Milestone 2

Team 22

Software Engineering Project: GenATS

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StoryBoard

Link to StoryBoard PDF: StoryBoard PDF

The storyboards shown in the above PDF are an accurate representation of the problems that applicants and HRs face today. They accurately depict how an HR recruiter has to go through hundreds of resumes daily, with no clear distinction between many of the resumes. Also, most ATS scanning softwares lack the ability to distinguish between applicant profiles since they rely on simple keyword matching. Our application addresses this problem by using GenAI to parse the resume, which is easier even for the recruiter and fair towards all the applicants.

Another problem that recruiters face is that of managing the interview schedules of different candidates. Manual interview scheduling may also lead to errors or delayed interviews, which is frustrating for the applicants. The HRs also have to coordinate with the hiring team, the interviewers and the applicants in order to finalize a perfect schedule for the interviews. Our application fixes this problem by providing the recruiters with a clear view of the applicant's schedule and sends appropriate notifications to recruiters and applicants whenever the interview is scheduled.

HR recruiters are also bogged down by multiple interviews in a day. Somedays, there are 20-30 interviews lined up for a single recruiter. It becomes difficult to manage all the candidates, record appropriate feedback and select relevant candidates. Our application fixes this issue by providing an AI-assisted interview feature. Before the interview with the recruiter, the candidate will be screened by an AI interviewer according to his/her resume. This will allow for an efficient and fair filtering process and will also help to manage the number of candidates the recruiter has to interview.

Many times, candidates face ghosting by recruiters or the hiring team, or minimal to no feedback after getting rejected. This leads to additional disappointment and frustration. But, the problem may not always be from the recruiter's side. The recruiters have to send hundreds of offer and rejection letters daily, and it can become difficult to manage everything. Our application lets the recruiter manage this by providing templates to quickly fill up offer and rejection letters. This is practical and efficient for the recruiters.

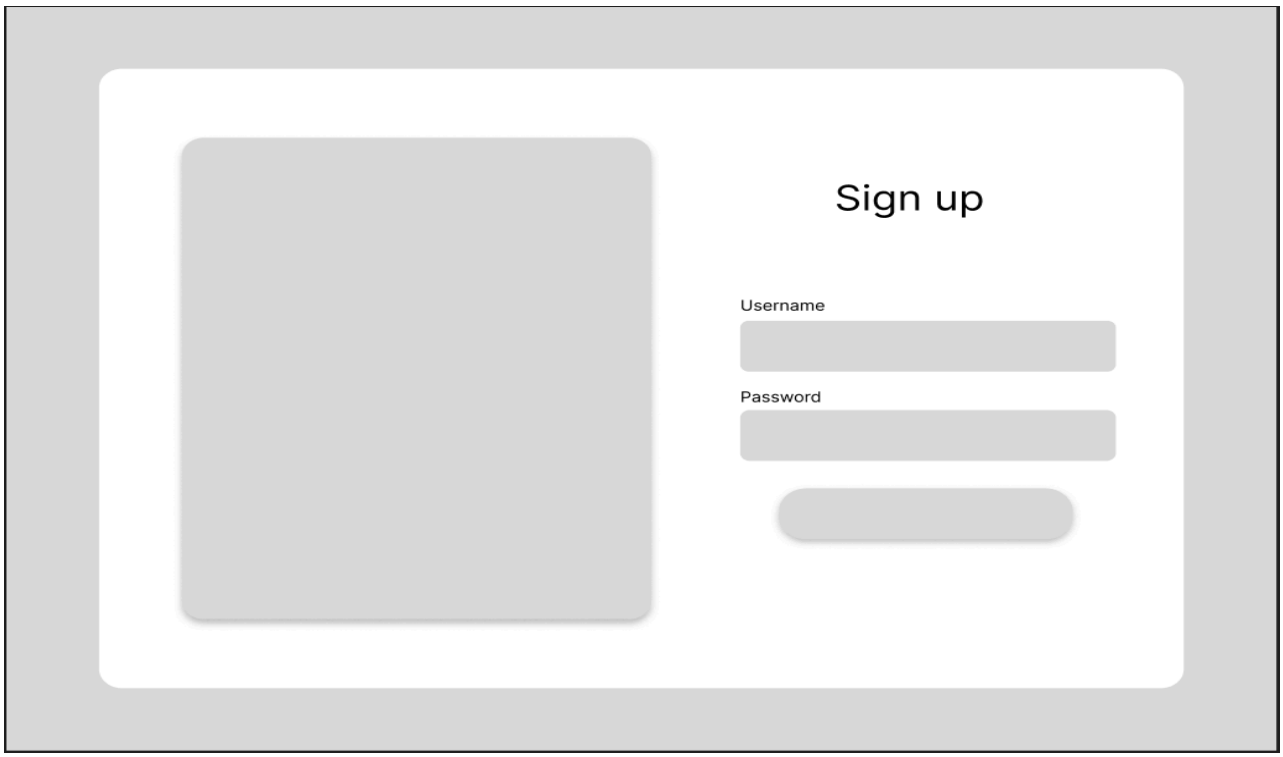
Many companies face the issue of attrition after a particular candidate has been offered the position. This is often due to lack of clear communication between the company and the candidate. To improve engagement between the company and the candidate even in this period, automated and personalized emails would be sent to the candidates even after the offer letter has been rolled out.

All of the above mentioned problems and solutions have been formulated by interviewing the primary, secondary and tertiary users of the application, i.e, Applicants, HRs and Company people. Appropriate user stories have been formulated (included in Milestone 1), that would aid in the development of the application in a user-centric fashion.

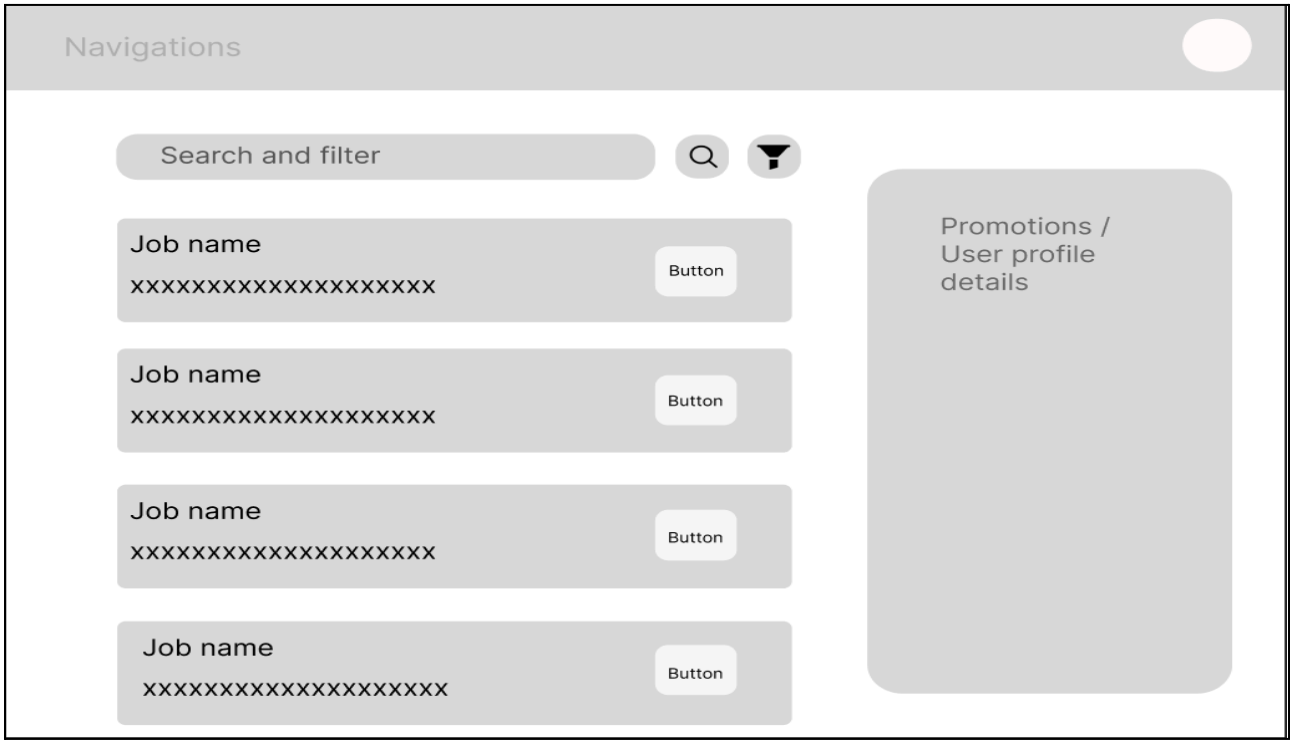
Wireframes (Before Feedback)

Applicant Views:

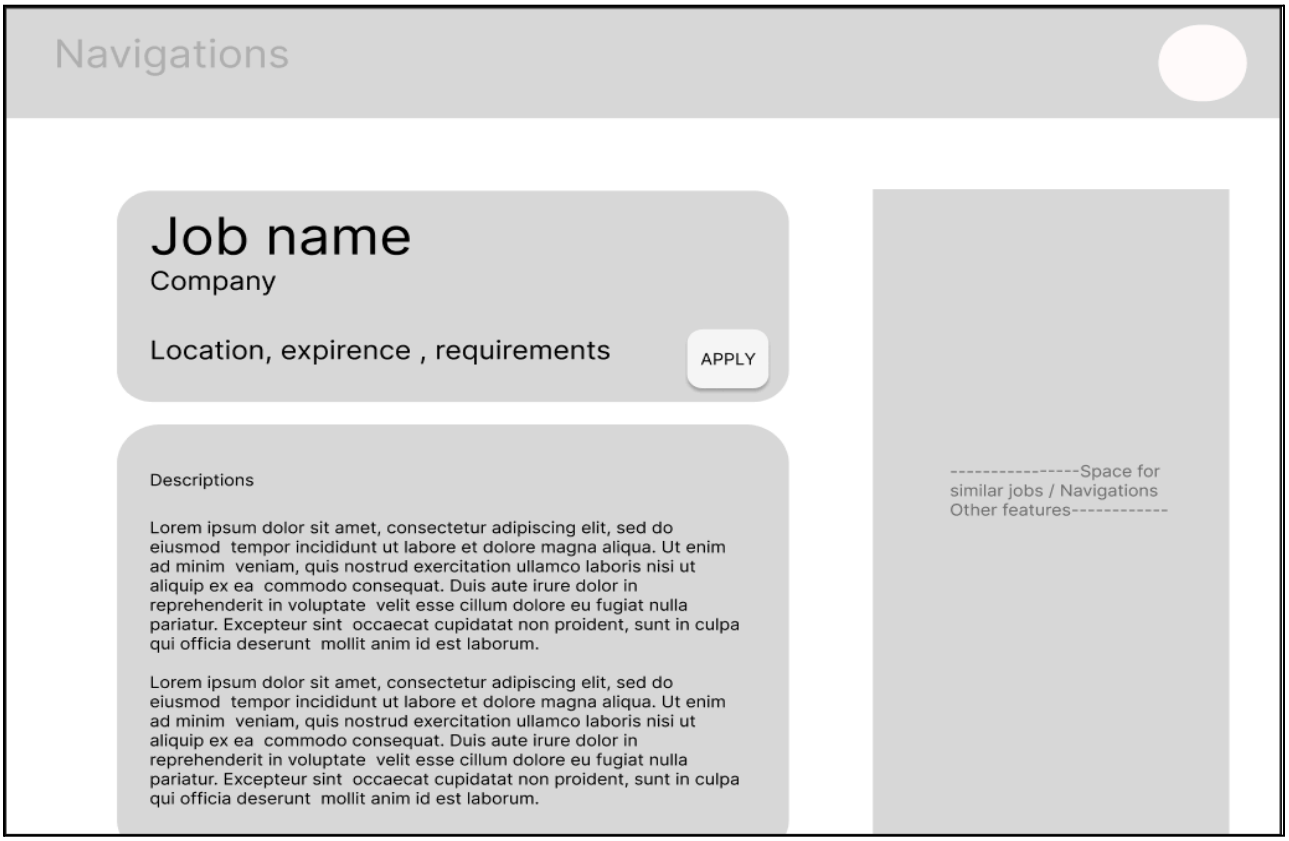
Applicant Login Page



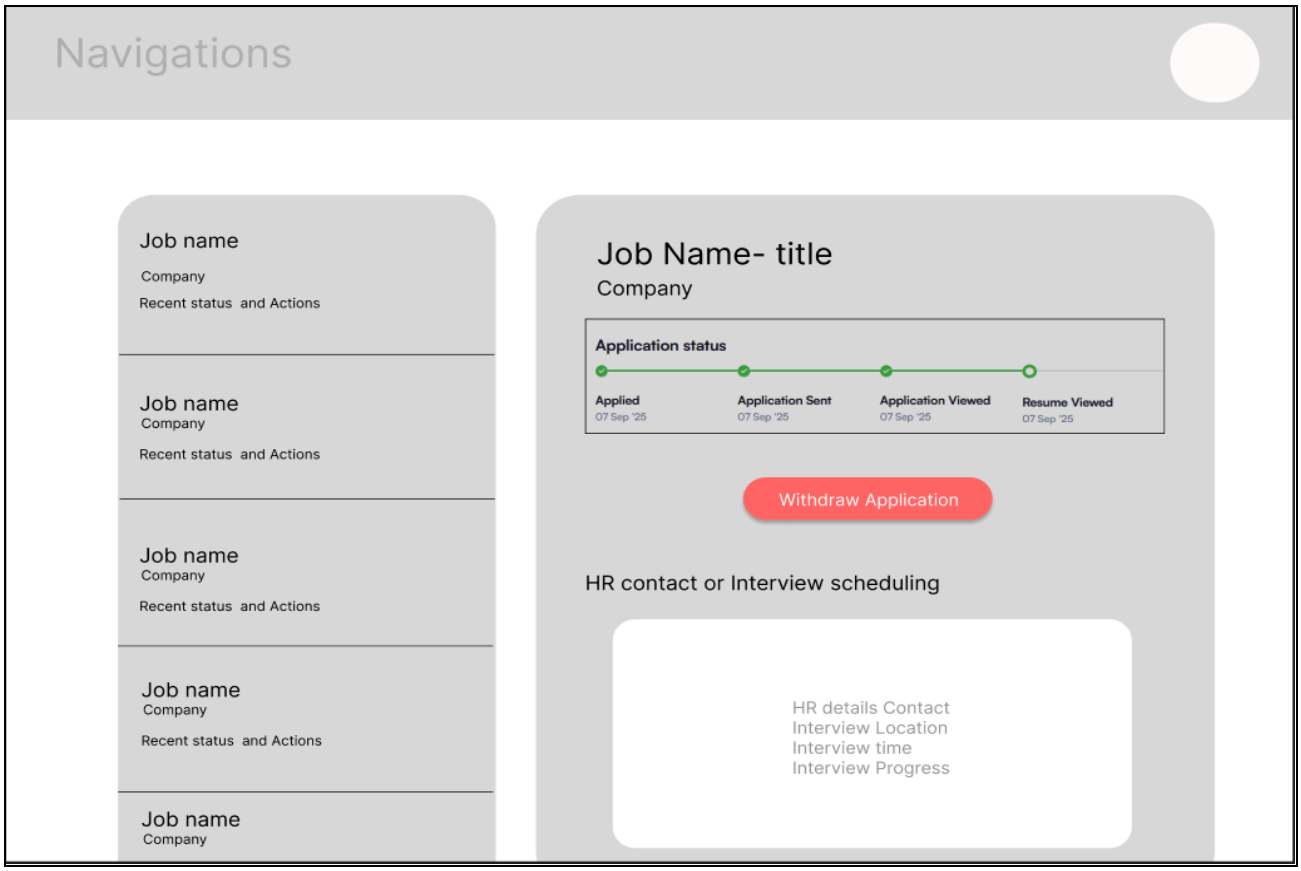
Job Application/ Applicant Home Page



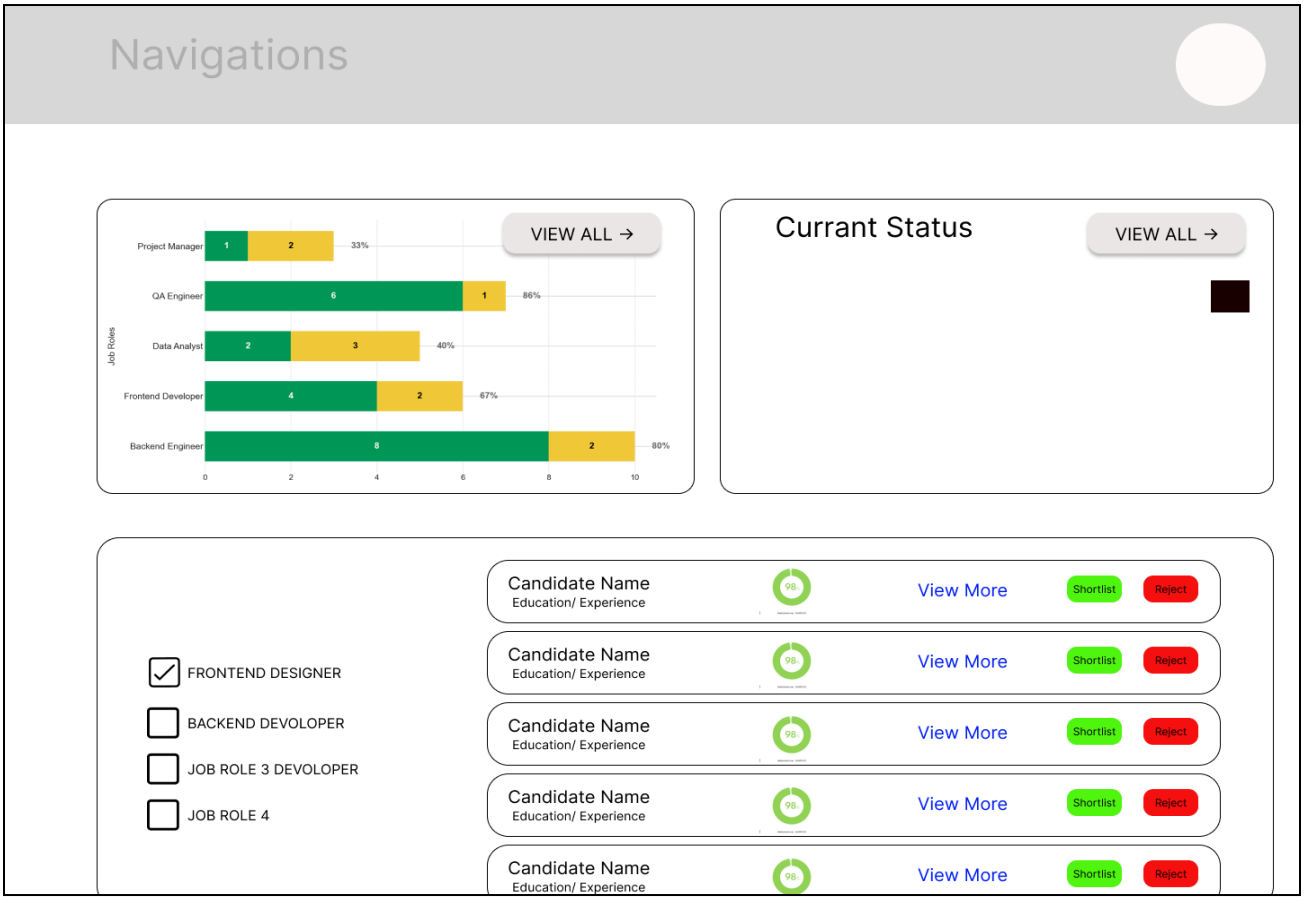
Job Application Page



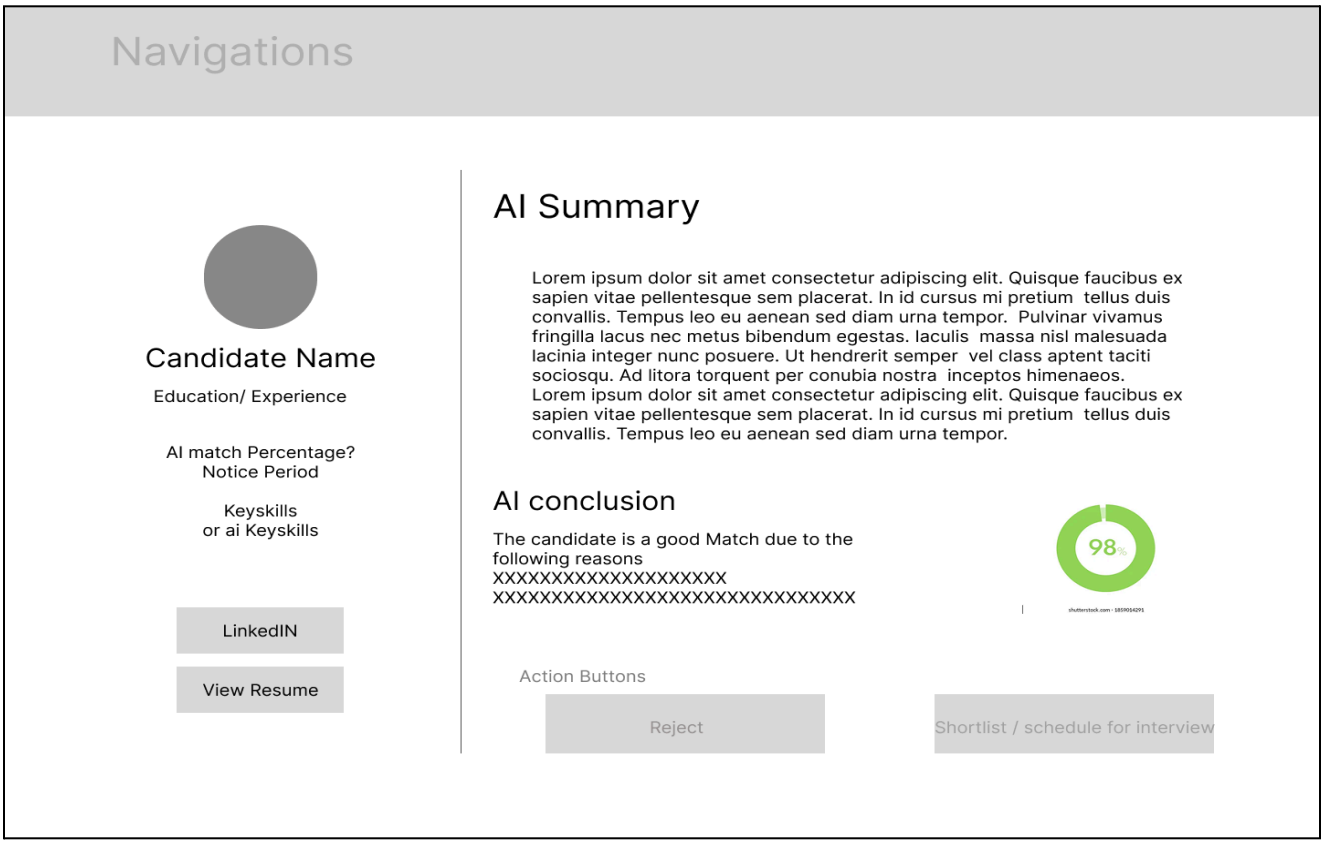
Application Review Page



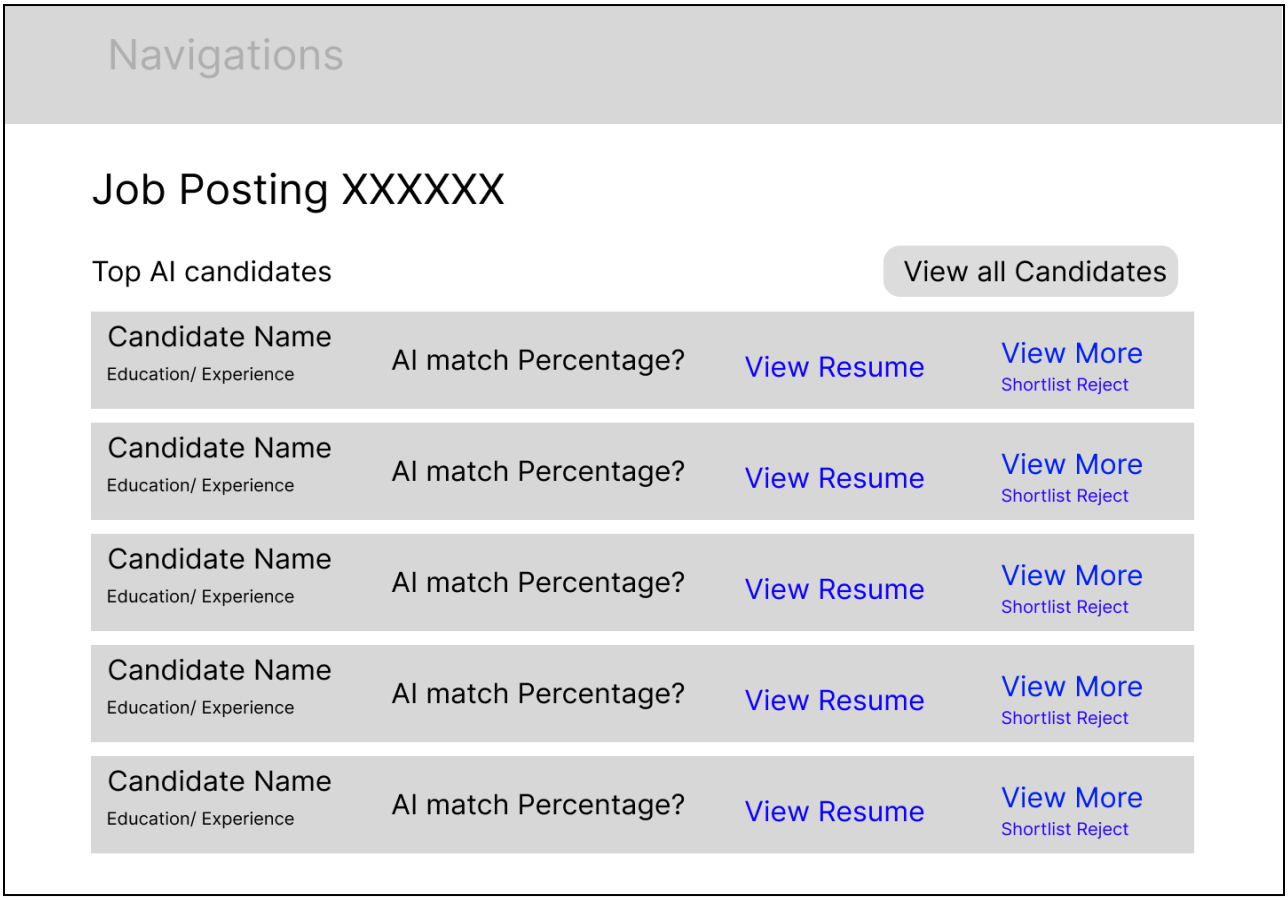
Landing Page



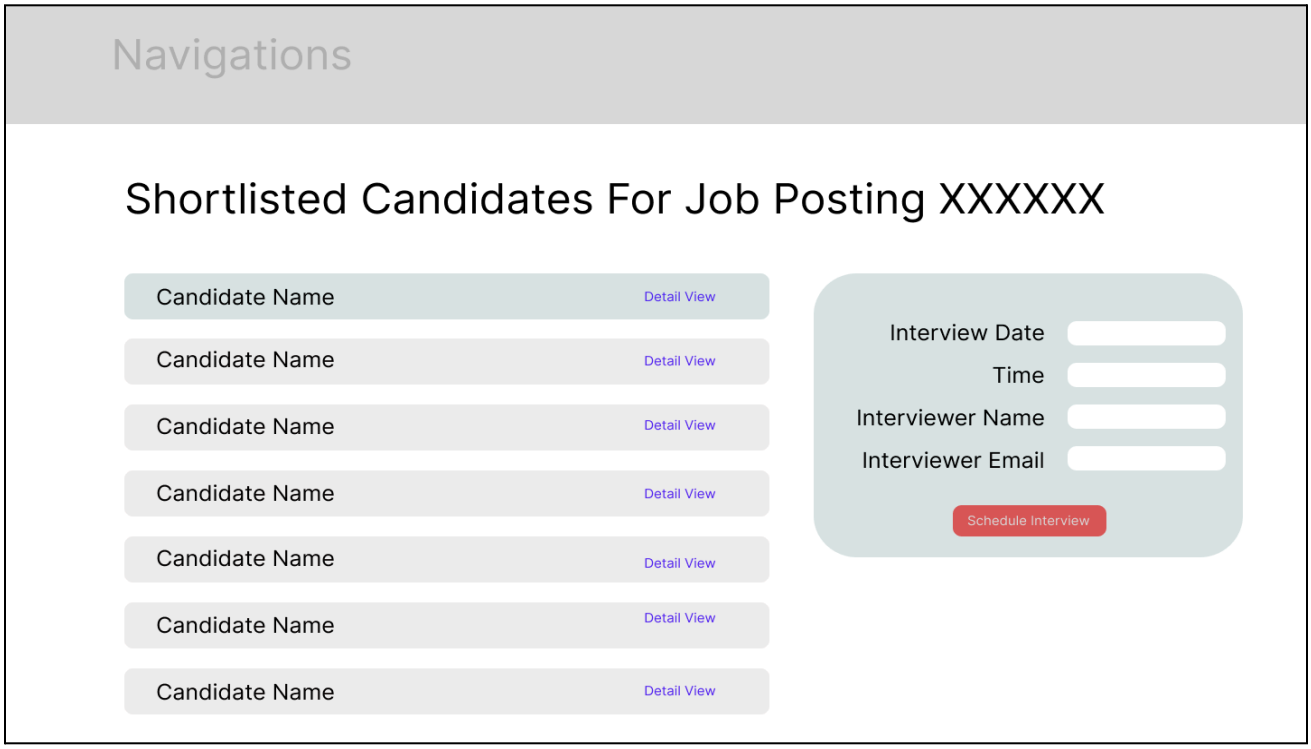
Resume Review Page



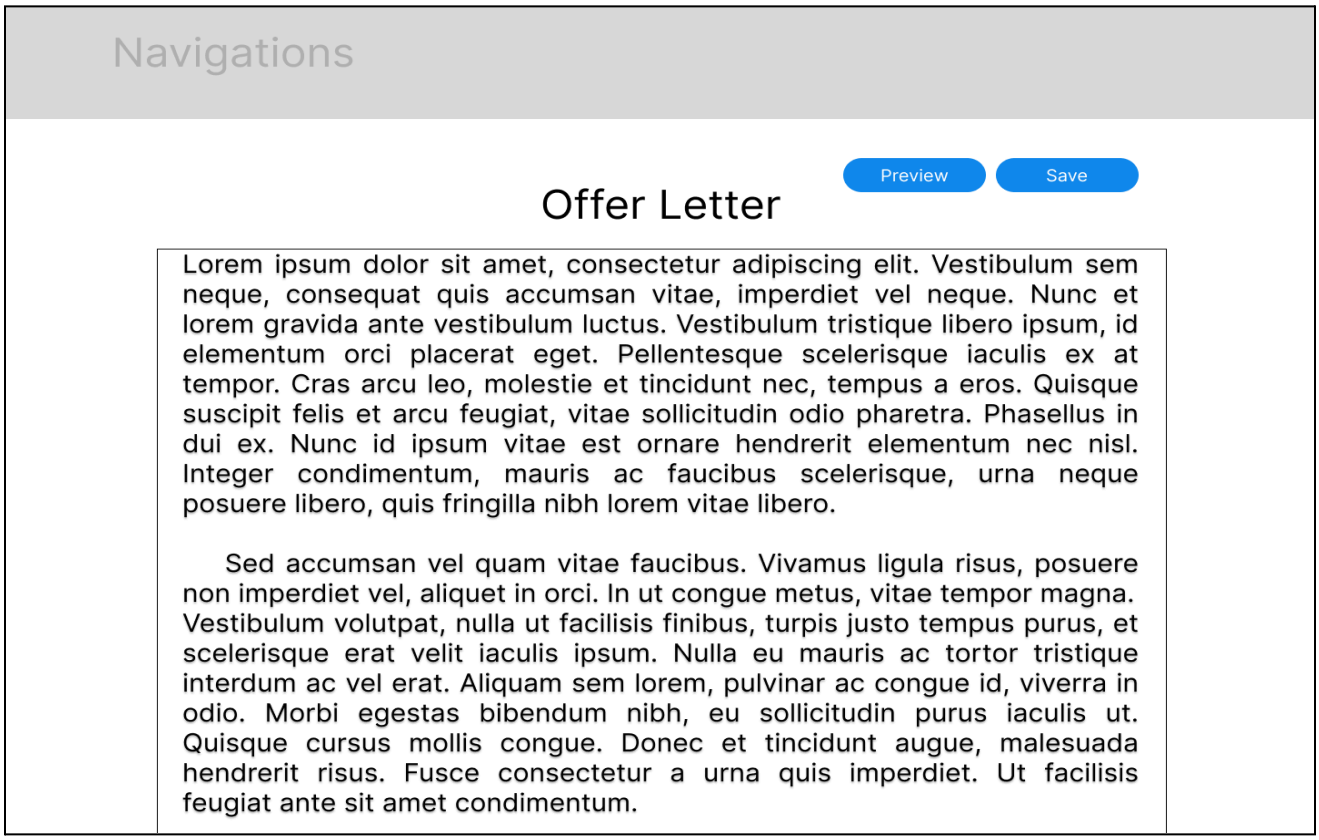
Candidates Review Page



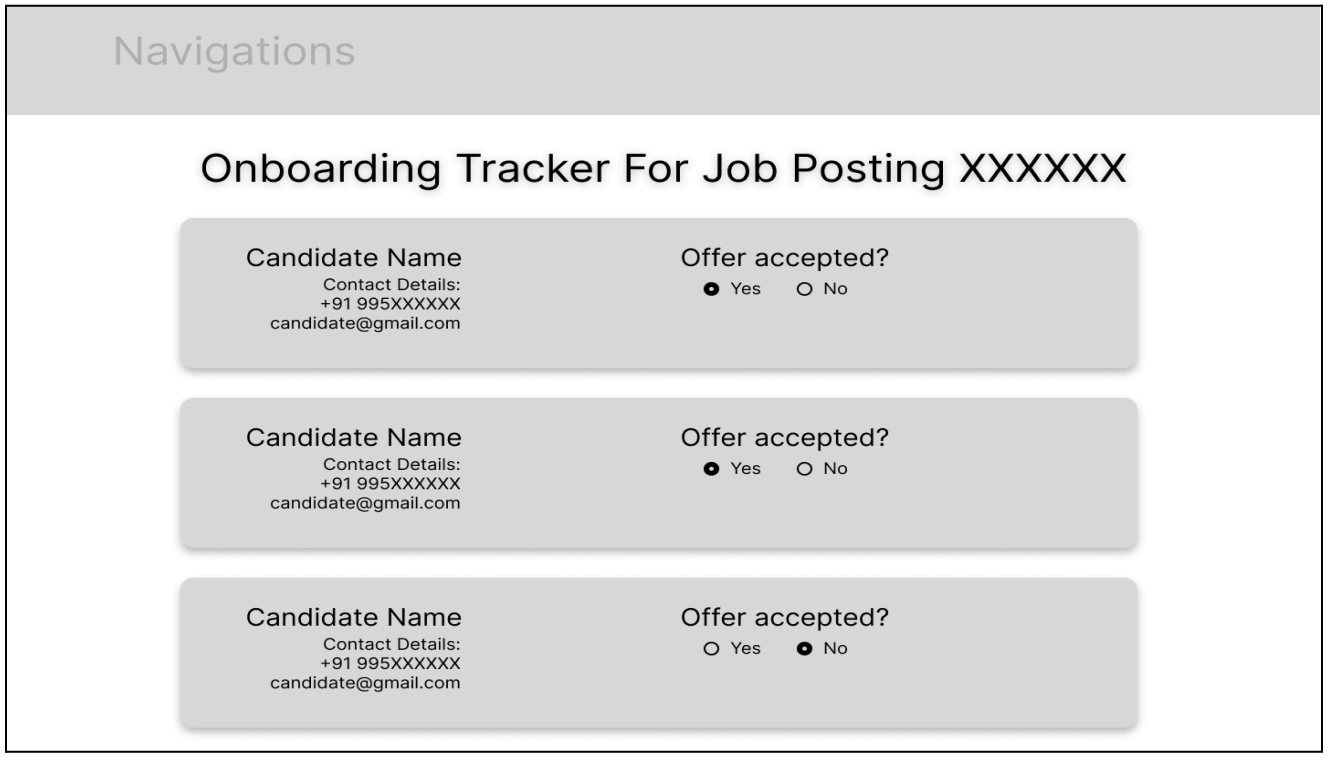
Interview Scheduler page



Offer Letter Editor page



Onboarding Tracker page



Figma Link – [Wireframes Before Feedback]

User Feedback Summary

User Feedback Video – Feedback on wireframes

Expert Feedback on Wireframes

1) **User Profile Page**

   A dedicated **User Profile** page should be added to allow applicants to fill in and save personal details such as name, contact information, education, and certifications. This enables users to apply for multiple jobs quickly without re-entering data and allows recruiters to view complete candidate profiles easily.

2) **Recruiter Dashboard**

   Introduce a **Recruiter Dashboard** for HR personnel to view and manage available positions, track openings, and monitor the number of applicants for each role. This will help recruiters manage resources efficiently and streamline the interview scheduling process.

3) **Home Page for the Company Website**

   Create a **Home Page** that introduces users to the company and its recruitment platform. This page will enhance visibility, attract new applicants, and encourage users to log in and explore available job opportunities.

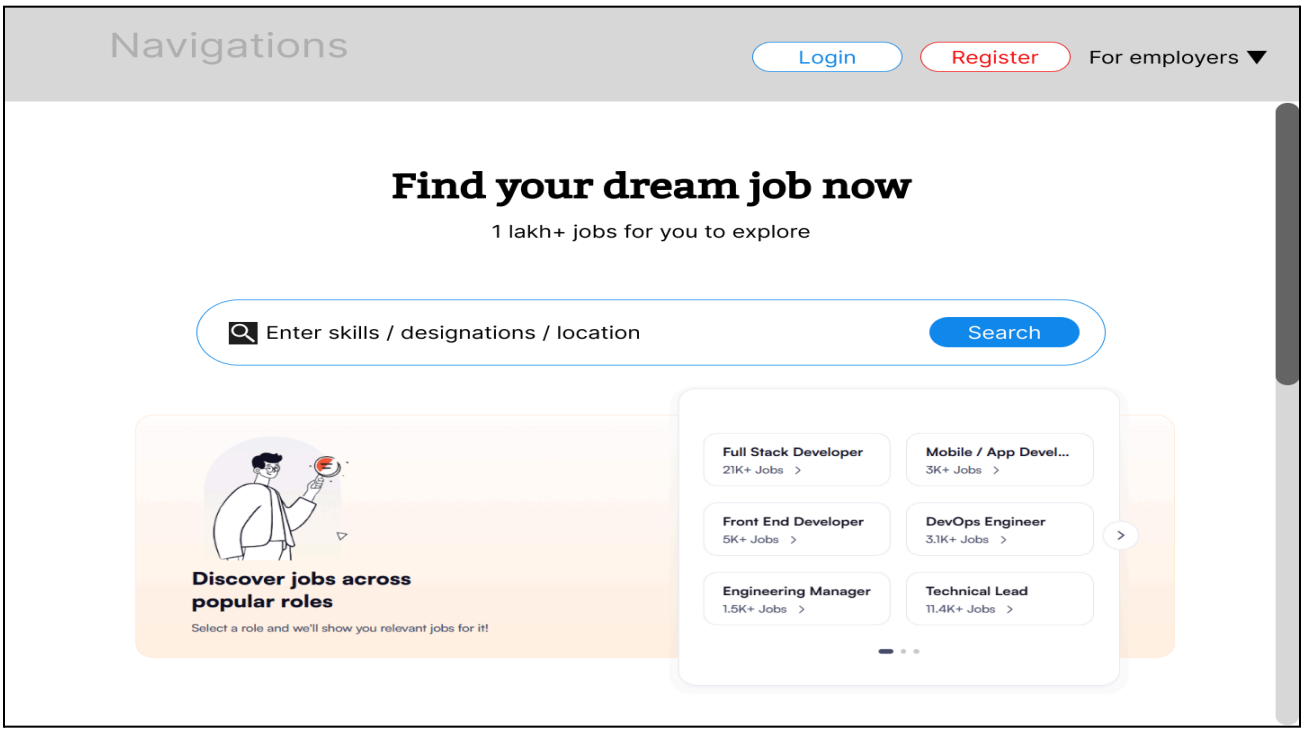
4) **Job Creation Page for HR**

   Add a **Job Creation Page** where HR can easily create and post new job openings by specifying role details, requirements, and application deadlines. This feature ensures consistency across postings and simplifies the process of adding new opportunities to the system.

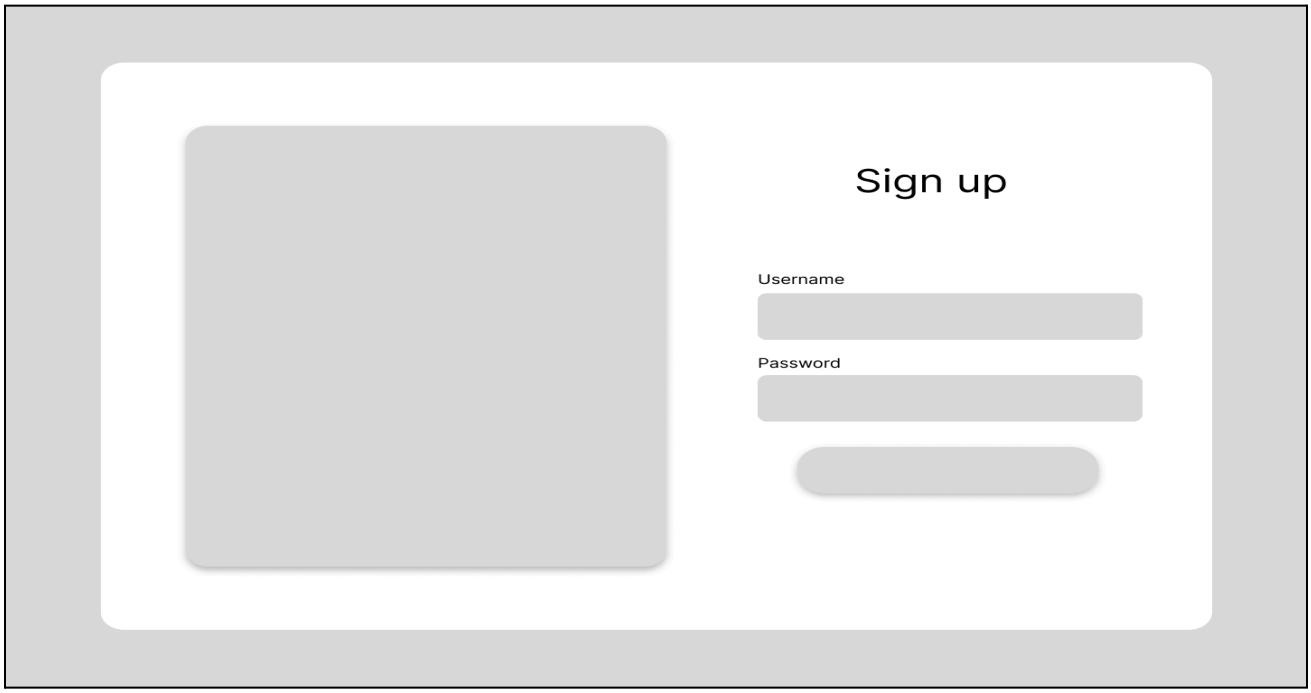
Wireframes (After Feedback)

Applicant Views:

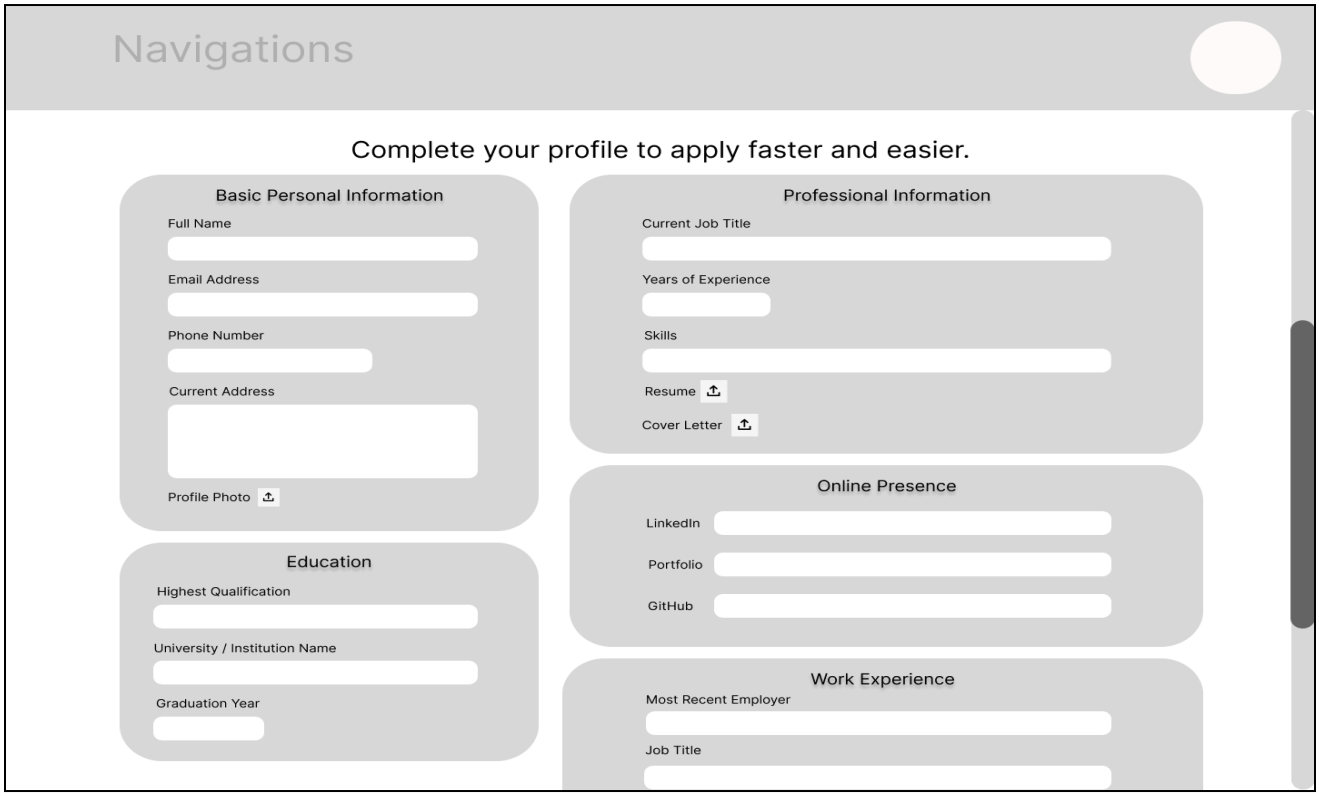
Home Page



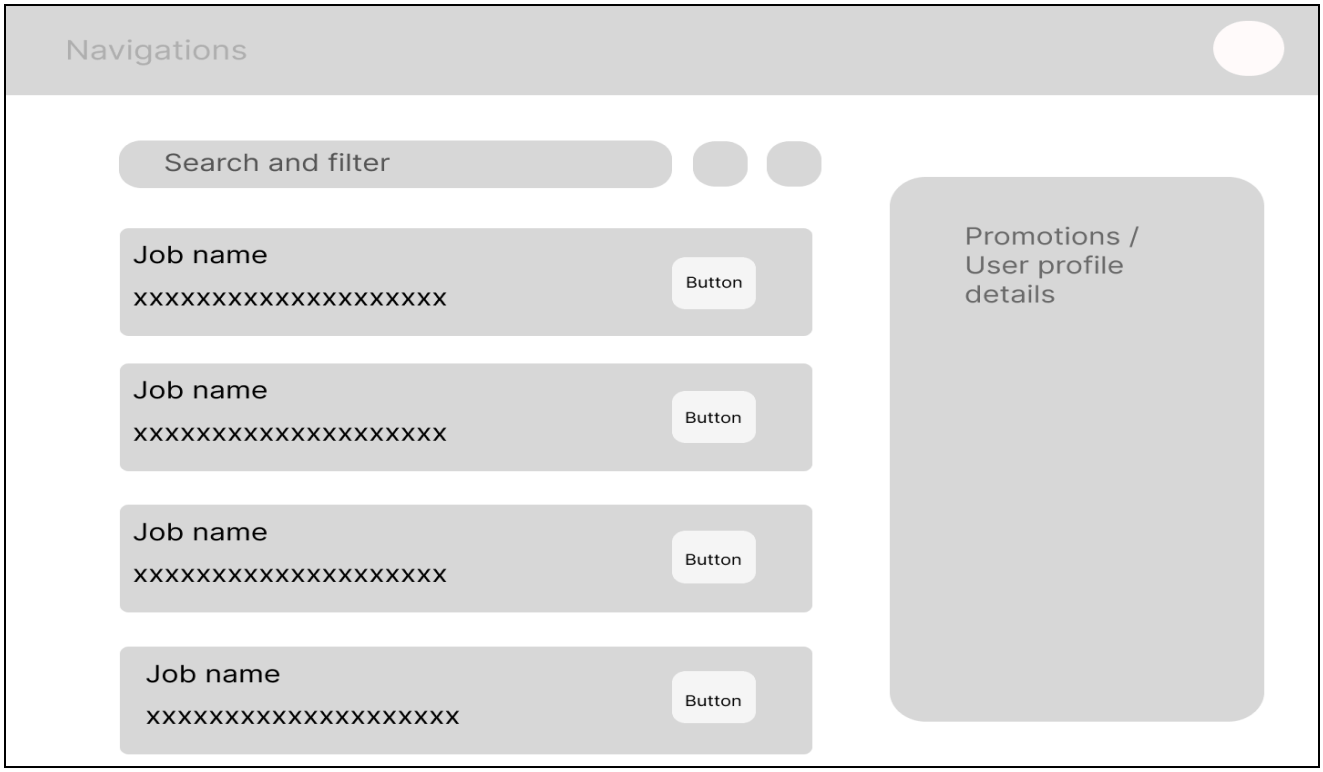
Applicant Login page



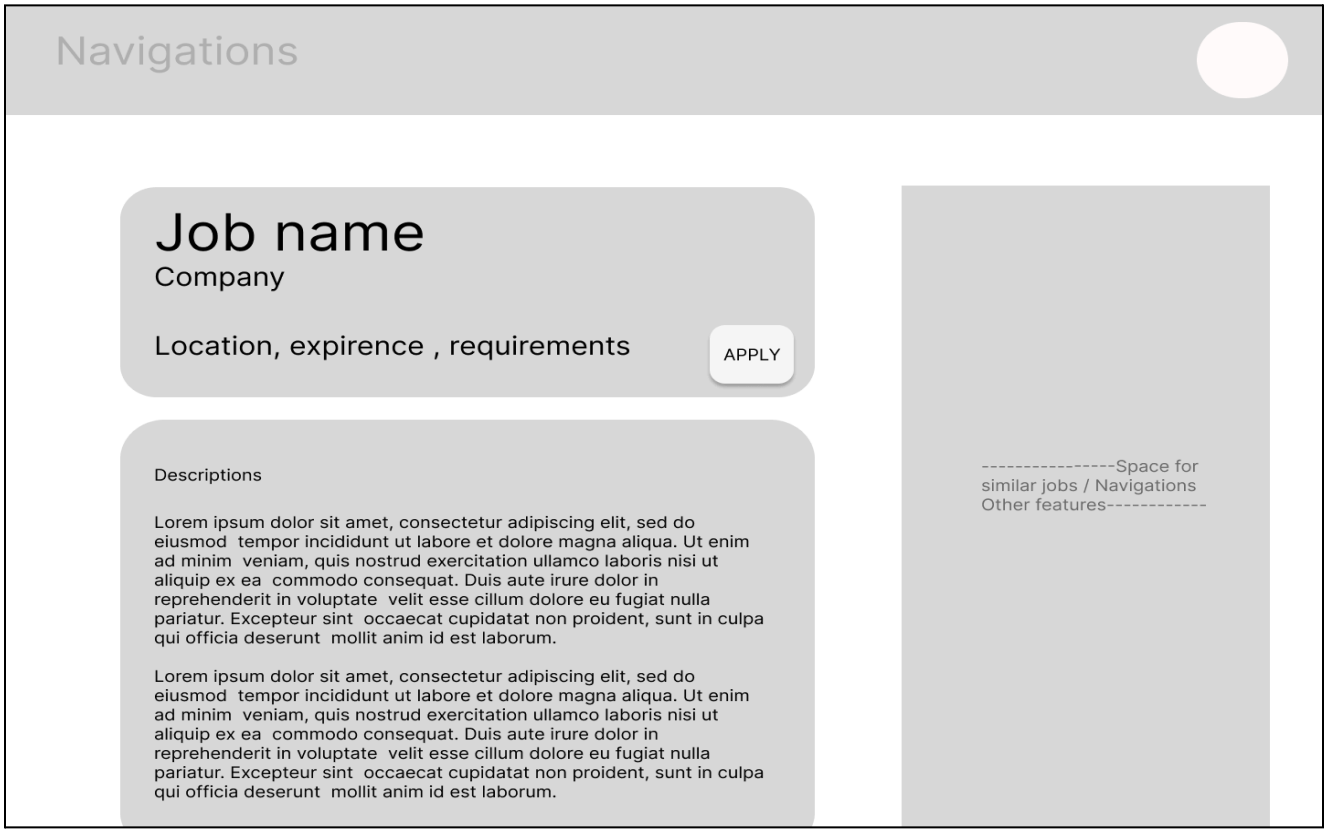
User Input page



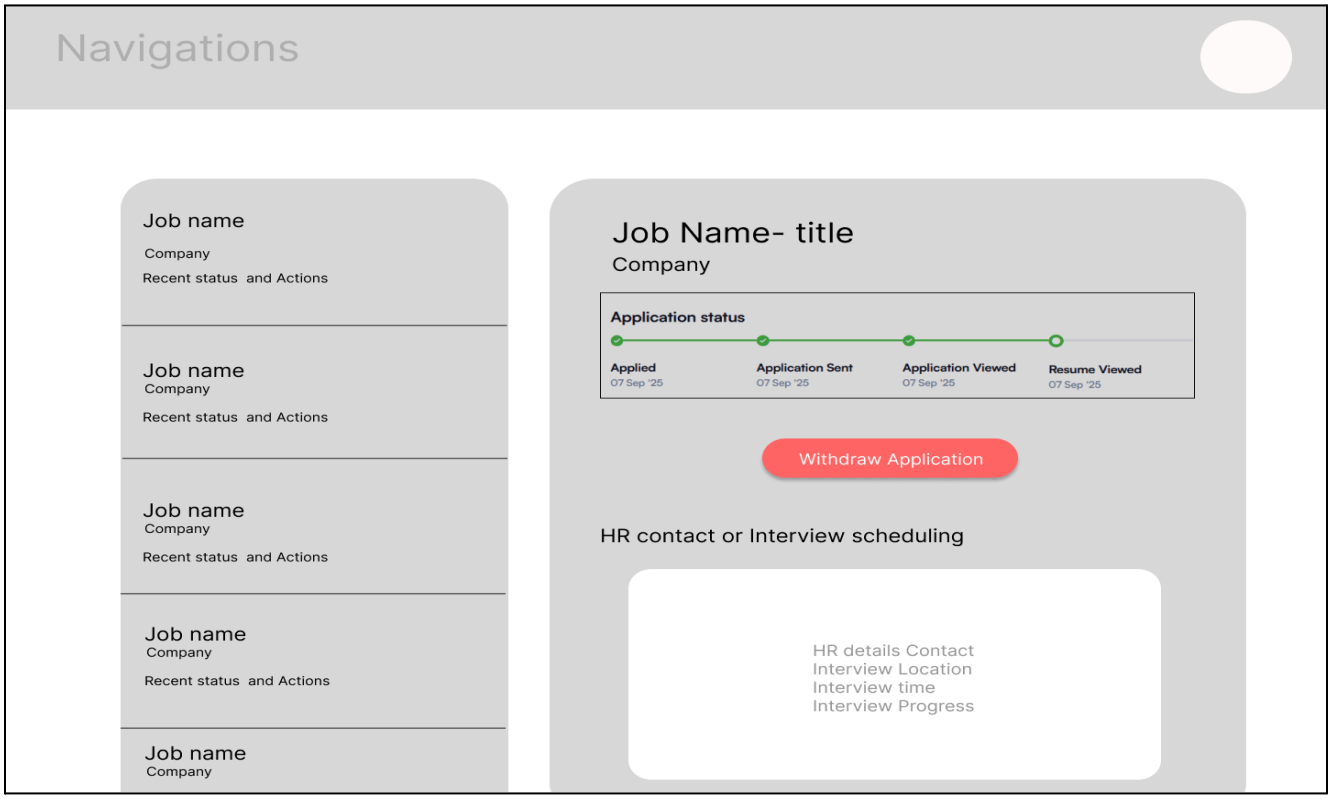
Job Applications



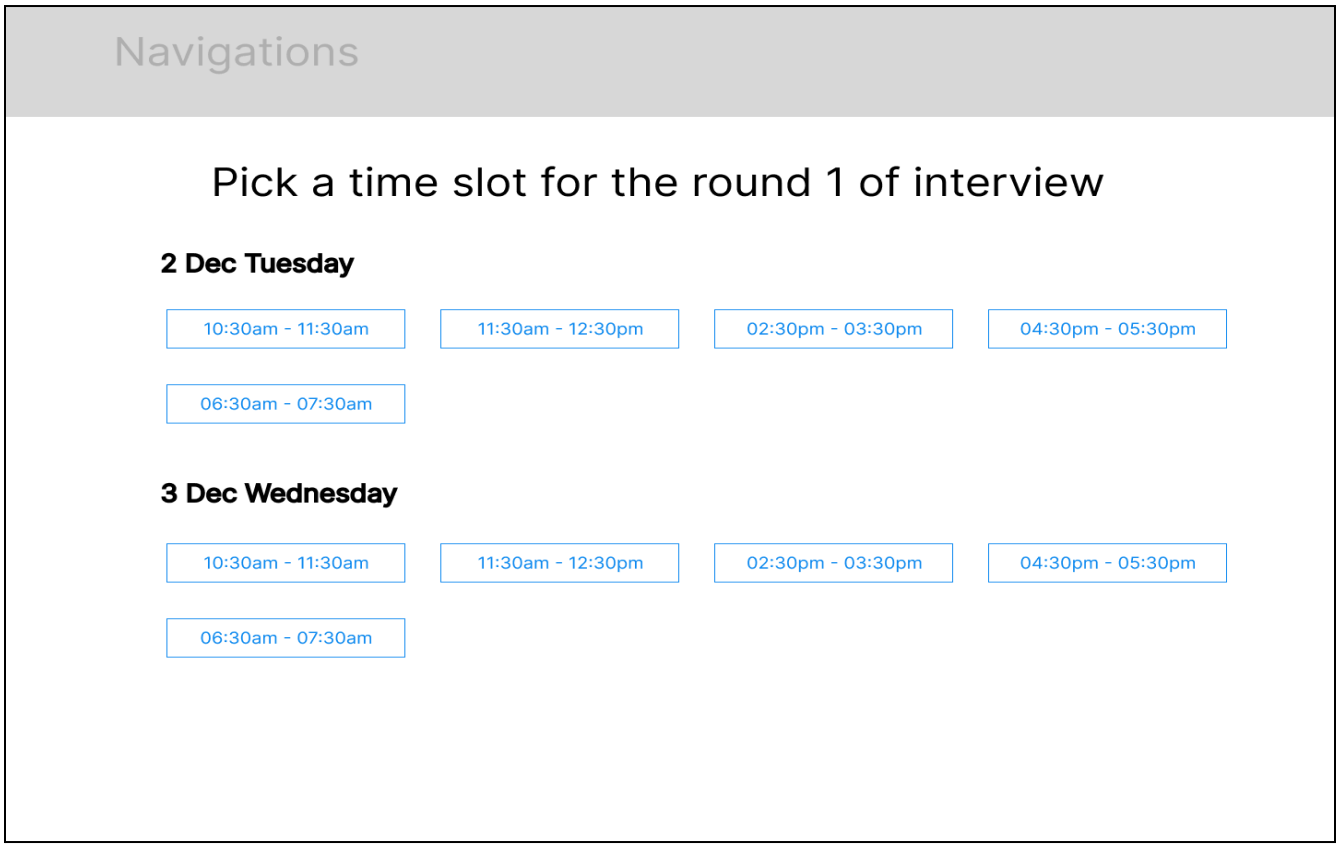
Application page



Application Review page

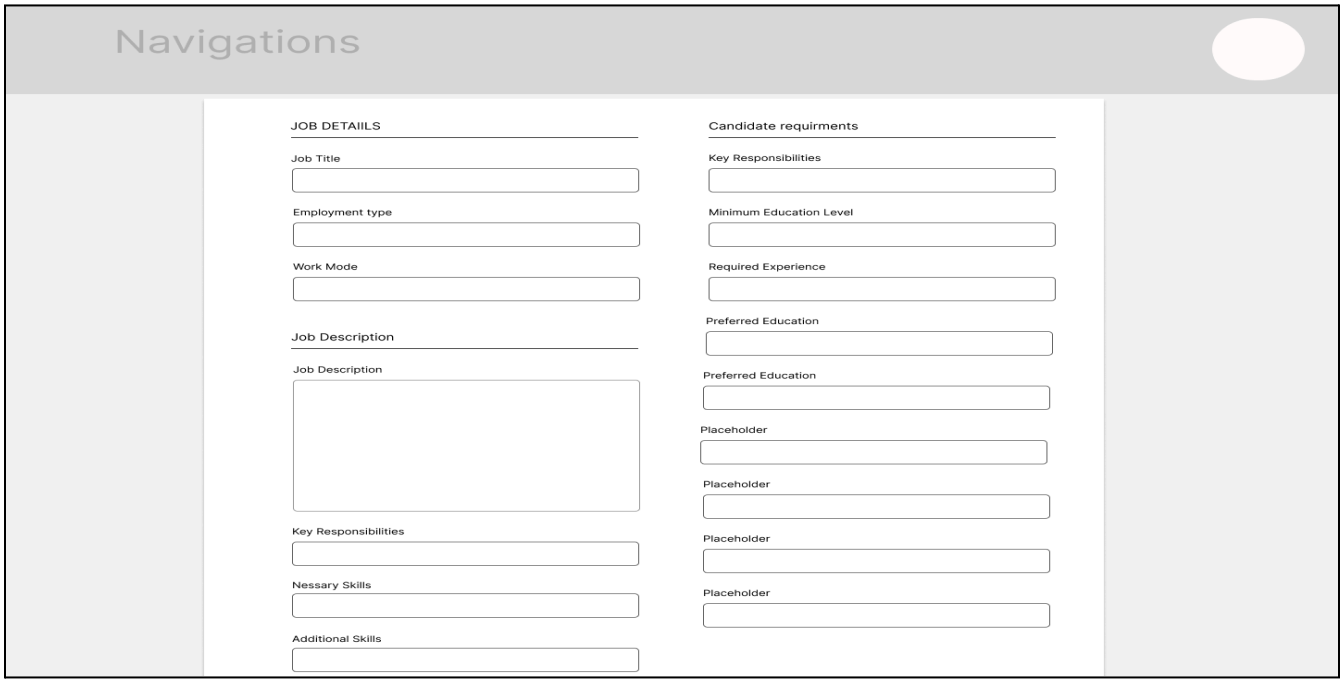


Interview Slot Booking Page

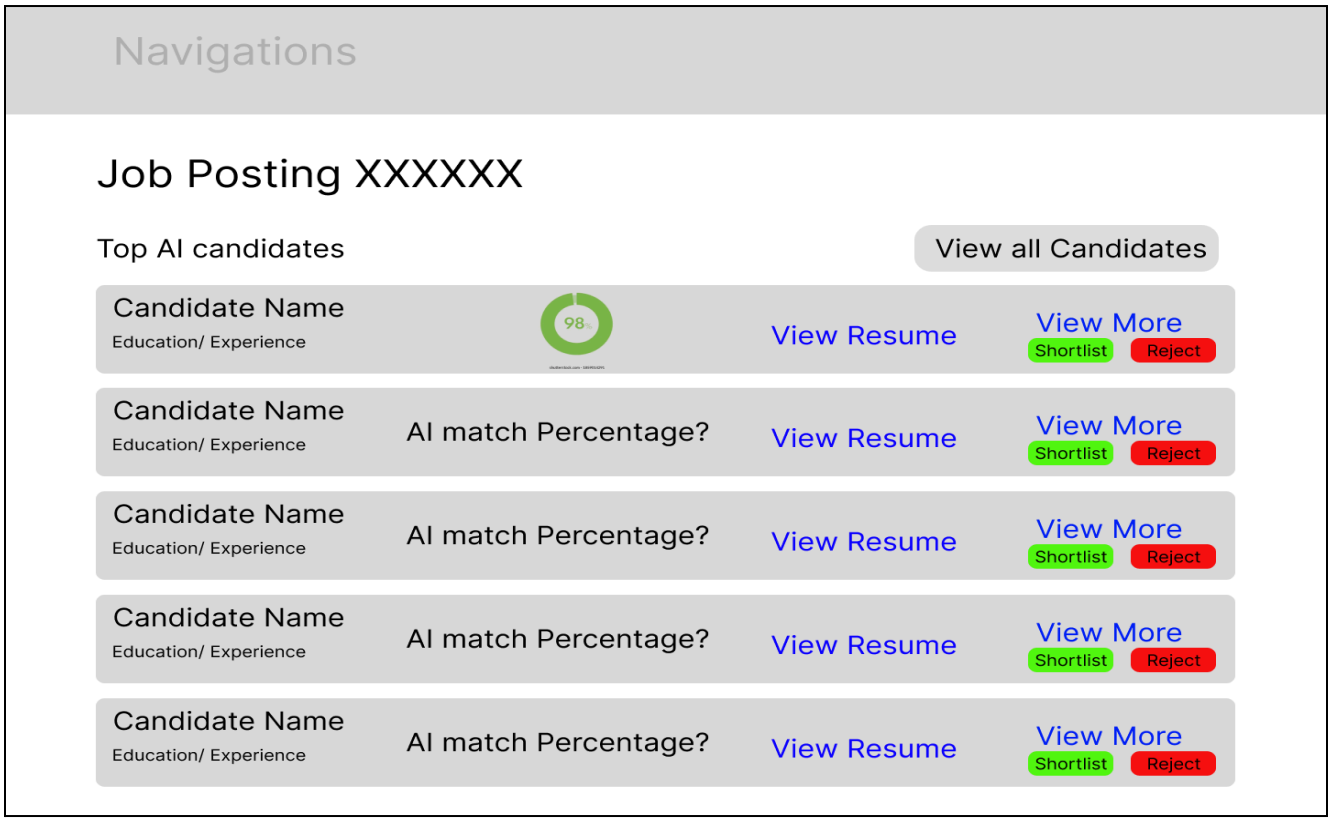


HR Views:

Create Job Opening page



Candidates review Page



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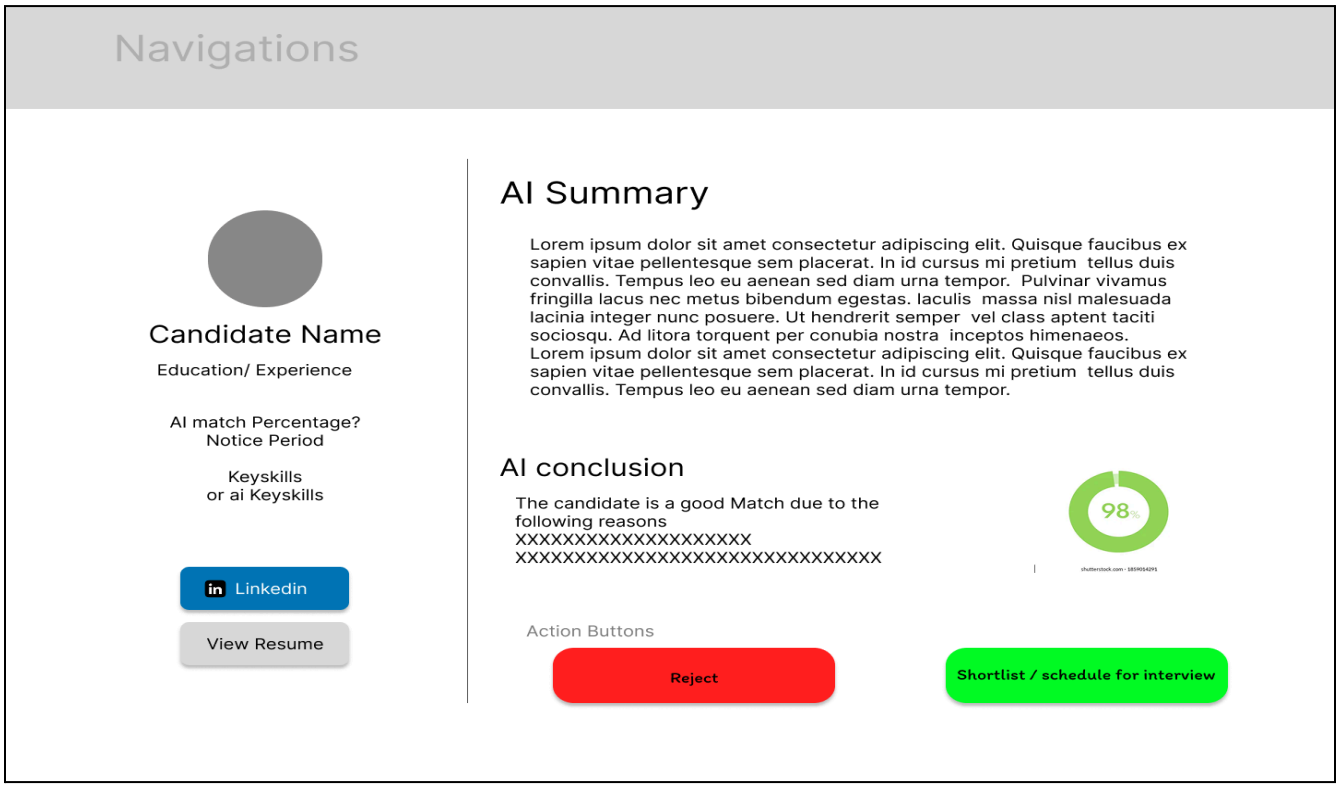
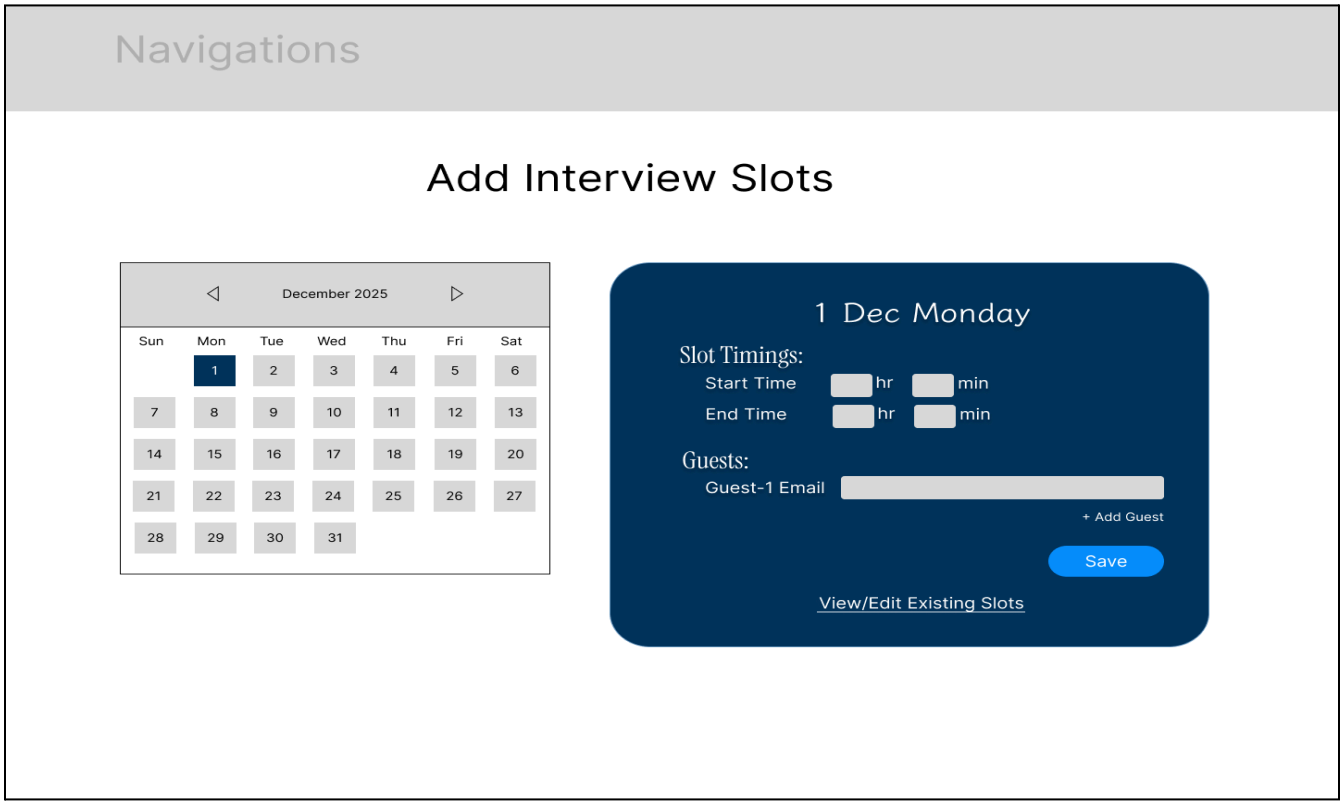
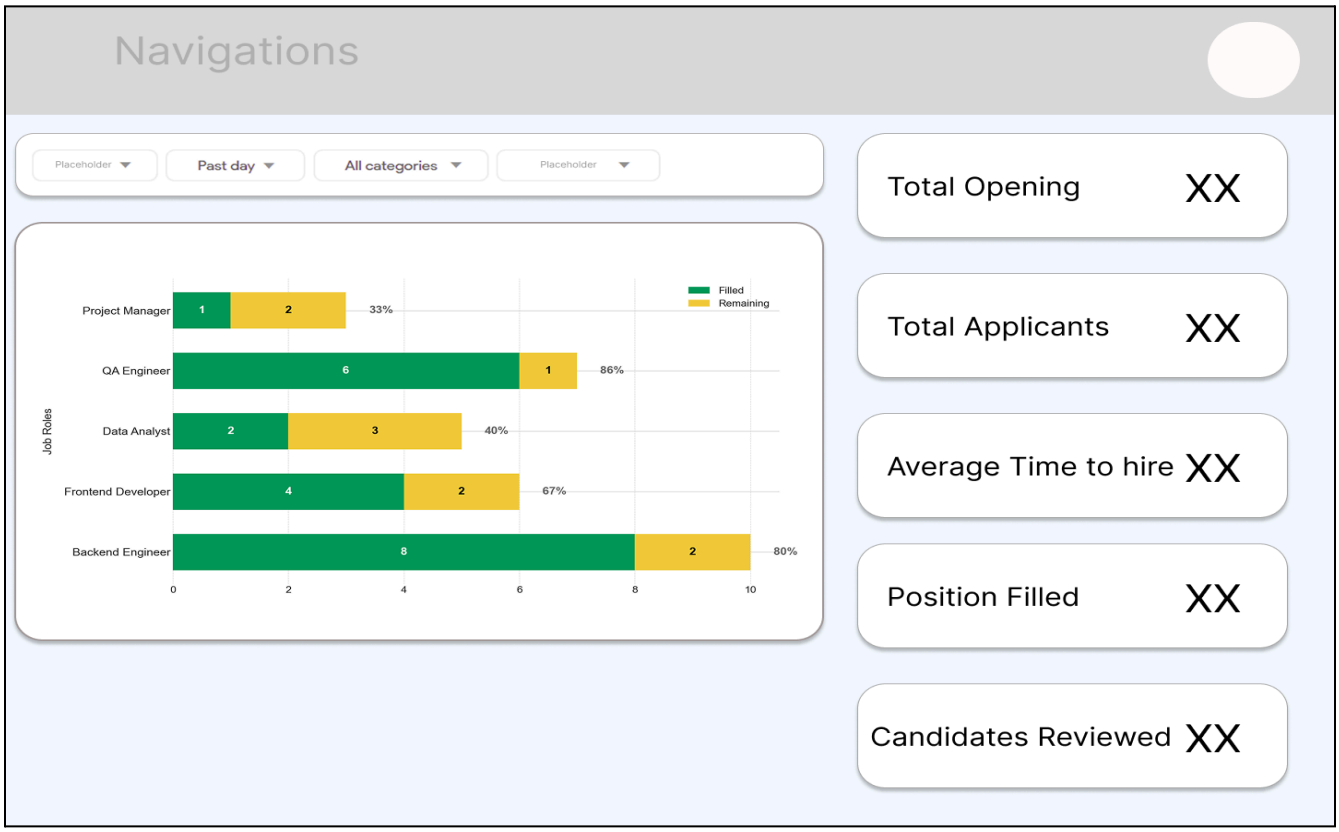


Shortlisted Candidates Page

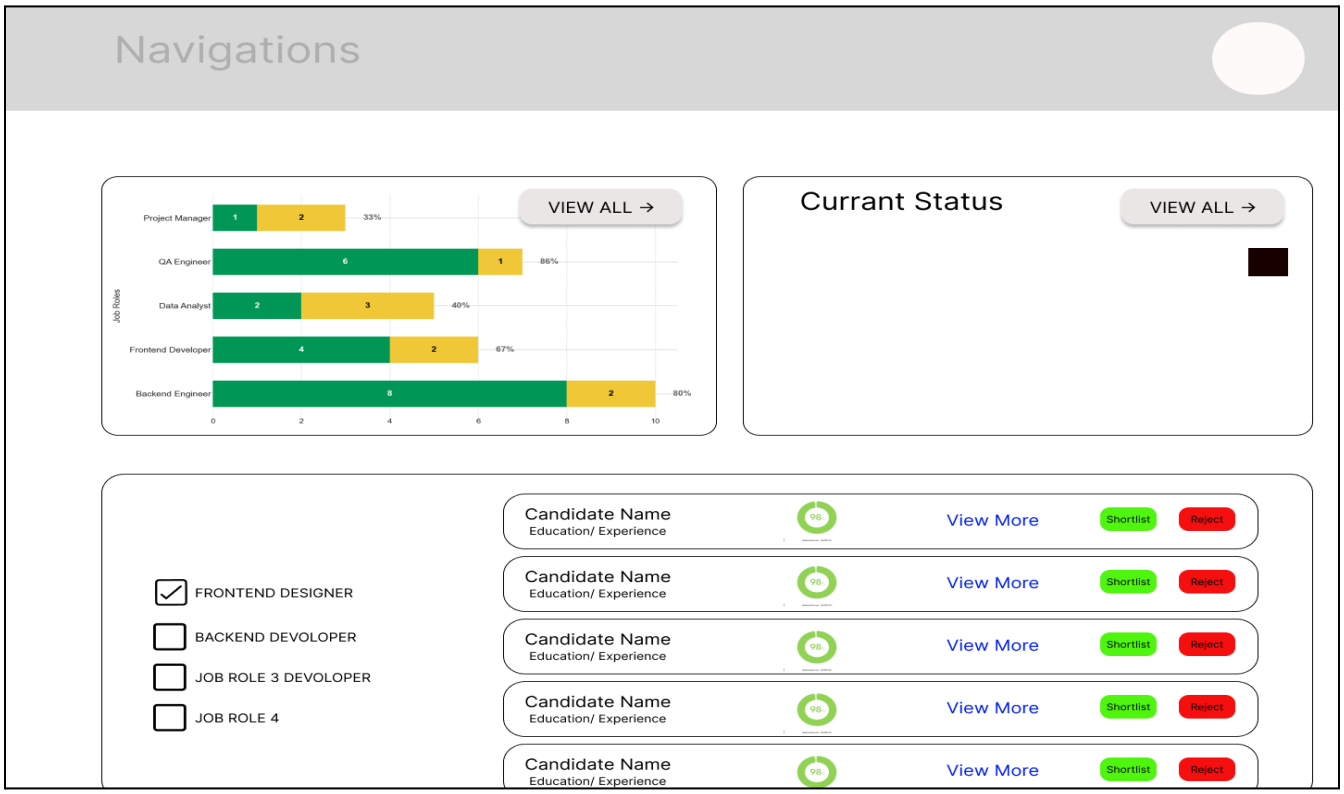
Interview Slots Page



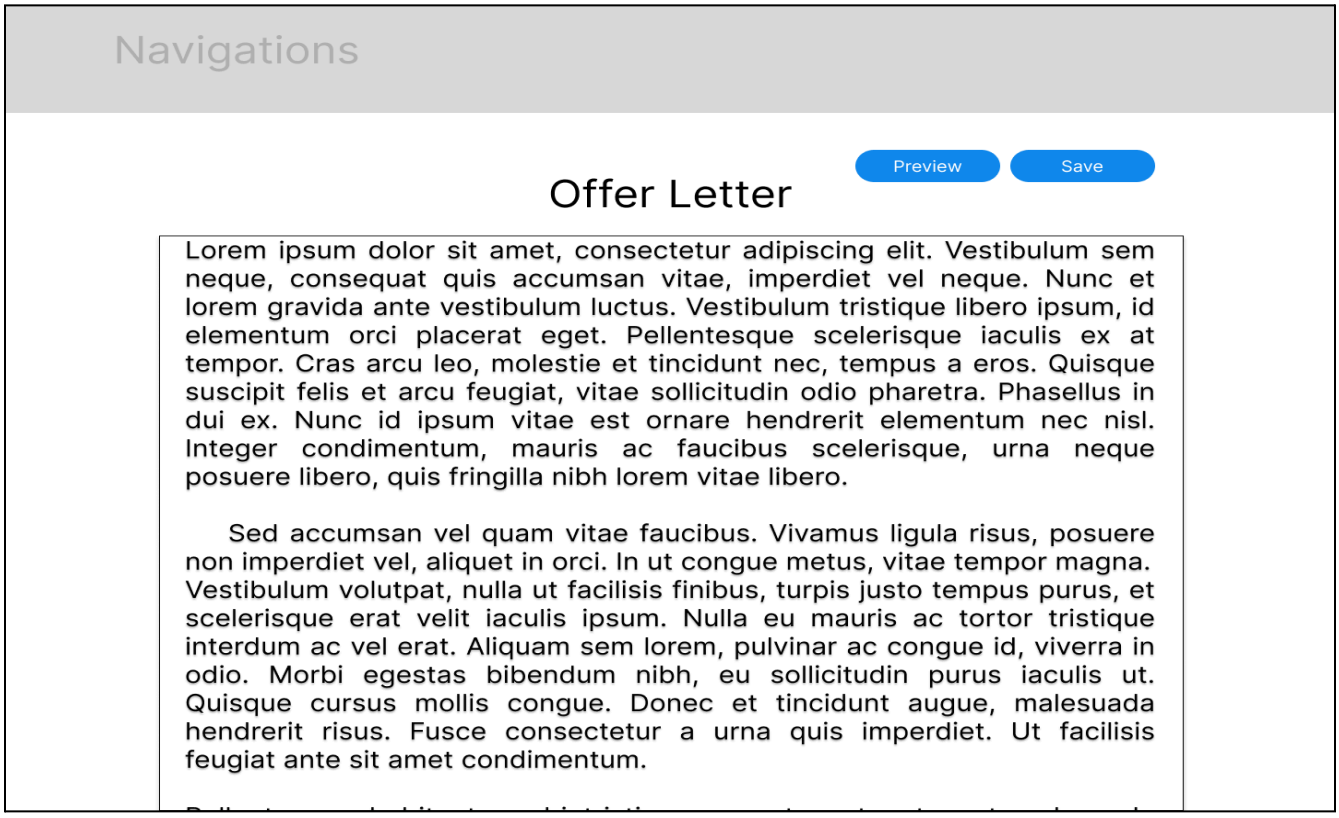
Analytics Page



Landing Page



Offer Letter Editor Page



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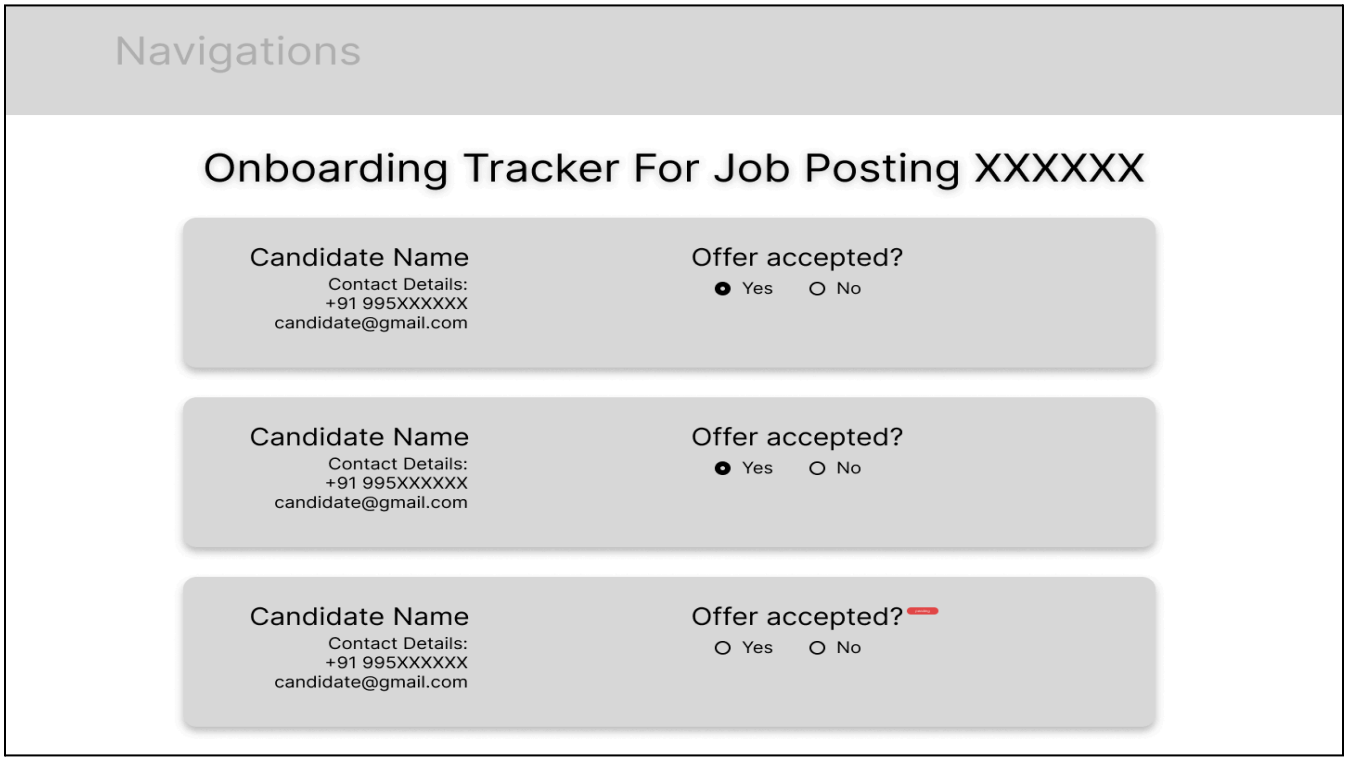

Figma Link - [Wireframes After Feedback]