Vision and Scope Document

for

<JobFinder>

Version 1.0 approved

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Revision History

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| --- | --- | --- | --- |
| **Name** | **Date** | **Reason For Changes** | **Version** |
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# Business Requirements

## Background

Nowadays, with a large number of candidates and job postings, it is difficult for employers to find suitable candidates, and job seekers also face challenges in accessing appropriate positions. Therefore, a digital platform that connects job seekers and recruiters effectively is necessary. The Job Finder system is designed to simplify and enhance the job search and hiring process.

## Business Opportunity

## Developing this system will:

- Allow employers to post job openings and find candidates faster.

- Help job seekers reach potential employers easily.

- Reduce the time and resources spent on traditional recruitment.

- Provide a centralized and smart environment for job searching and candidate selection.

## Business Objectives

Build an advanced web application where job seekers can find relevant jobs, and employers can search for qualified applicants. The platform will support various features for managing accounts, resumes, job posts, and applications efficiently.

## Success Metrics

· The system operates accurately and without errors.

· The interface is simple, modern, and easy to use.

· Functions perform quickly and smoothly.

· Connects job seekers and employers in a timely manner.

## Vision Statement

**Vision Statement for Job Finder**

For **job seekers and employers**  
Who **struggle to efficiently connect in a competitive and fast-changing job market**  
The **Job Finder**  
Is a **web-based employment matchmaking platform**  
That **streamlines the recruitment process by enabling job seekers to discover opportunities that match their skills and goals, while allowing employers to find qualified candidates quickly and effectively through intelligent filtering and real-time communication tools**.  
Unlike **traditional job boards and disjointed recruitment channels**,  
Our product **leverages modern technologies like Spring Boot and React to offer an intuitive, scalable, and responsive platform that enhances user experience, reduces hiring time, and supports career growth through personalized recommendations and analytics**.

## Business Risks

· The system may experience overload with high traffic.

· Data protection must be ensured to prevent leakage.

· Job postings may be outdated or inaccurate.

· Competition from other platforms may affect user retention.

## Business Assumptions and Dependencies

#### ****Key Business Assumptions****

In order for the Job Finder platform to succeed, several key business assumptions are made:

**Online recruitment market is growing**: A large and increasing number of job seekers and employers are active online, and this trend is expected to continue.

**Users are open to adopting a new platform**: Both job seekers and employers are willing to switch to a new platform if it offers better user experience and smarter features.

**AI algorithms can deliver accurate results**: Artificial intelligence solutions will be capable of accurately matching candidates and jobs to enhance overall satisfaction and engagement.

**There will be enough users to create an active ecosystem**: The platform assumes a critical mass of job seekers and employers will sign up and actively use the system to generate effective engagement and interactions.

#### ****Major Dependencies****

The project is dependent on the following key factors:

**A skilled development team**: The success of the platform relies on experienced developers proficient in web technologies, AI integration, and scalable system architecture.

**Reliable and scalable cloud infrastructure**: The system needs to be deployed on a trusted cloud service (e.g., AWS, Azure, Google Cloud) to ensure high availability and performance.

**Third-party service integration**: Success also depends on seamless integration with external services such as payment gateways, email services, and analytics tools.

**Effective marketing strategy**: A solid marketing plan is required to attract and retain users in the early stages of deployment.

**Legal and regulatory compliance**: The platform must comply with data privacy regulations (e.g., GDPR, CCPA) and employment-related legal standards in its operating regions.

# Scope and Limitations

<The project scope defines the concept and range of the proposed solution. It’s also important to define what will not be included in the product. Clarifying the scope and limitations helps to establish realistic expectations of the many stakeholders. It also provides a reference frame against which proposed features and requirements changes can be evaluated. Proposed requirements that are out of scope for the envisioned product must be rejected, unless they are so beneficial that the scope should be enlarged to accommodate them (with accompanying changes in budget, schedule, and/or resources).>

## Major Features

· **Intelligent Job Matching:** AI-powered system that analyzes job seeker profiles and job descriptions to provide highly relevant and personalized job recommendations.

· **AI-Driven Candidate Sourcing:** For employers, the platform uses AI to identify, rank, and recommend the most suitable candidates based on job requirements.

· **Comprehensive Job Search and Filtering:** Robust search functionality allowing users to filter jobs by keywords, location, industry, job type, salary, experience, education, and other relevant criteria.

· **Intuitive Candidate Profiles:** Enables job seekers to create detailed profiles showcasing skills, experience, education, and career goals, including resume uploads.

· **Streamlined Job Application Process:** Allows users to apply directly through the platform, attach cover letters, and track the status of their applications.

· **Employer Company Profiles:** Provides detailed company information such as description, size, industry, location, and more.

· **Direct Communication Channels:** Facilitates messaging between job seekers and employers to streamline inquiries and discussions.

· **Personalized Job Alerts and Notifications:** Sends timely notifications about new job postings or application updates based on user preferences.

· **Resume Optimization Tools:** AI-powered features analyze and suggest improvements to resumes for better visibility.

· **Employer Branding Tools:** Features that help employers enhance their profiles and attract more candidates.

## Scope of Initial Release

The initial release (MVP) will focus on delivering core functionality and a solid foundation for future expansions. The MVP includes:

**Job Seeker Features:**

User registration and login.

Creation and management of basic candidate profiles (personal information, work experience, education, skills).

Keyword-based job search with basic filters (location, industry, job type).

Viewing job details.

Saving favorite jobs.

Applying for jobs through the platform with a basic application form.

Email notifications for relevant job postings.

**Employer Features:**

Company registration and login

Creation and management of basic company profiles.

Posting and managing job listings (basic requirements and descriptions).

Viewing applicant profiles

Email notifications for new applications.

**Admin Features:**

User account management (create, read, update, delete).

Basic job posting management (view, approve, reject).

Category and skill management.

The focus of the MVP is to connect job seekers with opportunities and allow employers to post jobs and receive applications efficiently. Gathering initial user feedback will guide iterative improvements.

## Scope of Subsequent Releases

Future releases will enhance and expand the platform with features such as:

Advanced AI-powered job matching and candidate sourcing algorithms.

Direct messaging between job seekers and employers

Enhanced filtering and sorting options.

Resume upload with AI-powered analysis and optimization.

Employer branding tools like company profile customization.

Application tracking system for employers

Integration with social media and professional networks.

Advanced analytics and reporting.

Video interview integration.

Salary insights and benchmarking.

Chatbot support for user assistance.

Features to manage internships and freelance opportunities.

Feature prioritization will depend on user feedback, business value, and technical feasibility.

## Limitations and Exclusions

The platform will **not** include the following in the initial or planned releases:

Comprehensive background checks or verification services.

Integrated payroll or HR management systems.

Complex project management tools for freelance or contract work.

Extensive career counseling or training services.

Physical job fairs or offline event management.

Detailed personality or psychometric testing.

Integration with specialized industry-specific job boards beyond categorization.

Automated interview scheduling beyond basic notifications.

Full-fledged applicant tracking system (ATS) beyond basic application management.

Customizable workflow automation beyond simple notifications

# Business Context

<This section summarizes some of the business issues around the project, including profiles of major customer categories, assumptions that went into the project concept, and the management priorities for the project.>

## Stakeholder Profiles

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Stakeholder** | **Major Value** | **Attitudes** | **Major Interests** | **Constraints** |
| Job Seekers | Finding relevant job opportunities efficiently, career advancement | Generally positive if the platform is user-friendly and valuable | Powerful search tools, personalized recommendations, clear job details, easy application process, notifications, career resources | Expect free basic service; value privacy and data security |
| Employers | Access to qualified candidates, streamlined recruitment process | Positive if platform helps find suitable candidates quickly and cost-effectively | Effective candidate search and filtering, AI-powered matching, easy job posting, applicant management, employer branding | Concerned about premium feature costs; expect ROI |
| Administrators | Efficient platform management, user satisfaction, system stability | Expect a robust, secure, and easy-to-manage platform | User management, content moderation, system monitoring, analytics and reporting, support tools | Limited resources for manual moderation; need clear metrics |
| Marketing Team | Increased platform adoption, positive brand image | Enthusiastic if platform attracts and retains a large user base | Features that drive engagement and virality, user demographic and behavior data, platform stability, positive reviews | Budget constraints for marketing; need demonstrable growth |
| Development Team | Clear requirements, manageable scope, successful launch | Motivated by building a high-quality, innovative product | Well-defined features, clear specs, manageable workload, opportunities to use new technologies (e.g., AI) | Must adhere to timelines and budget; need clear priorities |
| Support Team | Efficient handling of user inquiries and issues | Desire an intuitive platform that minimizes user errors | Comprehensive documentation, troubleshooting tools, clear communication with development | Limited resources for one-on-one support; need self-service options |

## Project Priorities

|  |  |  |  |
| --- | --- | --- | --- |
| **Dimension** | **Driver (state objective)** | **Constraint (state limits)** | **Degree of Freedom (state allowable range)** |
| Schedule | Release the MVP within 9 months to capture early market share and gather feedback. | Subsequent major feature releases should occur every 3-4 months. | Potential for a 1-2 week delay in MVP release if critical quality issues arise. |
| Features | Core job search and application functionalities MUST be included in the MVP. | Aim to include 70-80% of high-priority features identified for the initial release. | Flexibility to defer up to 20-30% of initially planned high-priority features to subsequent releases. |
| Quality | Achieve a user satisfaction score of at least 4.0 out of 5 for the MVP within 1 month. | Ensure 95% of critical user acceptance tests pass for the MVP before launch. | Willingness to address and fix all critical bugs identified during initial user feedback post-launch. |
| Staff | Maintain a core development team of 1 PM, 1 BA, 4 developers, and 2 testers for the MVP. | Maximum team size should not exceed 10 individuals for the initial year. | Potential to temporarily augment the team with 1-2 specialized resources for specific tasks. |
| Cost | Keep the total development cost for the MVP under $150,000. | Budget overrun should not exceed 10% without executive sponsor review. | Explore cost-effective technology choices and prioritize essential features to stay within budget. |
| AI Integration | Basic AI-powered job recommendations must be functional in the first major release after the MVP. | Initial AI implementation should focus on core matching algorithms. | Scope for iterative improvement and expansion of AI capabilities in later releases. |

## Deployment Considerations

The deployment of Job Finder requires careful planning to ensure a smooth and effective launch. Key considerations include:

**User Access:**  
The platform will be accessible globally via web browsers with internet connectivity. There are no geographic restrictions anticipated. The system must support concurrent users across different time zones and potentially large, distributed user bases.

**Infrastructure:**  
The software will rely on scalable, reliable cloud infrastructure (e.g., AWS, Azure, Google Cloud) to handle traffic spikes and data storage demands. Considerations include server capacity, network bandwidth, and database scalability. Data migration from legacy systems (if any arise in future stages) will need thorough planning.

**Training and Support:**  
While designed to be user-friendly, comprehensive user documentation such as FAQs and tutorials will be essential for both job seekers and employers. Support staff will require tools for managing inquiries and resolving issues efficiently. Training materials may be necessary for internal teams and enterprise clients.

**Business Process Changes:**  
Job seekers will adopt a new, more efficient method for job search and application. Employers will experience new processes for posting jobs, reviewing candidates, and managing applications. Clear communication and guidance will be needed to facilitate these changes.

**Release Management:**  
A well-defined release process is essential, including thorough testing across environments, rollback procedures, and clear communication to users regarding updates and new features.

**Security:**  
Strong security measures will protect personal data, resumes, and company details, including secure data storage, encryption, and access control. Compliance with data privacy regulations such as GDPR and CCPA is mandatory.

**Monitoring and Maintenance:**  
Continuous monitoring of platform performance, stability, and security will be critical post-deployment. Ongoing maintenance, bug fixes, and updates must be planned to ensure long-term success.