Stage 1: Detailed Project Description

Team No: 081
Team Name: ACID

Project Title: HireIt

Project Summary:
Imagine you are a student who is starting the thrilling search for the ideal internship or full-time job opportunity to advance your skills and launch your career. Existing employment sites are often your first stop in your search because they surely provide a wealth of options. However, if it's your first time entering the job market, it might be a daunting process.

Existing job portals are great but equally overwhelming due to the excessive number of features making it similar to a complex social media website. Our goal is to provide a complete, end-to-end platform that makes looking for jobs less stressful. We are committed to developing a system that is not only efficient but also simple and easy to use, making job applications a delight for both recruiters and students.

In essence, our mission is to transform the recruiting experience by creating a smooth and accessible platform that enables students to confidently traverse the job market while also assisting recruiters in efficiently discovering the top talent.

Description:
We noticed that the existing e-recruitment systems charge subscription fees and have an alarming possibility of compromising security and privacy by selling user data. Hence, we introduce a new system that tries to address these problems while offering a user-friendly interface. Our project, HireIt**,** aims to improve the current systems by increasing its efficiency and transparency to help students have a fair chance at the recruitment process.

The design of the application would allow recruiters and students to login and access the various features offered by the application. The application would allow recruiters to create job postings. Using the application the recruiters will also be able to accept or reject job applicants. The recruiter can view various statistics regarding the job

applicants. The students will be able to search and apply for job postings. Through the application the students will be able to view the status of all their applications.

Usefulness:
Several popular job portals today have become largely similar to social media websites. Users of such job portals are focussed on posts and connection counts, both of which would help them get better reach. Although this may be important, it has led to moving away from its core value of easing out the job hunting process. On the other hand, we have few job portals which struggle with a not-so-friendly UI, redirecting to external job applications and features such as creating and scheduling events. All of these features have only made job hunting more stressful, tedious and a time consuming affair.

Our application design will benefit students looking for job opportunities as well as for recruiters looking to hire students. By enabling students to apply for a variety of job openings from a variety of firms, our portal streamlines job search for students. It allows students to present their qualifications to potential employers by managing their profiles, which include their academic accomplishments, professional experience, and skill set. Students can stay updated on the status of their applications by viewing their applications and job offers.

Employers have access to a pool of qualified and motivated students by using the system to post job vacancies and track candidate applications. It also simplifies the recruiting procedure, enables employers to pre-screen candidates in accordance with set standards, and offers analytical information for data-driven decisions. By utilizing this technology, which streamlines the hiring process, employers may save time.

Realness:
We plan on using the campus recruitment dataset from the recommended datasets.

- Student's Information: Name, Gender, Educational history, Work experience details

- Recruiter's Information: Name, Gender, Company

- Company Information: Company name, Sector

- Job Role Information: Company name, Job Title, Deadline, Salary, Location, Minimum qualifications

Functionalities:
Our campus recruitment system has several key functionalities designed to streamline the recruitment process for both students and recruiters. These include:

Student Login:
- **Create Student Profile:** Students can create detailed profiles that include a username, password combination for secure access to the system, their personal information, education history, work experience, skills, etc.

- **Search for Jobs:** Students can look for job opportunities based on various criteria, including company name, role and domain. This allows them to find relevant positions that match their skills and preferences.

- **Apply for Jobs:** Once a student finds a suitable job posting according to their profile, they can apply for them directly through the portal.

- **View Applied Jobs:** Students can keep track of the jobs they have applied for. This feature provides a convenient way for them to monitor the progress of their applications and follow up if necessary.
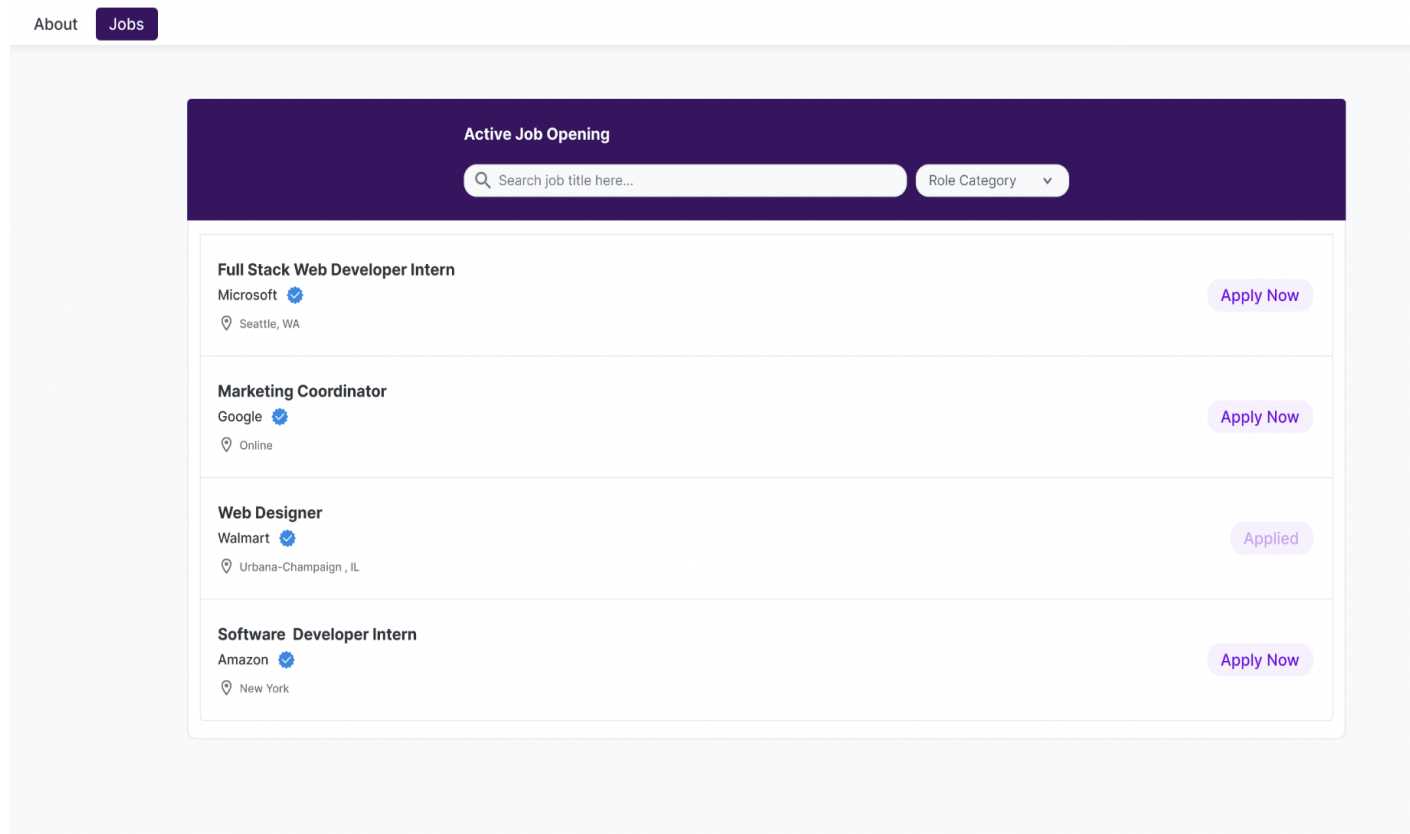
Recruiter Login:
- **Create Company Profile:** Recruiters can create profiles which include the company's name, headquarters, sector and a username, password combination for safe access.

- **Post Job Openings:** Recruiters can post job openings in the portal, specifying details such as job title, salary, job description, location, application deadlines, etc. This information helps attract suitable candidates.

- **View Applicant Details:** Recruiters can view the list of students who have applied for their job postings. This feature allows them to review candidate profiles to make informed decisions.
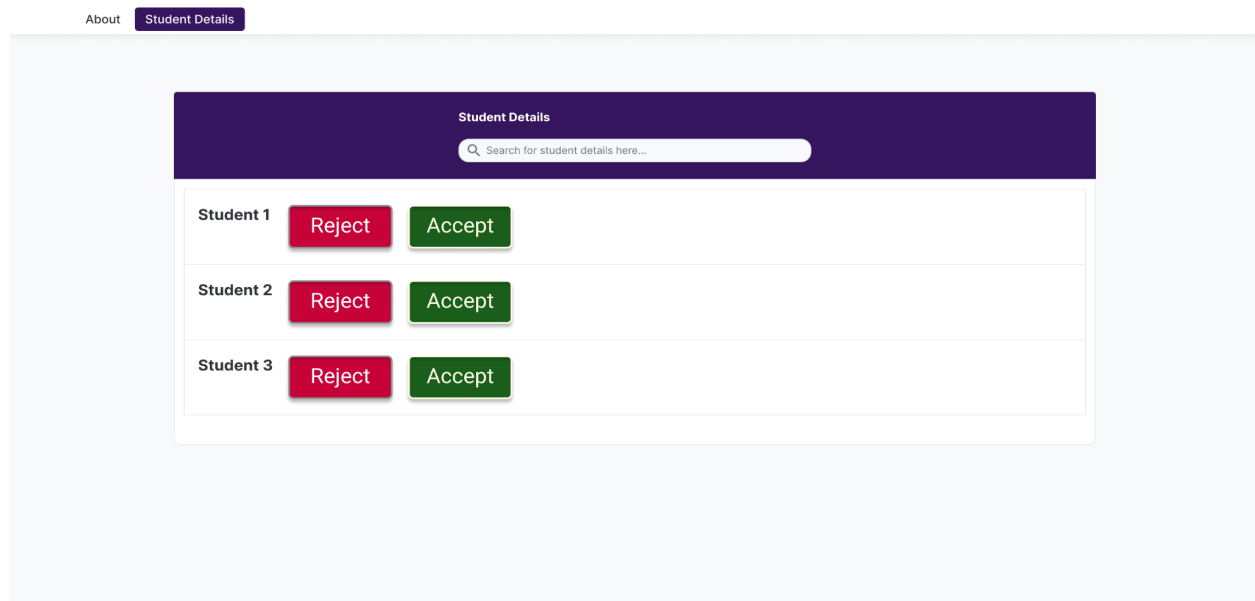
- **Accept or Reject Applications:** Recruiters can manage job offers by accepting or rejecting applications. This functionality streamlines the process of communicating hiring decisions to applicants.

- **View Application Statistics (Creative component):** Recruiters have the option to view applicant statistics through interactive graphical representations. These statistics provide insights into the number of applicants, demographics, or any other relevant data, helping recruiters make data-driven decisions in their hiring process.

UI Mockup:

Student login:

Recruiter login:

Project Work Distribution:
The following work distribution includes but not limited to DB work, Backend APIs and Frontend UI work for each of the listed functionalities

Shankar Kumar Senthil Kumar:
- Create Student Profile
- Search for Jobs

Kiruthika Janakiraman:
- Apply for Jobs
- View Applied Jobs

Sudarshni Ramesh:
- Create Company Profile
- Post Job Openings

Sai Shreya Kumar:
- View Applicant Details
- Accept or Reject Applications

Collaborative:
- View Application Statistics (Creative component)