

Business Template

Recruitment Agency

Gabriela Cretu

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* Business Description

1.1 Business Background

Our company is a Recruitment Agency that offers a complete range of services to both candidates and employers. We specialize in managing job listings, candidate registrations, and tracking applications. Our system matches candidates with job listings based on specific criteria such as skills, experience, location, and preferences, ensuring the best fit between job seekers and employers.

In addition to our core services, we provide value-added services like resume writing, interview coaching, and skills development. These additional services are designed to help candidates improve their job prospects by enhancing their resumes, preparing for interviews, and acquiring new skills.

1.2 Problems, Current Situation

Currently, the recruitment process can be time-consuming, with job seekers struggling to match their skills and experience to the right opportunities. Employers face difficulty in filtering through large pools of applicants and often miss out on ideal candidates due to inefficient matching systems.

Our recruitment process can be enhanced by a more integrated database and an efficient data warehouse (DWH) system that can store, manage, and analyze data from both candidates and employers in real-time.

1.3 The Benefits of Implementing a Database. Project Vision

Implementing a dedicated database system will streamline the recruitment process, automate job matching, and enhance candidate experience by providing them with personalized job recommendations. It will also help employers by providing a fast and reliable way to find the best candidates based on key criteria.

Additionally, having a database to manage candidate profiles, job listings, and application status will allow our team to improve tracking, reporting, and decision-making processes. The implementation of a data warehouse (DWH) will allow for more robust analysis of recruitment trends, candidate success, and overall performance.

* Model Description

2.1 Definitions & Acronyms

* DWH – Data Warehouse
* ETL – Extract, Transform, Load
* Candidate – A job seeker who registers on the platform.
* Company – An entity posting job listings and hiring candidates.
* Recruiter – A person that operates within a specific company on a specific position.
* Job Listing – A job vacancy posted by an employer.
* Application – A record of a candidate applying for a job.
* Interview – A scheduled meeting between a candidate and an employer.
* Placement – A candidate hired for a specific job.
* Service – Additional services availed by candidates, such as resume writing or interview coaching.

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2.2 Logical Scheme

The database will be designed with the following key tables and their relationships:

* Candidate: Stores details of job seekers.
* Job Listing: Stores job postings from companies.
* Company: Stores details of hiring companies.
* Application: Tracks applications submitted by candidates.
* Interview: Tracks interviews scheduled between candidates and employers.
* Placement: Stores placement records for successful candidates.
* Service: Tracks additional services used by candidates (e.g., resume writing, interview coaching).
* Recruiter: Stores information about recruiters managing job postings and candidate applications.
* Payment: Tracks payments made by candidates for premium services.
* Job Alert: Stores job alert subscriptions for candidates.
* Resume: Stores uploaded resumes.

2.3 Objects

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Name | | | | | Field | Field Description | Data Type |  |
|  |  |  |  |  |  |  |  |  |
| Candidate | | | | | candidate id | Unique Identifier for Candidate (PK) | INT |  |
|  |  |  |  |  | name | Candidate’s Name | VARCHAR |  |
|  |  |  |  |  | email | Candidate’s Email Address (Unique) | VARCHAR |  |
|  |  |  |  |  | phone | Candidate’s Phone Number (Unique) | VARCHAR |  |
|  |  |  |  |  | experience | Candidate’s Experience(Unique) | INT |  |
|  |  |  |  |  | location | Candidate’s location(Unique) | VARCHAR |  |
|  |  |  |  |  | resume | Path to Candidate’s Resume File | VARCHAR |  |
|  |  |  |  |  |  |  |  |  |
| Skill | | | | | skill id | Unique Identifier for Skill (PK) | INT |  |
|  |  |  |  |  | skill name | Name of the skill | VARCHAR |  |
|  |  |  |  |  |  |  |  |  |
| Skill |  | Candidate | | | (candidate id, | Unique Identifier for Skill (PK) | INT |  |
|  |  |  |  |  | skill id) |  |  |  |
|  |  |  |  |  | candidate id | identifier for a candidate(FK) | INT |  |
|  |  |  |  |  | skill id | identifier for Skill(FK) | INT |  |
|  |  |  |  |  | skill level | Proficiency level (e.g., Beginner, Inter- | ENUM |  |
|  |  |  |  |  |  | mediate, Expert) |  |  |
|  | | |  |  |  |  |  |  |
| Preference | | |  | Candidate | (candidate id, pref- | Unique Identifier for Skill (PK) | INT |  |
|  |  |
|  |  |  |  |  | erence id) |  |  |  |
|  |  |  |  |  | preference id | identifier for preference(FK) |  |  |
|  |  |  |  |  | candidate id | identifier for a candidate(FK) | INT |  |
|  |  |  |  |  | preference level | The level of satisfaction (e.g., highly | ENUM |  |
|  |  |  |  |  |  | satisfied,satisfied, standard ) |  |  |
|  | | | | |  |  |  |  |
| Preference | | | | | preference id | Unique Identifier for Preference (PK) | INT |  |
|  |  |  |  |  | desired salary | Expected Salary | DECIMAL |  |
|  |  |  |  |  | preferred location | Preferred Job Location | VARCHAR |  |
|  |  |  |  |  | preferred job type | Type of Job (ENUM: ’Part-Time’, | ENUM |  |
|  |  |  |  |  |  | ’Full-Time’, ’Remote’) |  |  |
|  |  |  |  |  | preferred industry | Preferred Industry | VARCHAR |  |
|  |  |  |  |  |  |  |  |  |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Name | | | | | Field | Field Description |  | Data Type | |  |
|  |  |  |  |  |  |  | |  |  |  |
| Skill | | |  | Listing | (skill id, job id) | Unique Identifier for Skill Listing (PK) | |  |  |  |
|  |  |  |  |
|  |  |  |  |  | skill id | identifier for Skill (FK) |  |  |  |  |
|  |  |  |  |  | job id | Identifier for job |  |  |  |  |
|  |  |  |  |  | skill level required | Proficiency level required(e.g., Begin- | | ENUM | |  |
|  |  |  |  |  |  | ner, Intermediate, Expert) | |  |  |  |
|  |  |  | | |  |  | |  |  |  |
| Job |  | Listing | | | job id | Unique Identifier for Job Listing (PK) | | INT | |  |
|  |  |  |  |  | company id | Company ID posting the job (FK) | |  |  |  |
|  |  |  |  |  | recruiter id | Recruiter ID posting the job (FK) | |  |  |  |
|  |  |  |  |  | title | Job Title |  | VARCHAR | |  |
|  |  |  |  |  | description | Job Description |  | TEXT | |  |
|  |  |  |  |  | job location | Job Location |  | VARCHAR | |  |
|  |  |  |  |  | posted date | Date the Job was Posted | | DATE | |  |
|  |  |  |  |  | experience required | Years of experience |  | INT | |  |
|  |  |  |  |  | job type | Type of job(e.g.”Part-time”,”Full- | | ENUM | |  |
|  |  |  |  |  |  | time”, ”Remote”) |  |  |  |  |
|  |  |  |  |  | job status | Job Status (e.g.’Open’, ’Closed’, | | ENUM | |  |
|  |  |  |  |  |  | ’Filled’) |  |  |  |  |
|  | | | | |  |  | |  |  |  |
| Application | | | | | application id | Unique Identifier for Application (PK) | | INT | |  |
|  |  |  |  |  | candidate id | Candidate applying for the job (FK) | |  |  |  |
|  |  |  |  |  | job id | Job applied for (FK) |  |  |  |  |
|  |  |  |  |  | application status | Application Status (e.g. ’Applied’, ’Un- | | ENUM | |  |
|  |  |  |  |  |  | der Review’, ’Rejected’, ’Hired’) | |  |  |  |
|  |  |  |  |  | applied date | Date the Application was submitted | | DATE | |  |
|  | | | | |  |  | |  |  |  |
| Interview | | | | | interview id | Unique Identifier for Interview (PK) | | INT | |  |
|  |  |  |  |  | candidate id | Candidate being interviewed (FK) | |  |  |  |
|  |  |  |  |  | job id | Job associated with interview (FK) | |  |  |  |
|  |  |  |  |  | interview status | Interview Status (e.g. | ’Scheduled’, | ENUM | |  |
|  |  |  |  |  |  | ’Completed’, ’Canceled’) | |  |  |  |
|  |  |  |  |  | interview date | Date and Time of Interview | | TIMESTAMP | |  |
|  |  |  |  |  | feedback | Feedback from the Interviewer | | TEXT | |  |
|  | | | | |  |  | |  |  |  |
| Placement | | | | | placement id | Unique Identifier for Placement (PK) | | INT | |  |
|  |  |  |  |  | candidate id | Candidate placed in the job (FK) | |  |  |  |
|  |  |  |  |  | job id | Job in which candidate was placed (FK) | |  |  |  |
|  |  |  |  |  | company id | Company that hired the candidate | |  |  |  |
|  |  |  |  |  |  | (FK) |  |  |  |  |
|  |  |  |  |  | placement date | Date of Placement |  | DATE | |  |
|  |  |  |  |  | salary | Salary for the job placement | | DECIMAL | |  |
|  | | | | |  |  | |  |  |  |
| Service | | | | | service id | Unique Identifier for Service (PK) | | INT | |  |
|  |  |  |  |  | candidate id | Candidate availing the service (FK) | |  |  |  |
|  |  |  |  |  | service type | Type of Service (e.g. | ’Resume Writ- | ENUM | |  |
|  |  |  |  |  |  | ing’, ’Interview Coaching’, ’Skills De- | |  |  |  |
|  |  |  |  |  |  | velopment’) |  |  |  |  |
|  |  |  |  |  | service status | Service Status (e.g. ’Pending’, ’Com- | | ENUM | |  |
|  |  |  |  |  |  | pleted’) |  |  |  |  |
|  | | | | |  |  | |  |  |  |
| Recruiter | | | | | recruiter id | Unique Identifier for Recruiter (PK) | | INT | |  |
|  |  |  |  |  | company id | Company associated with the recruiter | | INT | |  |
|  |  |  |  |  |  | (FK) |  |  |  |  |
|  |  |  |  |  | recruiter name | Recruiter’s Name |  | VARCHAR | |  |
|  |  |  |  |  | recruiter email | Recruiter’s Email Address (Unique) | | VARCHAR | |  |
|  |  |  |  |  | recruiter phone | Recruiter’s Phone Number (Unique) | | VARCHAR | |  |
|  | | | | |  |  | |  |  |  |
| Payment | | | | | payment id | Unique Identifier for Payment (PK) | | INT | |  |
|  |  |  |  |  | candidate id | Candidate making the payment (FK) | |  |  |  |

4

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Name | | | Field | Field Description | Data Type |
|  |  |  |  |  |  |
|  |  |  | service id | The type of service, the payment was |  |
|  |  |  |  | made to (FK) |  |
|  |  |  | amount | Amount Paid for the service | DECIMAL |
|  |  |  | payment date | Date the payment was made | DATE |
|  |  |  | payment status | Payment Status (e.g. ’Pending’, ’Com- | ENUM |
|  |  |  |  | pleted’) |  |
|  |  |  |  |  |  |
| Job |  | alert | alert id | Unique Identifier for Job Alert (PK) | INT |
|  |  |  | candidate id | Candidate subscribed to the job alert |  |
|  |  |  |  | (FK) |  |
|  |  |  | job category | Job Category for Alert | VARCHAR |
|  |  |  | frequency | Alert Frequency (e.g. ’Daily’, ’Weekly’) | ENUM |
|  |  |  | alert status | Alert Status (e.g. ’Active’, ’Inactive’) | ENUM |
|  | | |  |  |  |
| Company | | | company id | Unique Identifier for company (PK) | INT |
|  |  |  | company name | Name of the company | VARCHAR |
|  |  |  | company industry | The industry the company is in | VARCHAR |
|  |  |  | headquarters | The main offices of the company | VARCHAR |
|  |  |  | contact email | email of the company | VARCHAR |
|  |  |  | contact phone | the phone of the company | VARCHAR |
|  |  |  |  |  |  |

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2.4 Relationships

Table 2: Entity-Relationship Table

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Entity A | Entity B | Type |  | Description | |
|  |  |  | |  |  |
| Candidate | Job Listing | Many-to-Many(via Appli- | | A candidate can apply to multiple jobs and | |
|  |  | cation and via Interview) | | multiple candidates can apply for a job posi- | |
|  |  |  |  | tion | |
| Candidate | Interview | One-to-Many |  | A candidate can have multiple interviews. | |
| Candidate | Skill | Many-to-Many (via Skill | | A candidate can have multiple skills (program- | |
|  |  | Candidate) |  | ming, qualifications, etc.) and a skill can be | |
|  |  |  |  | owned by multiple candidates | |
| Candidate | Preference | Many-to-Many(via Pref- | | A candidate can have multiple job preferences | |
|  |  | erence Candidate) |  | (salary, industry, etc.). and multiple candi- | |
|  |  |  |  | dates can have the same job preference | |
| Candidate | Payment | One-to-Many |  | A candidate can make multiple payments for | |
|  |  |  |  | different services. | |
| Candidate | Service | One-to-Many |  | A candidate can use multiple services. | |
| Candidate | Placement | One-to-one |  | A candidate can be hired(placed) in only one | |
|  |  |  |  | position at a time. | |
| Candidate | Job alert | One-to-Many |  | A candidate can be subscribed to multiple | |
|  |  |  |  | types of job alerts. | |
| Recruiter | Job Listing | One-to-Many |  | A recruiter manages multiple job listings. | |
| Company | Job Listing | One-to-Many |  | A company posts multiple job listings. | |
| Company | Recruiter | One-to-Many |  | A company can have multiple recruiters for | |
|  |  |  |  | different job listings. | |
| Company | Placement | One-to-many |  | A company can have multiple placements for | |
|  |  |  |  | different positions | |
| Job Listing | Placement | One-to-One |  | A job in my definition is filled after a the po- | |
|  |  |  |  | sition is filled by a candidate . | |
| Job Listing | Skill | Many-to-Many | (via | A job listing can require different skills and a | |
|  |  | Skill Listing) |  | skill can be required by different jobs. | |
| Payment | Service | One-to-one |  | A payment is made for a specific service. | |
|  |  |  |  |  |  |

2.5 Example with data

I provided several tables with data, using abbreviations in certain fields and omitting some variables to avoid making the tables too cumbersome. I included only the essential attributes to highlight the relationships between the tables through the foreign keys.

Table 3: Candidate Data

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| candidate |  | id | name | email | phone |
|  |  |  |  |  |  |
| 1 |  |  | John Doe | john.doe@email.com | 555-1234 |
| 2 |  |  | Jane Smith | jane.smith@email.com | 555-5678 |
|  |  |  |  |  |  |

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Table 4: Skill Data

skill id skill name

* Python

2Java

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Table 5: Skill Candidate Data | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | candidate | | | | | | | | | | | | | | |  |  | id | | | |  |  | skill | | | |  | id | | | | |  |  |  | skill | | | |  |  | level | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | | | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | |  | | | | | | | | | | | |  | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | |  |
|  | | | | | | | | | | | | | | | | | 1 | | | | | | | | | | | | | | | | | | | | | 1 | | | | | | | | | | | | Expert | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | |  |
|  | | | | | | | | | | | | | | | | | 2 | | | | | | | | | | | | | | | | | | | | | 2 | | | | | | | | | | | | Intermediate | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | |  |
|  | | | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | |  | | | | | | | | | | | |  | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Table 6: Preference Candidate Data | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  |  |  |  |  |  |  | candidate | | | | | | | | | | | | |  |  | id | | |  | preference | | | | | | | | | | | | | | |  | id | | | | |  | preference | | | | | | | | | |  | level | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | | |  | | | | | | | | | | |  |
|  | | | | | | | | | | | | 1 | | | | | | | | | | | | | | | | | | | 1 | | | | | | | | | | | | | | | | | | | | | Highly Satisfied | | | | | | | | | | | | | | | | | | | | | |  | | | | | | | | | | |  |
|  | | | | | | | | | | | | 2 | | | | | | | | | | | | | | | | | | | 2 | | | | | | | | | | | | | | | | | | | | | Satisfied | | | | | | | | | | | | | | | | | | | | | |  | | | | | | | | | | |  |
|  | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | | |  | | | | | | | | | | |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Table 7: Preference Data | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |  |
| preference | | | |  | id | desired | | | | | | |  |  | salary | | | | | |  |  |  | preferred | | | | | | | | | | | | |  | | location | | | | | | | | | | | |  |  | preferred | | | | | | | |  | job | | | | | |  | | type | | | | |  | preferred | | | | | |  | industry |  |  |
|  |  |  |  | |  |  | |  |  |  |
|  | | | | | |  | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | | |  | | | | | | | |  |  |
| 1 | |  |  |  |  |  |  | 60000.00 | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  | New York | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Full-Time | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  | IT | | | |  |  |
| 2 | |  |  |  |  |  |  | 50000.00 | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  | Los Angeles | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Remote | | | | | | | | |  |  |  |  |  |  |  |  |  |  | Marketing | | | | |  |  |
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|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Table 8: Skill Listing Data | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | skill | | | | | |  |  | | id | | | |  | job | | | |  | id | | | |  |  | skill | | | | | |  | level | | | | |  |  | required | | | | | | | | | |  |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Table 9: Job Listing Data | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  | job id | company id | | | | | |  |  | recruiter id | | | | | | | | | |  | |  |  |  |  |  |  |  |  |  | title | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  | description | | | | | | | | | | | | | | | |  |  |  |  |  | job location | | | | | |  | posted date | | |  |  |
|  | 1 | 1 | | | |  |  |  | 1 | | | | | | |  |  |  |  |  |  |  |  | Software Engineer | | | | | | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  | Develop software | | | | | | | | | | | | | | | |  |  |  |  |  |  | New York | | | | | 2025-03-01 | | | |  |  |
|  | 2 | 2 | | | |  |  |  | 2 | | | | | | |  |  |  |  |  |  | Marketing Manager | | | | | | | | | | | | | | | | | | | | |  | Oversee marketing campaigns | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  | | Los Angeles | | | | | 2025-02-20 | | | |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Table 10: Application Data | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  |  | application | | | | | | | | | | |  | id | | |  |  |  |  |  | candidate | | | | | | | | | | | | | |  | id |  |  |  | job | | | | |  | | id | | application | | | | | | | | | | | | | | | |  | status | | | | |  |  |  |  |  |  |  |  |  |
|  | | | | | | |  | | | | | | | | | | |  |  | | | | |  | | | | | | | | | | | | | | | | |  |  |  | | | | | | | |  | |  | |  | | | | | | | | | | | | | | | |  |  | | | | |  | | | | | | | |  |
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|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Table 11: Interview Data | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  | interview | | | | | | |  | id | | | candidate | | | | | | | | | | | | | |  | id | | | | job | | | | | | |  | | id |  |  |  | interview | | | | | | | | | | | |  | | status | | | | | | |  | |  | interview | | | | | | | |  | date |  |  |  |  |  |  |
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Table 12: Placement Data

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  | placement | | | | |  |  | id | | candidate | | | | | | | | | | |  |  | id | job | | | | |  |  | id | | | |  |  | company | | |  | id | | | | | | | | placement | | | | |  | date | | |  |  |
|  |  |  |  |  |  | |  | |  |  |  |  |  |  |  |  |  |  |  |  | |  | |  |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | |  |  |  |  |
|  | 1 | | | |  | |  | |  | 1 | | | | | | | | |  |  | |  | | 1 | | | | | |  |  |  |  |  |  |  | 1 | | |  |  |  |  |  |  |  |  |  |  | 2025-03-10 | | | | | |  |  |  |  |
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|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Table 13: Service Data | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  | |  |  |  |  |  |  |  |  |  |  | |  | | |  |  |  |  | |  | |  |  |  | |  |  |  |  | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | service | | | | | |  | id | | |  | candidate | | | | | | | | | |  | | id | | | |  |  |  | service | | |  | type | | | | | | |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  | |  | |  | |  |  |  |  |  |  |  |  |  |  | |  | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  | | 2 | | | |  |  |  |  |  |  |  |  |  | 2 | | | | |  |  |  |  |  |  |  |  |  |  |  |  | Interview Coaching | | | | | | | | | | | | | | |  |  | | |  |  | |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | |  | | |  |  |  |  | | | | |  |  | |  | |  |  | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Table 14: Recruiter Data | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  | |  |  |  |  | | |  |  |  | | |  | | |  |  |  |  | | | | |  |  | | |  |  |  | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | recruiter | | | | | | | |  |  | id | | | company | | | | | | | | | | |  | id | | |  | recruiter | | | | | |  |  | name | | | |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  | | | |  | |  |  |  |  |  |  |  |  |  | | |  | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | | | | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  | | | | 1 | | | | |  |  |  |  |  |  | | | 1 | | | | | |  |  |  |  |  |  |  |  |  |  |  | Sarah Johnson | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  | | | | 2 | | | | |  |  |  |  |  |  | | | 2 | | | | | |  |  |  |  |  |  |  |  |  |  |  | Mark Brown | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Table 15: Company Data | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  | | | | | |  |  |  |  | | | |  |  |  | | | | |  |  |  |  | | | | | | | | |  |  |  | | | | | |  | |  |  |  | | |  |  | | |  |  | |  |
|  |  |  |  |  | company | | | | | | |  |  | id | | | | |  | company | | | | | | |  | name | | | | | | | | |  | company | | | | | | |  | | industry | | | | | |  | | |  |  | |  |
|  |  |  |  |  |  |  |  |  |  |  | |  |
|  |  |  |  |  |  | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  | |  |  | | | | | | | | | | |  |  |  |  |  |  | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  | 1 | | | | | |  |  |  |  |  |  |  |  |  |  |  |  | TechCorp | | | | | | | | | | | | | |  |  |  |  |  | IT | | | | | | | |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  | 2 | | | | | |  |  |  |  |  |  |  |  |  |  |  | MarketPros | | | | | | | | | | | | | | |  |  | Marketing | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | | | |  |  | | | | | | | | | | | |  |  | | | | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Table 16: Payment Data | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  |  |  |  |  |  |  |  |  |  |
|  | |  |  |  |  | | | | | |  | |  | | | | |  |  | | | | | |  |  | | | | | | | | | | | | |  | | | | | | | | |  |  | | |  | | | |  |  | |  |
| payment | |  | id |  | candidate | | | | | |  | | id | | | | |  | payment | | | | | |  | amount | | | | | | | | | | | | | payment | | | | | | | | |  | date | | | payment | | | |  | status | |  |
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|  | |  |  |  |  | | | | | |  |  |  |  |  |  |  |  |  | | | | | | | | | | | |  |  |  |  |  |  |  | |  | | | | | | | | | | |  |  |  |  | | | | | |  |
| 1 | |  |  |  | 1 | | | | | |  |  |  |  |  |  |  |  | 200.00 | | | | | | | | | | | |  |  |  |  |  |  |  | | 2025-03-01 | | | | | | | | | | |  |  |  | Completed | | | | | |  |
| 2 | |  |  |  | 2 | | | | | |  |  |  |  |  |  |  |  | 150.00 | | | | | | | | | | | |  |  |  |  |  |  |  | | 2025-03-05 | | | | | | | | | | |  |  |  | Pending | | | | | |  |
|  | | | |  | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | |  | | | | | | | | | | | | |  | | | | | | |  |

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