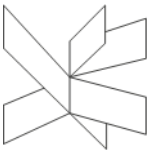

HireFire – Project Description

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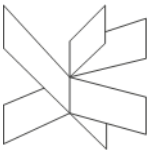
Software Technology Engineering

Semester 3

22.09.2025



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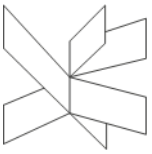


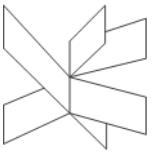
1. Problem Domain

The way people look for jobs has changed a lot in recent years. Remote work and new expectations from employees and employers are transforming the job market. Companies often find it difficult to reach the right candidates quickly, while job seekers are frustrated with long, complicated, and sometimes unclear hiring processes. Despite the fact that there are plenty of big platforms like LinkedIn, Indeed, or Glassdoor, most of them still work in the same way. In order to find a job, a candidate has to search through endless job postings, upload a CV and wait, often without hearing back. This system is slow, impersonal, and often leaves both sides unhappy. (*CareerPlug, 2025*)

Many applicants complain about a poor candidate experience. For example, 65% say they rarely get updates during the process, and more than one third have to wait at least over a month on the next step after they applied *(JobsScore, 2025*). Moreover, the companies lose good candidates simply because the hiring process takes too long or feels unclear, and over half of them say they struggle to hire top talent before their competitors do (*WeCreateProblems, 2025*).

At the same time, more and more job seekers want the process to be simple and transparent. Many find existing platforms frustrating to use, as they are often overloaded with information and lack user-friendly design. In addition, candidates are calling for more openness in job postings. Nearly half say they want salary details before applying, and a large share report dissatisfaction with vague or misleading descriptions (*SelectSoftwareReviews, 2025*).

These challenges highlight the growing need for recruitment tools that focus on clarity, efficiency, and ease of use. While traditional portals continue to play an important role, they are not keeping pace with what users expect from modern digital systems. A platform designed around intuitive navigation, faster matching, and clear communication could help close this gap by offering a process that is more engaging and better suited to how people manage their job searches today.



2. Problem Statement

Main problem:

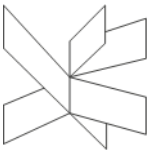
For both employers and job seekers, the current hiring and job search process is impersonal, slow, and frustrating. While companies struggle to engage and secure top talent before competitors, candidates frequently encounter unclear applications, lengthy response times, and a lack of transparency. There is an obvious need for a quicker, easier-to-use solution because current platforms fall short of modern standards for honesty, simplicity, and mobile usability.

Sub-questions

1. **Candidate Experience** – How can the application process be made more engaging, transparent, and efficient for job seekers?

2. **Employer Needs** – What features help companies connect with the right candidates quickly and effectively?

3. **Innovation** – How can gamified interactions improve user engagement compared to traditional job boards?



3. Delimitation

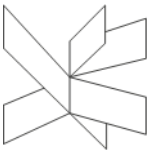
To maintain a clear scope and to make sure the deployment of this project runs smoothly, HireFire will focus on main functionalities. To find these main functionalities we need to delimit our project domain and statement to pinpoint key utilities and features in our project.

Key Delimits:

- **Platform & Technology Choice:** HireFire will be a web application, available through browsers and flexible for mobile use. A mobile app is not part of the project scope. For the front end and backend, the developers will use C# ASP.NET as well as Java. The project will not include other frameworks or mobile development.

- **Geographical Scope:** HireFire was originally focused on the specific job market of Denmark, specifically Copenhagen and Aarhus, as well as the Greater Copenhagen Region (Øresund) but we have decided to include all cities and country within the world as the recruiter uploading the job posting specifies the location of the job, this will scope the job listing to the area mentioned by the recruiter.

- **Target Audience:** HireFire is going to be designed for all job seekers and employers across different industries, fields and job nuances, it isn't exclusive to IT/Tech jobs. Large enterprise-level recruitment system/process with advanced needs won't be part of this project.

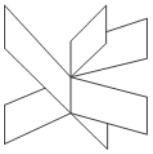


- **Service Type:** HireFire will function as a web-based software for job postings and applications. Users will have the choice to either swipe left to skip or swipe right to apply to this specific job posting. Advanced employer-side recruitment processes won't be included in this project.

- **Transparency in Job Postings:** HireFire will present key and important job details to job applicants which include: Technology Requirements, Job Experience, Internship Experience, Academic Qualifications, Certifications and potentially Salary Visibility (if provided by employers). More complex security issues such as fraudulent postings or affirming complete honesty isn't included in the project.

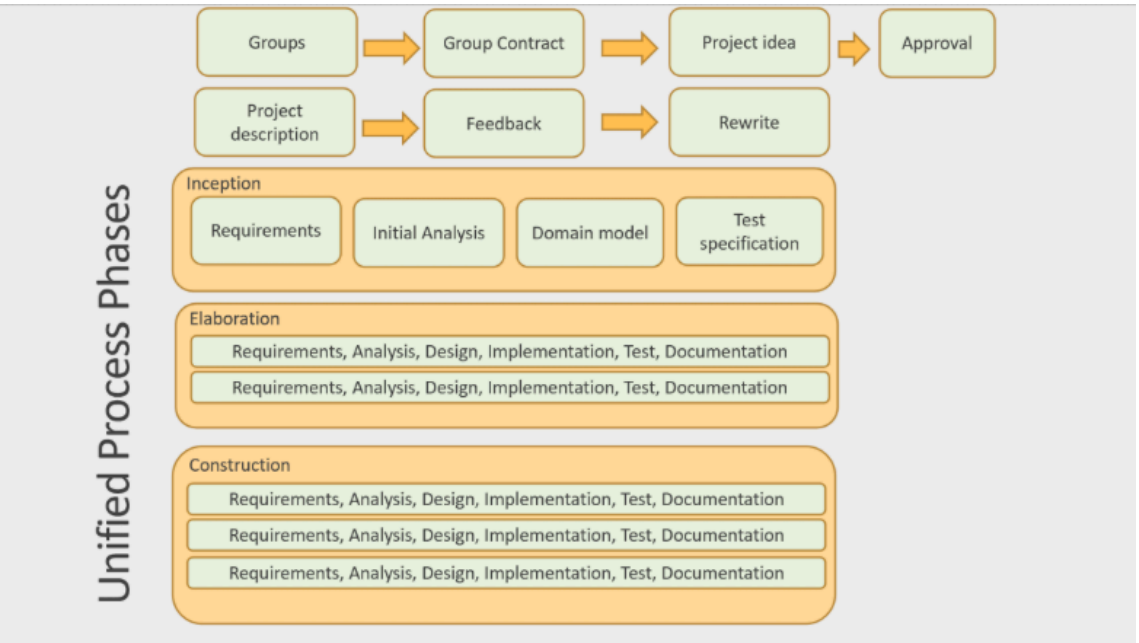
- **Exclusion of Hiring Process:** The project scope is confined to only finding job postings, applying to job postings and keeping track of job postings that people have already applied to. Later stages of the hiring process, such as interview scheduling, technical interviews, or interview negotiations are excluded from this project.

- **Innovation & Engagement Features:** The primary objective of this project is to create an efficient ecosystem for job applications to simplify the process of job hunting. Some extra engagement features may be examined, but the project will not be building a full on gamified recruitment ecosystem with more than just a swiping feature as the project scope limits it to only this.

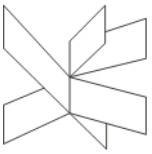


4. Choice of Methods

The Unified Process (UP) will be used for this project. This methodology ensures that system development is carried out in a structured and iterative manner. We will apply its three main phases: Inception, Elaboration, and Construction. Each of these phases will cover important aspects of the project, such as planning, design, implementation, and testing. Applying UP is essential to ensuring that the development of our application proceeds smoothly and meets all defined requirements (Larman,2004, #).



The Kanban approach will also be used in this project. By limiting the amount of work in progress and visualizing tasks, this method supports a transparent and efficient workflow. We will use a Kanban board to organize our tasks into distinct stages, such as “to do,” “doing,” and “done.” At each stage, we will monitor progress and balance workloads to reduce bottlenecks and maintain a steady flow of tasks. Applying Kanban is essential to preserving team transparency and ensuring the successful completion of our application.



The following is the combination of tools we will be using that will enable us to deploy a system that meets the requirements on time and within scope:

● Modeling: Astah Professional will be used to design the structure of the program.

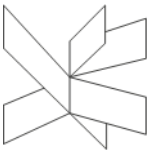
● Code: IntelliJ, JetBrains Rider will be the primary IDE used to write and manage the code.

● Version control system: Git/Github.

● Databases: SQL using the DataGrip program as well as Postgres database management system.

● Task Management: Task management and time planning of individual and group work will be handled in Trello.

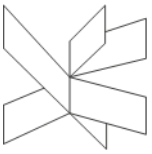
● Communication: Discord will be our main tool for communication between group members.



5. Time Schedule

The deadline for the SEP 3 project is December 19th. Several milestones and deadlines have been set leading up to this date.

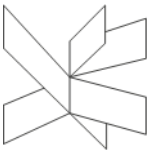
Week	**Progressing on...**
39	Inception
40	
41	
42	
43	Elaboration
44	
45	
46	
47	Construction
48	
49	
50	



51+ **(No later than Dec 19)**	**Transition**

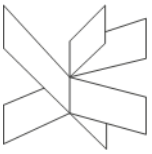
The dates are subject to change due to unexpected events that may occur.

Expected workload per ECTS per student	**28 hours**
ECTS per student	**10 ECTS points**
Expected workload per SEP3 per student	**280 hours**
Group members	**5 members**
Total expected workload per team	**1400 hours**

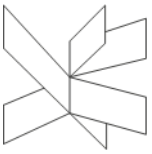


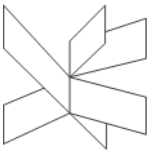
6. Risk Assessment

Risks	Likelihood Scale:1-5 5=high risk	Severity Scale: 1-5 5=high risk	Product of likelihood and severity	Risk mitigation	Identifiers	Responsible
Limited access to user/job data for testing	3	5	15	Use dummy datasets and simulated profiles for development	Missing or incomplete test data	Damian
Inaccurate estimation of workload	4	4	16	Break project into milestones; re-scope features if delays occur	Frequent missed deadlines	Hamsa
Falling behind schedule due to academic workload	4	3	12	Weekly progress checks: redistribute tasks if needed	Overdue sprint tasks	Cristian
Workload coordination	3	4	12	Early testing of external APIs; keep fallback login system	API errors, failed builds	Tymoteusz



Data privacy and GDPR compliance issues	2	5	10	Store data securely; encrypt sensitive info; review compliance guidelines	Warnings in from compiler	Jakub
Swiping feature may not increase engagement compared to traditional job boards, undermining the innovation goal	3	4	12	Conduct small user trials early;adjust UI design based on feedback	Low user engagement	
Employer-side functionality may be too limited to meet employer needs	4	4	16	Prioritize core employer features before optional ones	Incomplete employer features	
Team members uneven workload or delys could lead to unfinished critical features(e.g. Login ,swiping)	4	3	12	Redistribute tasks weekly, set milestone chek-ins, and keep a minimum viable product in mind	Overdue sprint tasks	





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