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1- INTRODUCTION

1.1 Product overview

This document describes the functionalities and requirements of a web application designed to enable and facilitate Job applications by various applicants in all industries, Job vacancies, internships and volunteerism adverts/postings by various organizations/companies.

The objective of this website is to create a seamless and easy platform for both Job seekers and employees to connect thereby simplifying the traditional recruitment process.

1.2 Product Scope

The scope of this project includes the improvement of a web application that serves job seekers and employers.

- Benefits
 - Improves the visibility of job vacancies, internships and volunteerism opportunities.
 - It modernizes the tedious application process.
 - Provides a centralized platform for managing vacancies and applications

1.3 Intended Audience

- Job seekers: Individuals looking for Jobs, Internship and volunteerism opportunities.
- Organizations/Employers: Employers looking for individuals to fill up their vacant positions in their various companies.
- Administrator: An administrator to monitor and manage the activities of the website

1.4 Intended Use

- Job seekers
 - Search and view Jobs, Internship, Volunteerism opportunities
 - Apply for them
 - Upload required documents
 - Track and see application status
 - Receive google invites with scheduled meetings for interview if accepted
- Organization/Employer
 - Post available Jobs, Internship and volunteerism opportunities
 - Receive and view applications
 - Reject or Approve applications

- Schedule interview meetings via google invite for approved applicants
- Administrator
 - Grants or denies organizations/employers access to the platform
 - See number of applicants and organizations registered on the website
 - See profiles of the various Organisations on the website
 - Oversees platforms functionality
 - Ensures data security

1.5 Use cases

- Job seeker use case: An applicant could either be signing up for the first or logging in with registered credentials, searches for a job by use of filters or gradually going through each job card, clicks on the apply button, fills application form and submits required documents, receives an email confirming the submission was successful.
- Employer use case: An employer signs up for the first time with relevant credentials, waits for approval to be granted access to the website, (if already approved, logging in with registered credentials is possible), creates a Job posts, receives applications for the various jobs, reviews applications, accept or reject applications(with reasons why), schedule interview meeting via google invite for approved applicants.
- Administrator use case: An administrator logs in with special credentials, reviews organizations request to join the website as an employer, accepts or rejects request based on predefined criteria , sees number of applicants and organizations on the website at any time, sees profiles of the various organizations on the website, monitors activities on the website.

2-FUNCTIONAL REQUIREMENTS

2.1 Registration and Authentication

On click of the sign up button there shall be two options, "Sign up as an applicant or Sign up as an Employer" indicating that the sign up process is different for these users.

- Applicants: Applicants shall be able to create an account using their email and password.
 - The user must provide a valid email address and a password of required length to register for the first time and create an account.
 - A confirmation email with a verification link must be sent to the user's email address.
 - Users shall be able to log in anytime using their registered email and password
 - In case of a forgotten password situation, the applicant can recover their account by receiving a code through their registered email to reset password and create a new password they can remember.
- Organizations: Employers/organizations shall be able to create an account using their company name, company's email address, password, company's registration number and a proper request document.
 - After submitting the required information, the organization waits for approval and access to the website.
 - A confirmation email with a verification link must be sent to the company's email address.
 - Organizations shall be able to log in anytime using their registered email and password
 - In case of a forgotten password situation, the organization can recover their account by receiving a code through their registered email to reset password and create a new password they can remember.
- Administrator: The administrator is given special credentials by the developers to login to the website and carry out his/her function with of course a completely different view and interface.

2.2 Job search and Applications

- Job seekers/Applicants shall be able to search for jobs with or without filters, internships and volunteerism opportunities.
 - On the jobs page, the search functionality must include various filters such as job type, location, industry, degree and experience.
 - On click of a filter, the available job cards shall automatically update.
 - Search results shall come in cards with relevant information concerning the job which are Job Title, Company name, Location, Minimum and Preferred qualifications, Job description, Application deadline, Apply button.
 - More information on a job can be gotten by clicking on the dropdown on each job card.

- Applicants shall be able to apply for Job positions, internships or volunteerism opportunities by submitting an application form with series of relevant information and documents
 - The application form must allow applicants to fill in information such as name, email, number, address, current status of work and also allow submission of relevant documents like the application letter itself, recommendation letter, motivation letter, cover letter, Cv or Resume, copies of Degrees, Diplomas and certificates, Identity cards.
 - A confirmation email/message must be sent to the applicant upon successful submission.
 - Applicants shall see the status of their application which could be pending, accepted or rejected.

2.3 Job posting management

- Organizations shall be able to create job posts and manage them.
 - They'll be provided with a form which must have fields for company name, Job title, Job description, Location, minimum and preferred qualifications and application deadline.
 - Organizations shall be able to edit and delete Job postings at any time.
 - Can create multiple job posts.
- Organizations shall be able to review and manage applications
 - Should be able to view applicant's details, profile and submitted documents

2.4 Approval Process

- Organization
 - After reviewing the various applications, the organization shall decide on whether to reject or accept the applicant
 - The organization should accept or reject application (with reasons why only for rejection)
 - For accepted applicants, the organization shall send them a google invite for a schedule interview meeting.
 - After reviewing and handling all applications in the queue, the organization shall be able to clear or delete them and get ready to receive new applications.
- Applicant
 - After submitting the application, the applicant's status of application automatically changes to pending till the organization either accepts or rejects the application.

- If accepted or rejected, the applicant can see the status and reasons why only for the case of rejection.

- Applicants who have been accepted shall receive google invites with a scheduled date for a proper interview.

3-EXTERNAL INTERFACE REQUIREMENT

3.1 USER INTERFACE

.Requirement: the application shall provide a user interface for applicants, organization or employers and also administrator

Details:

- .Applicants should be able to search for jobs, internships and volunteer opportunities using a search bar and filters.

- . Applicants should be able to track the status of their applications (submitted, under review, accepted, and rejected)

- .Applicants and organization should be able to create and update their profile including personal information and resume upload.

- . Organization should have a dashboard to post and manage job listings

- . Administrators should have a dashboard for the managing of applications, job, and internship sand volunteer's opportunities

- . Forms should include fields for personal details, resume uploads and cover letters

- . Feedback should be provided immediately on form submission status

3.2 SOFTWARE INTERFACE

Requirement: The system must interface with a relational database to store and manage data related to applicants, organization and administrators and also use authentication services

Details

- .The application must interface with a relational database (e.g., MySQL, PostgreSQL) to store and manage data related to users, job postings, applications, and administrative actions.

- . The application must interface with an email service (SMTP server, third-party API like SendGrid) to send confirmation emails, notifications about application status changes, and other relevant communications.

- . If social media login is supported, the application must interface with OAuth services provided by social media platforms (e.g., Google OAuth, LinkedIn OAuth).

3.3 COMMUNICATION INTERFACE

Requirement:

- This app supports all types of web browsers. The usage of simple electronic input forms
- The app shall provide feedback to organization base on the information they sent to the administrator
- Provide latest updates on jobs, internships and voluntarisms to Applicants

Details:

- . Applicant should receive email notification when new applications are submitted.
- . Applicants and organization should receive email confirmation upon successfully submitting application and creation of opportunities respectively

4-NON-FUNCTIONAL REQUIREMENT

4.1 USABILITY

Requirement: the application interface shall be intuitive and easy to use, enabling users to complete job applications and creation within 5 minutes on average.

Details:

.User interface should follow standard usability guidelines and provide clear feedback on actions

4-2 SECURITY

Requirement: The application shall encrypt all actors' passwords and personal information when creating an account or login in the application

Details:

.user passwords must be hashed using a strong algorithm or firebase hash password services

.All communication between client and server should use HTTPS

.The System should implement role-based access control (RBAC) to restrict access to sensitive information based on user roles

4.3 CAPACITY

Requirement: The application must support up to 2000 concurrent users and store up to 1TB of user and job posting data.

Details:

.The database must be capable of handling an average of 100 read and write operations per second

.There should be a plan for horizontal scaling of the database to accommodate future growth in data volume.

4.4 COMPATIBILITY

Requirement: The application must be compatible with major web browsers, including chrome, Firefox, safari, and edge

Details:

.The app must support the latest three versions of each web browser.

.It should also be responsive and function correctly on mobile devices (IOS and Android) with screen sizes ranging from 4 inches to 12 inches

4.5 RELIABILITY AND AVAILABILITY

Requirement: The system app shall have an uptime of 99.9% per month and will always be available on the internet

Details:

- . The should be the use of Microsoft services to help host different section of the app in different hosting server
- . The system should have failover mechanisms in place to handle hardware or software failures without significant downtime.

4.6 SCALABILITY

Requirement: The application must handle a sudden increase in traffic, such as a tenfold spike in concurrent users during peak times

Details:

- .The application should use auto-scaling features
- . The systems architecture should support load balancing to distribute traffic efficiently across multiple server