



## **IS480 Project Proposal StaffOnDemand**

**LOCK**

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### **Team Members:**

- Luo Weisheng Matthew ([matthew.luo.2013@sis.smu.edu.sg](mailto:matthew.luo.2013@sis.smu.edu.sg)) – Project Manager & iOS developer
- Jeremy Brandon Kwek Jia Ming ([jeremy.kwek.2013@sis.smu.edu.sg](mailto:jeremy.kwek.2013@sis.smu.edu.sg))– Lead back-end & lead iOS developer
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- Ian Cheah Shen Yang ([ian.cheah.2013@sis.smu.edu.sg](mailto:ian.cheah.2013@sis.smu.edu.sg)) – Quality Assurance & Android developer
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### **Faculty Supervisor:**

- Professor Benjamin Gan ([benjamingan@smu.edu.sg](mailto:benjamingan@smu.edu.sg))

### **Sponsor and/or Clients (if any):**

Staff On Demand

- Jagdish Udeykumar Chandiramani ([jagdish@staffondemand.sg](mailto:jagdish@staffondemand.sg))-Senior Software Developer
- Christine Liu ([christine@staffondemand.sg](mailto:christine@staffondemand.sg)) - Partner Acquisition
- Ryan Oh ([ryan@staffondemand.sg](mailto:ryan@staffondemand.sg)) - Software Developer

## Project Overview

### ○ Project Description:

StaffOnDemand mobile application aims to connect jobseekers to job openings offered by local SMEs and to aid them in monitoring their career progression. Users of this application include people who are actively looking for a job and people who want to monitor their career progression.

### Current Issues:

Currently, StaffOnDemand (SOD) only offers a web application that caters more towards employers who wish to post their job openings. One of the current issues that they face is the lack the of jobseekers to connect to the pool of jobs they have.

In order to understand and breakdown their problems, we did a market research, alongside SOD, to analyze more on the current trends in the industry. The trends and problems we identified are the following:

1. Jobseekers who possess a mobile phone would prefer using it to search for jobs
  - StaffOnDemand lacks a mobile platform to cater to the users' preferences and reach out to their users.
2. Jobseekers find no purpose in using a job seeking application after getting a job.
  - StaffOnDemand needs a long-term strategy and solution to increase user retention.
3. Jobseekers are increasingly having a positive attitude towards taking up courses to increase their skill sets for better career progression
  - StaffOnDemand can leverage on this trend to help promote user retention as most systems in the market does not provide such services alongside with job seeking features.

These trends present a huge opportunity for SOD to tap on and increase their user base.

### Aim and Solution:

Therefore, to be able to counter the problems mentioned above, the project scope would be to build two native mobile applications (iOS & Android). This allows us to leverage on the trend of increased reliance on mobile devices. The main objective of this mobile application is to serve as an additional channel to connect jobseekers to the pool of jobs available. In turn, this would increase the convenience for jobseekers to source for jobs while they are on the go. Additionally, to be able to retain the users of the application, the team would be introducing a career buddy which would be explained below.

### Two main functions:

1. **Job Application** - This consists of many functions that embodies the basic objective of this application – to match users to the right jobs. This includes the entire job searching process from searching, applying, managing, scheduling an interview and the final step of getting the job itself.
2. **Career Buddy**– This function serves to aid users in planning their goals in forms of courses to take. Their end goal could be to achieve a new skill that is relevant for their job progression/application within the time frame set by themselves. Using visually enhancing diagrams, we aim to display their progress in simple and intuitive ways to help users track their goal progress. Additionally, the career buddy includes job suggestions and referrals for users. These functionalities give users a reason to use the application even after acquiring a job, leading to higher user retention

### Motivation:

Team LOCK's main motivation is to create a personalized service for jobseekers instead of just being a normal job seeking application. As part of the Millennial generation moving into the workforce, we understand the characteristics of a millennial and want to potentially change the way jobseekers source for jobs. To give users a sense of control by making it simple and easy to use while being clear about the purpose of the application and how it can be beneficial to them.

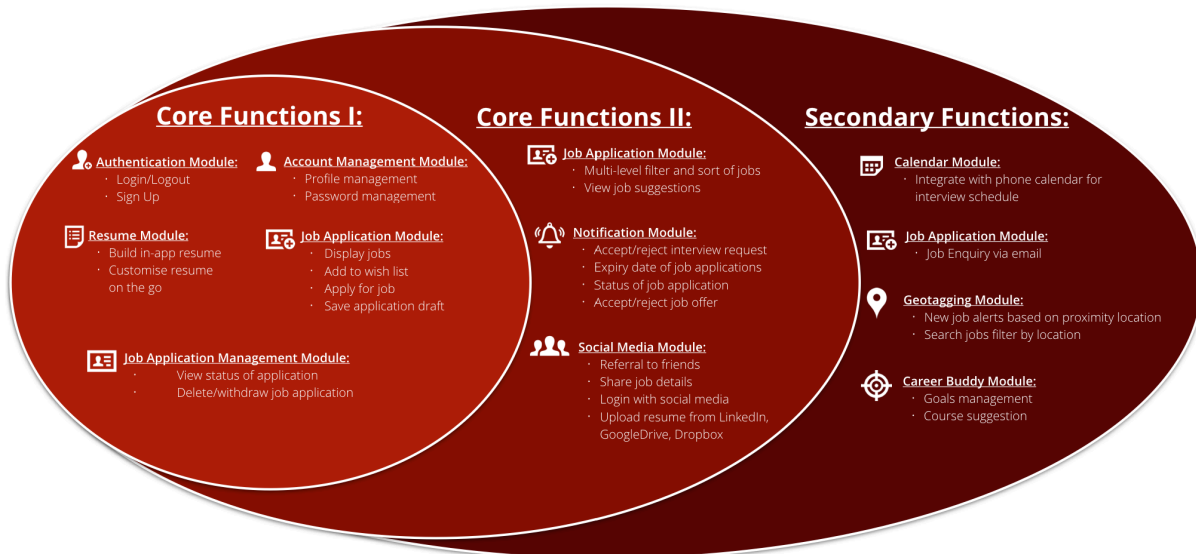
### ○ Stakeholders:

Sponsor	StaffOnDemand <ul style="list-style-type: none"><li>• Jagdish Udeykumar Chandiramani, Christine Liu, and Ryan Oh</li></ul>
Users	Primary: Jobseekers and users who wants to track their goals Secondary: Employers and Course providers

### ○ Deliverables:

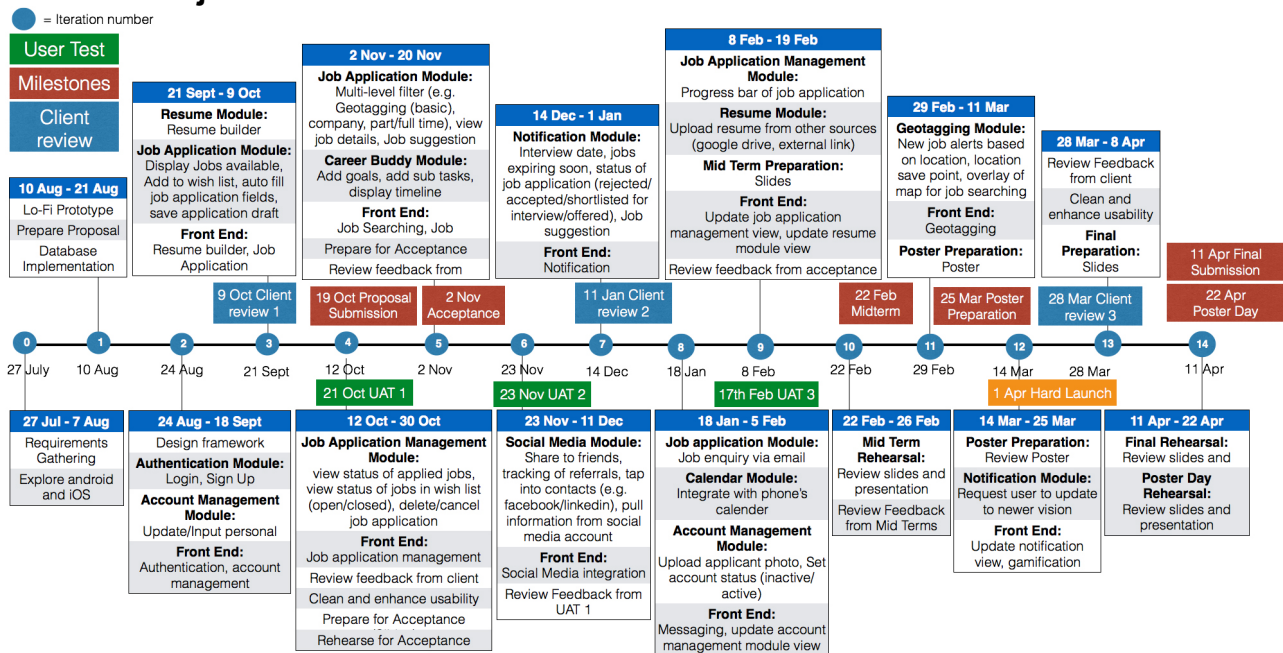
A responsive and visually enhancing iOS and Android application that simplifies the job application process.

○ **Scope:**



## Project Plan

○ **Project milestone:**



○ **Risks:**

Type	Risk	Mitigation
Technical	Little familiarity of Android and iOS development, hence risk facing difficulties in developing the application.	Actively learn and research on the respective platform's language
Project Management	Unexpected change or growth of scope	Be in constant communication with our clients and regularly review our scope with them

○ **Resource and reference:**

Our team will be building native platforms for this project; Java would be used on developing Android application while Swift 2.0 would be used for iOS application. MVC framework would be utilized to support our development. The server is hosted on Amazon Web Server and we are communicating to the server through PHP API by OAuth 2.0 Authorization framework.