap detection and recommendation
- AI-powered job matching engine

3.6 Admin Panel

- User moderation (companies, recruiters, job seekers)
- Job post approval system
- Metrics: total jobs, active users, application rates
- Subscription and billing management
- Flagged content moderation

3.7 Subscription System

For Companies & Recruiters:

- **Free Tier**
 - Limited job posts per month
 - Basic filtering
 - No access to resume search
- **Pro Tier**
 - Unlimited job posts
 - AI shortlisting tools
 - Resume database access
- **Enterprise Tier**
 - Team members
 - Dedicated support
 - Custom ATS integrations

For Job Seekers:

- **Free Tier**
 - Resume builder (basic)
 - Limited job match alerts
- **Premium Tier**
 - Advanced AI insights
 - Job & skill match suggestions
 - Resume optimization
 - Featured in search results

Functional Requirements:

- Subscription CRUD for admin
- Stripe/PayPal integration
- Auto-renewal, cancellation
- Usage restrictions per plan
- Billing dashboard

4. Non-Functional Requirements

- **Performance:** Handle 1M+ job seekers and 10K+ companies
- **Scalability:** Microservices-based and horizontally scalable
- **Security:** Role-based access control, HTTPS everywhere, data encryption
- **Usability:** Modern UI/UX, mobile responsive
- **Availability:** 99.9% uptime SLA
- **Deployment:** Dockerized containers with CI/CD pipelines

5. Product Features

- **Company/Recruiter Platform**

Recruiters can register and verify company accounts. They can post, edit, and manage job listings, filter applicants by various criteria, communicate with candidates, and view analytics on their job performance. Recruiters managing freelance contracts will also have tools for setting milestones, tracking deliverables, and releasing payments.
- **Job Seeker Platform**

Job seekers can create profiles, upload resumes, and apply to jobs. A resume builder and AI-powered resume checker will help optimize job applications. Users will receive job recommendations and skill suggestions based on their profile and career goals. They can also build and share a portfolio.
- **Job Listings**

Jobs can be filtered by location, tech stack, job type, salary, and experience. Employers can highlight jobs or boost visibility. Jobs have an expiration system and can be refreshed.
- **Contract Hiring System**

The platform supports freelance gigs with features like proposals, milestone tracking, chat, and file sharing. Disputes can be flagged and managed via admin tools.
- **AI Features**

The system offers resume grading, portfolio building, job and skill recommendations,

and career path predictions. These features are driven by AI models trained on tech industry data.

- **Subscription System**

Recruiters have access to free, pro, or enterprise tiers with various limits on job postings, filtering capabilities, and team collaboration tools.

Job seekers can subscribe to a free or premium plan, unlocking features like enhanced AI support, resume checks, and priority job alerts.

- The subscription engine will handle plan creation, payment (Stripe/PayPal), renewal, cancellation, usage limits, and billing history. Plans are managed through the admin panel.

- **Admin Panel**

Admins can manage users, moderate jobs and disputes, analyze system metrics, configure subscription plans, and resolve flagged issues.

6. Acceptance criteria

Recruiter User Stories

1. Register and verify company to post jobs

- Recruiter can sign up with company details.
- System sends verification email or domain check.
- Only verified recruiters can post jobs.

2. Filter candidates by skills, location, and experience

- Recruiter can view applicants per job.
- Filter options include skills, location, and experience range.

3. View job listing analytics

- Dashboard shows number of views, applicants, and click-throughs for each job.

4. Manage freelance contracts

- Recruiter can post freelance jobs.
- Can accept proposals and create milestones.
- Can track progress and communicate with freelancers.

Job Seeker User Stories

1. Apply to jobs and track applications

- Job seeker can apply to jobs with resume/profile.
- Application status is visible in a dashboard.

2. Receive job and skill suggestions

- AI suggests jobs based on profile and past activity.
- Skill recommendations are shown with context.

3. Build resume and share portfolio

- Resume builder allows input of experience and skills.
- AI provides resume feedback.
- Portfolio can be created and shared via link.

System User Stories

1. Support 1M job seekers and 10K companies

- System handles expected user volume under load testing.

2. Deliver job search results under 300ms

- Job search API returns results in $\leq 300\text{ms}$ for 90% of cases.

3. Ensure scalability under high traffic

- Services are stateless and horizontally scalable.
- Auto-scaling and caching are in place.

7. Dependencies

Third-Party Services

- Auth Provider – For user login (e.g., Auth0, Firebase)
- Payment Gateway – For subscriptions (e.g., Stripe, PayPal)
- Email Service – For verifications & alerts (e.g., SendGrid)
- AI/ML APIs or Models – For resume/job matching
- Cloud Storage – For resumes and portfolios (e.g., AWS S3)

Infrastructure

- Cloud Hosting – For deploying services (e.g., AWS, GCP)
- CI/CD Tools – For automated deployment
- Containers & Orchestration – Docker, Kubernetes
- Monitoring – For performance tracking (e.g., Grafana)

Teams

- Backend & Frontend Developers
- DevOps Team
- QA/Testers

Software & Tools

- Database – PostgreSQL or MongoDB
- Search Engine – Elasticsearch or Meilisearch
- Messaging – WebSockets or Firebase
- Task Queue – Celery, Redis

Legal/Compliance

- GDPR Compliance
- Privacy Policy & Terms of Use

5. Milestones

Milestone	Dateline
BRD Approval	April 15, 2025
API Design Finalization	April 25, 2025
MVP Development Start	May 1, 2025
MVP Complete	July 10, 2025
Internal Alpha Testing	August 15, 2025
Beta Release	September 5, 2025
Production Release	October 1, 2025