

Summary

This document outlines the user stories that define the core features and functionality required for the Job Board platform. The platform is designed to accommodate three distinct user roles, each with specific permissions and capabilities:

- **Job Seeker** – Focused on job searching, application tracking, and improving their chances through smart evaluation features.
- **Company Owner** – Responsible for managing their company's profile, posting job vacancies, and reviewing applications.
- **Admin** – Oversees platform management, including user management, job listings, company records, and analytics.

To ensure clear separation of concerns and proper role management, the platform is divided into two dedicated applications:

- **Job App:** Designed for **Job Seekers** to browse jobs, submit applications, and track progress.
- **Admin Dashboard:** Accessible by **Company Owners** and **Admins** to manage job listings, monitor applications, and control platform data.


Both applications implement strict role-based access control (RBAC) to ensure users can only access features aligned with their assigned role, promoting security and streamlined functionality.

* Role-based access control (RBAC) is the process of defining user roles where each user will have a specific role.

Features

This section provides a concise overview of the key features available on the Job Board platform, highlighting the functionality designed to enhance the user experience for all roles — Job Seekers, Company Owners, and Admins.

Job App



DashboardMy Applications

Yahya

Job Dashboard

Welcome, Yahya

Full Time

Part Time

Remote

DevOps Engineer

Digital Innovate Labs - Amsterdam, Netherlands

Yrs of Exp • \$117,771.00

Full-time

Full Stack Developer

Digital Innovate Labs - New York, NY

Yrs of Exp • \$108,718.00

Contract

DevOps Engineer

Digital Innovate Labs - San Francisco, CA

Yrs of Exp • \$87,990.00

Hybrid

Lead Frontend Engineer

CloudTech Systems - San Francisco, CA

Yrs of Exp • \$150,453.00

Full-time

Software Architect

WebStack Technologies - Toronto, Canada

Yrs of Exp • \$81,034.00

Hybrid

Frontend Developer

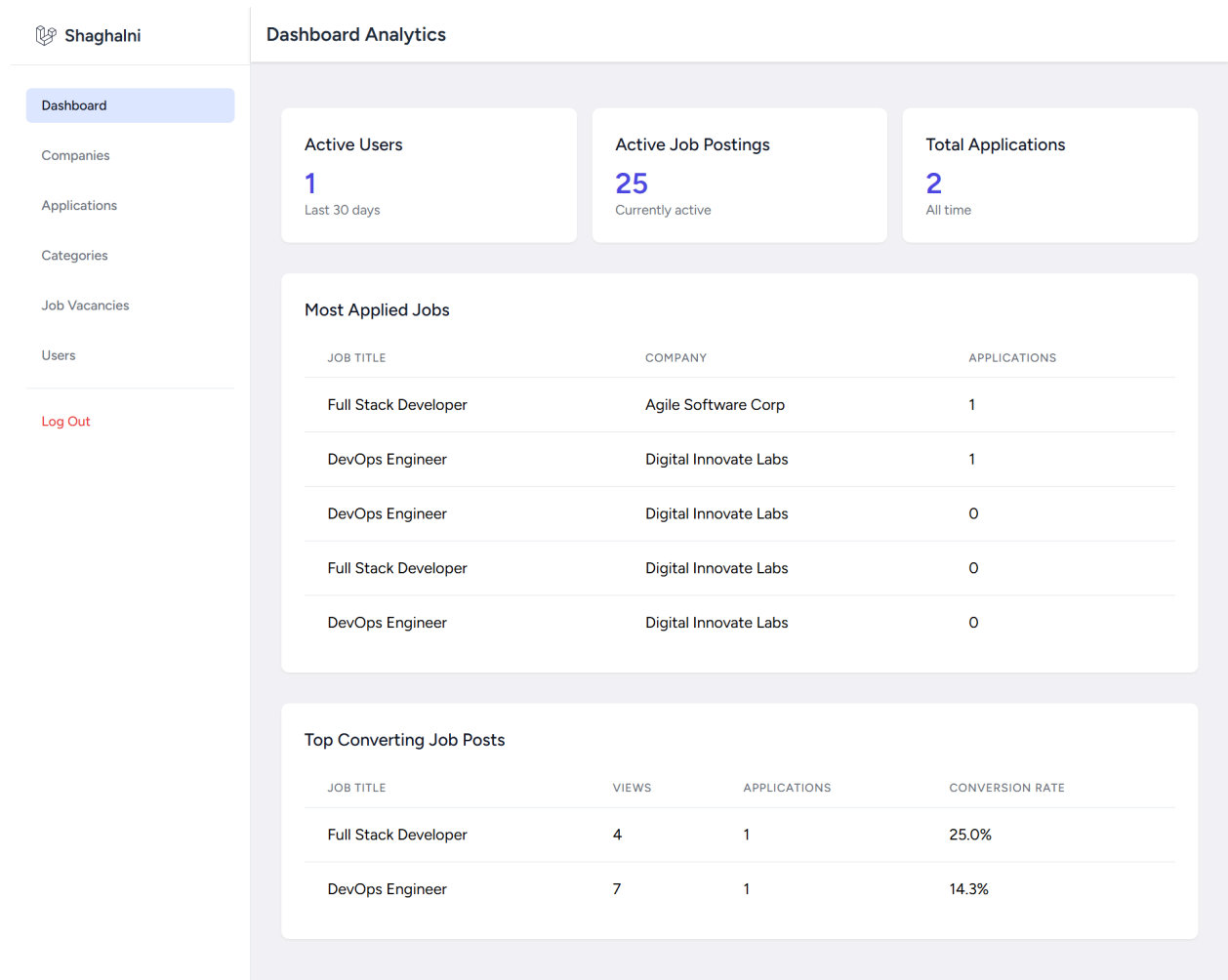
WebStack Technologies - Toronto, Canada

Yrs of Exp • \$84,594.00

Remote

- **Job Dashboard**
 - **Job Browsing:**
 - Browse job listings with pagination for improved performance.
 - **Search Capabilities:**
 - Search for jobs by: Job title, or Company name
 - **Filter Enhancements:**
 - Filter jobs based on:
 - Full-Time/Remote/Contract/Hybrid
 - **My Applications**
 - **Application Tracking:**
 - Track the status of submitted applications (Pending, Approved, Rejected).
 - **Application History:**
 - View application history with detailed timelines and comments.
 - **Job Application**
 - **Job Details**
 - Display full job details with an “Apply Now” button.
 - **Job Application Process**
 - Apply directly with an existing resume or upload a new resume file.
 - **Smart Evaluation**
 - Application auto-evaluation using ChatGPT
 - Displays compatibility score out of 100%.
 - Provides feedback on how to improve the application.
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Admin



- **Companies Management**
 - **CRUD Operations for Companies:**
 - Manage company details:
 - Name
 - Industry
 - Address
 - Website
 - Company Owner (assigned upon creation)
 - **Company Status Management:**
 - Manage active and archived companies (soft delete).
- **Job Categories Management**
 - **Category Management:**
 - CRUD for job categories
 - Name
 - Manage active and archived categories (soft delete).

- **Job Vacancies Management**
 - **Comprehensive CRUD Operations:**
 - Job title
 - Company (Dropdown linked to registered companies)
 - Job description
 - Location
 - Expected Salary (Yearly)
 - Employment type (Full-time, Contract, Hybrid, Remote)
 - **Vacancy Management:**
 - Manage active and archived (soft-deleted) vacancies.
- **Job Applications**
 - **Application Review Workflow:**
 - Edit application status:
 - Approve, Reject, or **Request Additional Information.**
 - **Application Deletion (Archiving):**
 - Manage active and archived applications (soft delete).
- **User Management**
 - **User Profile Management:**
 - View and manage both job seeker and company-owner profiles.
 - **Account Management:**
 - Manage active and archived users (soft delete).
- **Platform Analytics**
 - **Detailed Insights Dashboard:**
 - Track active users last 30 days
 - Track active job postings over time.
 - Track total applications over time.
 - Display most applied jobs and top converting job posts.

User Stories

The following section outlines the user stories that will be implemented for the Job Board platform.

Job App

1. Signup & Log-in

As a job seeker, I want to create an account and login with that account to the Job App.

Acceptance Criteria:

- ☐ Users can register with unique emails.
 - ☐ Users can login with option to remember me.
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2. Job Browsing

As a job seeker, I want to browse job listings with pagination where each page has a list of a certain number of jobs, and I can move from one page to another, so that I can explore available opportunities without overwhelming load times.

Acceptance Criteria:

- ☐ Users can view job listings with pagination.
 - ☐ Each page displays a set number of job listings (10 per page).
 - ☐ Users can navigate between pages using next/previous controls.
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3. Search Capabilities

As a job seeker, I want to search for jobs by title, company name so that I can quickly find relevant jobs.

Acceptance Criteria:

- ☐ Users can enter keywords to search for jobs.
 - ☐ Search results should return relevant listings based on the criteria.
 - ☐ Results should appear within 2 seconds of submitting the search.
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4. Filter Enhancements

As a job seeker, I want to filter job listings by remote/hybrid/ and status, so that I can focus on suitable opportunities.

Acceptance Criteria:

- ☐ Users can select a single filter option for job type.
 - ☐ The filtered results should appear instantly without a full page refresh.
 - ☐ Results must match all selected criteria.
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5. Application History & Tracking

As a job seeker, I want to track the status of my submitted applications so that I can stay informed about their progress, and view all submitted applications.

Acceptance Criteria:

- ☐ Users can view application statuses such as Pending, Approved, or Rejected
 - ☐ Users can view a chronological timeline of submitted applications.
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6. Job Application Process

As a job seeker, I want to apply directly to job listings using an existing resume or newly uploaded resume so that I can submit applications efficiently.

Acceptance Criteria:

- ☐ Users can upload a resume during the application process.
 - ☐ Users can select an existing resume from a list of previously uploaded resumes.
 - ☐ Users receive a compatibility score out of 100%.
 - ☐ Users get detailed feedback on how to improve their application.
 - ☐ Applications should show success with a confirmation message after submission.
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Admin

1. Log-in

As an Admin or Company Owner, I want to be able to login to the Admin area of the platform.

Acceptance Criteria:

- [] Admin, or Company Owner role only can login to the admin area.
 - [] Based on logged in role we should display the proper navigation, and proper data related to that user.
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2. CRUD Operations for Companies

As an admin, I want to create, read, update, and archive company records so that I can manage company profiles efficiently.

Acceptance Criteria:

- [] Admins can create new companies with the required details.
 - A company would require to have a company-owner registered for it.
 - The company-owner can login to the admin area to browse his proper data accordingly.
 - [] Admins can view a list of all active and archived companies.
 - [] Admins can edit company information.
 - [] Admins can archive companies instead of deleting them permanently.
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3. CRUD Operations for Job Categories

As an admin, I want to manage job categories so that I can organize job listings efficiently.

Acceptance Criteria:

- [] Admins can create, edit, and archive job categories.
 - [] Each category must have a unique name.
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4. CRUD Operations for Job Vacancies

As an admin or Company Owner, I want to create, read, update, and archive job vacancies so that I can manage job listings efficiently.

Acceptance Criteria:

- ☐ Admins can create job vacancies with details: title, company, description, location, salary, and employment type.
 - ☐ Admins can edit existing job vacancies.
 - ☐ Admins can archive vacancies instead of permanently deleting them.
 - ☐ Company Owner should be able to do the same functionality as an admin with the difference of only owned resources (OBAC)
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5. Application Review Workflow

As an admin or Company Owner , I want to update the status of job applications so that I can communicate with applicants efficiently.

Acceptance Criteria:

- ☐ Admins can change application statuses to Approved, Rejected
 - ☐ Users can view status (Approved, Rejected, Pending) in their my Applications
 - ☐ Company Owner should be able to do the same functionality as an admin with the difference of only owned resources (OBAC)
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6. Application Deletion (Archiving)

As an admin, I want to archive applications instead of permanently deleting them so that data integrity is maintained.

Acceptance Criteria:

- ☐ Admins or Company Owners can archive applications for future reference.
 - ☐ Archived applications must remain viewable in a separate “archived” section.
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7. Users Management

As an admin, I want to view and manage user profiles so that I can oversee platform users.

Acceptance Criteria:

- ☐ Admins can view both job seeker and company-owner profiles.
 - ☐ Admins can archive user accounts when necessary.
 - ☐ Users with archived accounts should not be allowed to login to the app or admin.
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8. Platform Analytics - Insights Dashboard

As an admin, I want to view platform analytics so that I can monitor platform performance and user engagement.

Acceptance Criteria:

- ☐ The dashboard must display:
 - Number of active users.
 - Number of active job postings.
 - Number of applications received.
 - Most applied jobs.
 - Top Converting job vacancies.
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10. Platform Analytics - Application Statistics

As an admin or Company Owner , I want to track application statistics so that I can identify the most popular job listings.

Acceptance Criteria:

- [] The dashboard must display:
 - Most-applied jobs
 - Conversion rates (views vs applications)
- [] Company Owner should be able to do the same functionality as an admin with the difference of only owned resources (OBAC)