✅ Recruitment Tracker PoC — Functional Specification & Design Document (Mendix 10)

1. System Overview

Purpose

The Recruitment Tracker PoC is designed to simulate a digital recruitment pipeline for managing job postings, tracking candidate applications, and organizing interviews efficiently. It provides a centralized platform for recruiters, interviewers, and candidates to engage in the hiring process with transparency and automation.

Scope of PoC

- Job posting and vacancy management
- Candidate registration and application
- Multi-step interview process using Wizard UI
- Interview scheduling and status tracking
- Application status workflow (Applied → Interviewed → Hired/Rejected)
- Role-based access and dashboards
- Email notification simulation

2. Hierarchical User Roles

Role	Description
Admin	System-level user managing master data and overseeing recruitment
Recruiter	Responsible for job creation, application review, interview setup
Interviewer	Conducts interviews and updates feedback/status
Candidate	External user applying for available jobs

Hierarchy/Relationships:

- Admin oversees all users
- Recruiter assigns interviewers
- Interviewers evaluate candidates
- Candidates apply independently

3. Activities by Each Hierarchical Role

Admin

- Create/manage user accounts (Recruiters, Interviewers)
- Monitor job postings and system metrics

Recruiter

- Create and publish job postings
- View and manage applications
- Schedule interviews with Interviewers
- Update candidate status

- Generate offer letter (optional)

Interviewer

- View assigned interview schedules
- Enter interview feedback
- Recommend status: Move Forward / Reject

Candidate

- Register/login
- Browse and apply to open job postings
- Upload resume and fill application via wizard
- Track application status

Manual vs. Automated Activities:

- Manual: Job posting, Interview feedback, Resume upload
- Automated: Status transitions, Notifications, Interviewer assignment triggers

4. Core Modules and Submodules

Module	Submodules/Features
Job Management	Job Creation, Job Editing, Role-Based Viewing
Candidate Portal	Application Wizard, Resume Upload, Status Tracker
Interview Scheduling	Assign Interviewers, Calendar View, Schedule Notification
Feedback Management	Interview Notes, Final Recommendation
Admin Tools	User & Role Setup, Lookup Data Management

5. Functional Requirements (Detailed)

General

1. System must allow job creation with fields like Title, Location, Description, Skills, Deadline.
2. Candidates must register and apply using a step-by-step wizard interface.
3. Resume upload must validate file type and size.
4. Recruiters must assign Interviewers for candidates.
5. Interviewers must submit structured feedback (text + dropdown rating).
6. Candidate status must automatically update based on feedback submission.
7. Users should only see data relevant to their role via XPath constraints.

Sample User Stories

- **Recruiter**:
  - "As a Recruiter, I can post a job and review all applications for that job."
  - "As a Recruiter, I can schedule an interview by assigning an Interviewer and time."
- **Interviewer**:

- o "As an Interviewer, I can view my interview schedule and submit candidate evaluations."
- **Candidate**:
  - o "As a Candidate, I can register, complete a 3-step job application wizard, and upload my resume."
  - o "As a Candidate, I can check the status of my application from my dashboard."

6. Domain Model Design Suggestions

Entities & Attributes

- UserAccount: Name, Email, Role
- JobPosting: Title, Description, Location, Deadline, Skills, CreatedBy (Recruiter)
- Candidate: Name, Email, Phone, Resume (File), Linked to UserAccount
- Application: AppliedDate, Status (Enum), JobPosting (1-*), Candidate (1-1)
- Interview: ScheduledDate, Interviewer (UserAccount), Feedback, Linked to Application
- Feedback: Rating (Enum), Comments, SubmittedDate

Associations

- One JobPosting → Many Applications
- One Candidate → Many Applications
- One Application → One Interview (optional)
- One Interview → One Interviewer

Enums

- ApplicationStatus: Applied, Shortlisted, Interviewed, Hired, Rejected
- RatingEnum: Excellent, Good, Average, Poor

7. Page Design and Navigation

Key Pages per Role

- **Admin**: User Management Dashboard
- **Recruiter**: Job Management, Applications Dashboard, Interview Scheduler
- **Interviewer**: Interview Calendar, Feedback Form
- **Candidate**: Registration, Job List, Application Wizard, Status Tracker

Wizard UI Pattern

- Candidate job application includes:
  1. **Step 1**: Personal Details
  2. **Step 2**: Resume Upload + Skills
  3. **Step 3**: Confirmation + Apply Button
- Recruiter can use wizard for:
  - o Multi-step interview scheduling (Select Candidate → Assign Interviewer → Set Time)

8. Microflows & Nanoflows Overview

Microflows

- MF_CreateJobPosting: On job form submission
- MF_ApplyToJob: After wizard final step
- MF_ScheduleInterview: Assign interviewer + update Interview entity
- MF_UpdateStatus: Changes status based on feedback
- MF_SendNotification: Send simulated email (log) on application or interview updates

Nanoflows

- NF_ValidateResume: Client-side file type check (.pdf, .docx)
- NF_CheckEmptyFields: Inline validation before proceeding in wizard

Approval Flow Example

- MF_FinalApproval: Recruiter reviews Interviewer feedback and changes status to "Hired"