CS 407

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Product Backlog

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MakeItHire

Team 23

https://github.com/rajatsrivastava95/MakeItHire

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1 Problem Statement

Applying for a jobs could be a cumbersome full-time job in itself with a lengthy process which includes making a resume, sorting out the relevant companies and applying for the perfect positions. The real problem arises when students actually go to the company websites to apply for the positions, which requires them to fill in all of their information which is already in their resume. All the company websites have different format of applications which are inconsistent resulting in a long .

There needs to be a common job application for students, where they put their resume and its information only once, which could be used by all companies across the world; and our project intends to develop the same. Our project idea is inspired from the Common Application for colleges, but will be unique as currently there exists no job application platform which could be used by all the companies. Our goal is to make the job application process uncomplicated and consistent for students, and the recruiting process effortless for the companies.

2 Background Information

Problem

There are thousands of students that apply for jobs every year. Every company has it's own job application and it they all require almost the amount of basic information. Word processors that they use aren't perfect and usually don't port all the data from student's resume onto their own applications, leaving the student no option but to manually fill those fields of information out. This becomes very cumbersome and tiring. This application aims to make that aspect of job application easier.

Domain

- Networking
- Employment
- Job Search

Targeted Users

1. College Students

   - We plan to solve the problems of filtering job positions for New Grads, and provide a platform specifically made for New Grads. Unlike LinkedIn, our goal is not just to enhance the profile of students, as well as enhance their job application experience, in the same time.

2. Recruiters/Companies

   - Companies and recruiters will be able to use our product to put their company and the job postings for new grads, which will eliminate the need for them to have a separate new grad application in their website.

- The product will show the profiles of the candidates who have applied for the positions in their company, and will make it easier for them to sort through the candidates, and select the ones which match their criteria.

Similar Applications

1. LinkedIn

   - **About**: LinkedIn is a professional social (business and employment oriented) app that allows people to show their work history and their accomplishments. In recent years it has taken a turn towards the social front by allowing personal posts, "Liking" and "Commenting". The turn in the social media direction has made opened the service to a whole new dimension but it seems to be a pivot from their original idea.
   - **Limitations**: Even though all the company recruiters are on here and actively looking for new students to hire, it is very difficult to filter through millions of users to find those students for New Grad positions. Most job positions in LinkedIn still take the user to the company's website for the application.
   - **Our Solution**: We plan to solve the problems of filtering job positions for New Grads, and provide a platform specifically made for New Grads. Unlike LinkedIn, our goal is not just to enhance the profile of students, as well as enhance their job application experience, in the same time.

2. ZipRecruiter

   - **About**: Its an online service which gives the companies the ability to post jobs online, and let the users apply for jobs easily, with one click.
   - **Limitations**: Not many companies are using the service, and many still require the application process to be completed in the company website. The profile of users including their resume, cover letter, and their personal information is open, and accessible by all the employers. Companies are made to pay a fee for their service, and there are limitations on number of jobs they can post and candidates they can hire.
   - **Out Solution**: Our product will be a one-stop shop for job applications, and will not require further procedures in company websites. Our goal is to make the product acceptable in nearly all companies, and eliminate the need for the companies to have a separate job application in their websites. Our product will be limited to and tailored for university graduate students only.

3 Requirement Backlog

3.1 Functional Requirement

As a Student:

- I should be able to make a personal account on MakeItHire.
- I should be able to upload my resume to my account.
- I should be able to upload a cover letter to my account.

- I should be able to link my job-related accounts (e.g. Git).
- I should be able to answer supplemental questions on the jobs I have applied for if they require me to do so.
- I should be able to browse all open job offers.
- I should be able to browse all companies with available jobs.
- I should be able to apply to multiple jobs at once, not limited to one company.
- I should be able to chat with recruiters who have contacted me.

As a Head Recruiter:
- I should be able to create an account for my company
- I should be able to add a description of what my company does
- I should be able to add job positions available for the students to apply for
- I should be able to add recruiters to my company profile
- I should be able to request recruiter to be removed from my company profile
- I should be able to add a description for the jobs posted

As a Recruiter:
- I should be able to directly text students I am interested in
- I should be able to sign up as a recruiter using my company email address
- I should be able to post a job opening/open an application
- I should be able to add supplemental questions to my job postings
- I should be able to see all the applicants who have applied to one of my job postings
- I should be able to contact applicants through the app
- I should be able to filter applicants in the app

As an Admin:
- I should be able to approve a new company profile request
- I should be able to delete a company profile
- I should be able to modify a company profile
- I should be able to add recruiters to a company profile
- I should be able to remove recruiters from a company profile

As a Developer:

- I should be able to shut down the registration process

- I should be able to add/remove account for a student with a .edu account

- I should be able to add/remove accounts from our database when companies join/drop our services

- I should be able to add/remove account for a recruiter registered for the company

3.2 Non-Functional Requirements

Stress Testing

○ This includes creating numerous dummy users in the database, and making them perform activities. It includes the following:

  (i) <u>Response Time</u>: With a lot of users, that app should not become slow to respond.
  (ii) <u>Scalability</u>: A lot of users should be able to use the application at the same time.

○ Along with this our server should be able to handle a reasonably large amount of users and events

○ Servers must be up 24/7

Usability

○ It should be an easy to use application, an application should be intuitive and work smoothly.

○ The iOS part of an app should be supported by all iOS and modern iOS devices.

Security

○ The application should keep the user's account secure using good authentication method attached to a server. It should also secure user's contact information, and share only what he/she prefers to share.

Performance

○ The app should not be slow to work with, and should not affect the other apps working on the device as well.

○ Response time must be minimal with updates occurring in real time when the application is open.

Size of the application

○ The application should not take too much space in the user's device. The app should limit its cache size to 32MB max.

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