Streamlined Functional Requirements for a Simple Recruitment System (MVP)

This document outlines the essential functional requirements to build a core, simple recruitment system, focusing on the most critical interactions between job seekers and recruiters.

These are the fundamental requirements for system access.

1. **User Registration:**
   - **Recruiter Account Creation:** A dedicated process for recruiters (individuals or companies) to sign up, providing necessary company details.
   - **Job Seeker Account Creation:** A separate process for individuals seeking jobs to register.
2. **User Login:**
   - Secure login for both recruiter and job seeker accounts.
3. **Basic Profile Creation:**
   - **Recruiter Profile:** Ability for recruiters to add essential company information (name, description).
   - **Job Seeker Profile:** Ability for job seekers to add basic personal details and upload **one** CV/Resume.

II. Recruiter-Specific Functions

These functions allow recruiters to post jobs and manage basic applications.

1. **Job Posting Creation:**
   - Ability for authenticated recruiters to create new job advertisements, including:
     - Job Title
     - Job Description (text area)
     - Required Skills/Qualifications (text area or simple tags)
     - Location
     - Job Type (e.g., Full-time, Part-time)
2. **View & Manage Own Job Postings:**
   - Recruiters can view a list of all jobs they have posted.
   - Ability to deactivate/activate a job posting (e.g., when it's filled or no longer open).
3. **Applicant Review (Basic):**
   - For each job posting, recruiters can view a list of job seekers who have

applied.

- ○ Ability to view the job seeker's basic profile and their uploaded CV/Resume.
- ○ Ability to change an applicant's status (e.g., "New," "Reviewed," "Rejected").

These functions allow job seekers to find and apply for jobs.

1. **Browse Job Listings:**
- ○ Job seekers can view all active job postings without logging in (public access to listings).
2. **Simple Job Search:**
- ○ Ability to search job listings by keywords (e.g., job title, skill).
3. **View Job Details:**
- ○ When a job is clicked, show its full description, requirements, location, and the recruiting company's name.
4. **Apply for a Job:**
- ○ Ability for authenticated job seekers to apply to a job posting, linking their previously uploaded CV/Resume to the application.
- ○ Confirmation message upon successful application.
5. **View Application History:**
- ○ Job seekers can see a list of jobs they have applied to and their current status (as updated by the recruiter).

These ensure the basic operation and usability of the platform.

1. **User Interface (UI):**
- ○ Clean, intuitive, and mobile-responsive design for easy navigation on any device.
2. **Basic Navigation:**
- ○ Clear navigation links for "Jobs," "Login," "Register," and separate dashboards for recruiters and job seekers once logged in.
3. **Data Storage:**
- ○ Secure storage for user accounts, job postings, and application data (including uploaded CVs).

Key Principles for Simplicity:

- **Focus on Core Flow:** Prioritize the essential actions: Job Posting -> Job Search -> Application -> Applicant Management.
- **Minimalist Design:** Avoid complex features like advanced analytics, extensive filtering options, or in-app messaging in the initial version.

- **One Way to Do Things:** For example, allow only one CV upload per job seeker in the MVP, rather than multiple versions.
- **Clear Roles:** Distinct functionalities for recruiters and job seekers to prevent confusion.
- **Iterate and Expand:** Once this simple version is functional and stable, you can gradually add more advanced features like job alerts, complex search filters, or messaging.