**Software Requirements Specifications**

**for**

**Online Recruiting System**

**Web application**

Version 1.0

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**1. Introduction**

**1.1 Purpose**  
The purpose of this document is to outline the requirements for the Online Recruiting System. This SRS specifies the system functionalities and features to meet the recruitment needs of companies, including job postings, application tracking, and AI-driven screening. The intended audience includes system developers, project stakeholders and interested parties, and testers who will use this document to understand what the system should achieve.

**1.2 Scope**  
The Online Recruiting System is a web-based application aimed at automating the recruitment process. It will enable HR staff to post job listings, applicants to submit applications, and administrators to manage users and generate reports. The software will include features such as email notifications, an AI-driven candidate screening system, and performance analytics. The product will not include payroll or performance management functionalities.

**1.3 Definitions, Acronyms, and Abbreviations**

* SRS: Software Requirements Specification
* AI: Artificial Intelligence
* HR: Human Resources
* GUI: Graphic User Interface

<need more>

**1.4 References**

<to be define>

**1.5 Overview**

This SRS document is organized as follows:

* Section 2 provides an overall description of the system and its components.
* Section 3 lists the specific requirements, including functional and non-functional needs.
* Additional sections describe database requirements and references.

**2. Overall Description**

The Online Recruiting System is a web application designed to integrate seamlessly with common email platforms and relational databases. It operates independently and does not require additional software to function. The system will serve as a tool in the recruitment workflows of companies, providing a centralized platform for job postings and application tracking.

**2.1 Product Perspective**

The system does not rely on any specific larger system or platform to operate and can function independently. This ensures that organizations adopting the system do not need to make extensive infrastructure changes to integrate it into their existing workflows.

**2.2 Product Functions**  
The major functions of the software include:

* User registration and authentication.
* Job posting by HR staff.
* Application submission by job seekers.
* Automated candidate screening and email notifications.
* Generating recruitment activity reports.

**3. Specific Requirements**

**3.1 Functional Requirements**

* User Authentication and Authorization
  + Secure login system with role-based access (Applicants, HR, Admins).
* Job Posting
  + HR staff can create, update, and delete job postings with associated descriptions and deadlines.
* Application Management
  + Applicants can upload resumes and track application status.
* AI Screening
  + Automated evaluation of candidate resumes based on predefined criteria.
* Notifications
  + Email notifications for account creation, application updates, and job postings.
* Reports
  + Monthly and yearly recruitment performance analytics available for administrators.

**3.2 Non-Functional Requirements**

* Performance
  + Response Time: The system must load pages within 3 seconds.
  + Throughput: The system should handle 1,000 applications per hour without slowing down.
  + Availability: The system must be 99.9% available each month.
* Security
  + Authentication: Implement two-factor authentication (2FA) for HR and admin users.
  + Access Control: Users should have access only to the information relevant to their role.
* Reliability
  + Error Rate: The system should have an error rate of less than 1%.
  + Backup Frequency: Backups must occur daily.
  + Recovery Time: Data recovery must be possible within 30 minutes.
* Maintainability
  + Code Documentation: Documentation must be updated quarterly.
  + Bug Fixes: Critical bugs must be fixed within 24 hours, and non-critical bugs within 5 business days.
* Compatibility
  + Browsers: The system should work on the latest versions of Chrome, Firefox, Safari, and Edge.
  + Operating Systems: The system should work on Windows, MacOS, and Linux.
* Legal and Compliance
  + Data Retention: Data must be retained for 2 years from the last interaction.
  + Audit Trail: Actions on accounts and applications should be logged and retained for 6 months.

3.2.1 Performance Requirements

Static Performance Requirements

* Number of Terminals Supported: The system must be able to support up to 500 terminals simultaneously.
* Number of Simultaneous Users Supported: The system must be able to handle up to 10,000 concurrent users without performance degradation.
* Amount and Type of Information Handled:
  + The system should be able to handle up to 1 million user profiles and associated documents (resumes, cover letters).
  + It must support up to 50,000 active job postings at any given time.

Dynamic Performance Requirements

* Transactions and Tasks:
  + 95% of transactions (such as job posting retrieval, application submissions) shall be processed in less than 3 seconds under normal conditions.
  + The system must process at least 1,000 applications per hour with consistent performance, even during peak times.
* Data Processing Requirements:
  + The system must be capable of processing up to 5,000 candidate data points (including resumes, cover letters, etc.) within 2 minutes during peak workload periods.
* Peak Load Handling:
  + During peak workload conditions (e.g., mass application submissions), 95% of transactions should be completed in under 5 seconds.
  + The system should handle up to 1,000 job applications being processed per minute without significant delays or service degradation.
* Report Generation:
  + Reports (e.g., recruitment progress, candidate analysis) should be generated and available for download within 30 seconds during normal usage, and within 1 minute during peak times.

3.2.2 Other Non-Functional Requirements

* Security: Data should be encrypted during transmission (SSL/TLS) and at rest.
* Usability: A user-friendly interface with intuitive navigation.

3.3 Logical Database Requirements

* Information Types: User profiles, job postings, applications, and notifications.
* Access: Role-based access controls for CRUD operations.
* Integrity Constraints: Validation of email addresses, prevention of duplicate applications.
* Retention: User and application data must be retained for a minimum of one year.

4. Appendix

4.1 References

4.2 Contact Information  
For further details, contact [your email address].