

# Product Requirements Document (PRD)

**Product Name:** Blakskill (Talent & Job Matching Platform)

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**Date:** 22nd July, 2025

## Product Overview/Vision

Blakskill is a talent and job marketplace that connects verified African professionals with Hiring managers and global companies. The platform allows users to sign up, log in, recover passwords, find available job opportunities, and search for talent. The platform targets both desktop and mobile users.

## User Groups

**Talents** (Any individual looking for job opportunities on the platform.)

- Sign up, build a profile, and search for jobs
- View job details and apply for positions
- Save/bookmark jobs for later
- Log in and reset their password when needed
- Use email/password or social login (e.g., Google or LinkedIn)

**Hiring Mangers** (A company or recruiter seeking talent.)

- Register, log in, and search for talents
- Filter candidates based on experience, location, or skill
- View talent profiles with bios, resumes, and availability
- Contact potential candidates
- Reset passwords and use email/password or social login

## Core Features

### Common Features

- Sign-Up (social login only for talents)
- Log-In (social login only for talents)

- Forgot Password

### **Talent Features**

- Find Job
- View Job Details
- Apply for Job
- Save/Bookmark Job

### **Hiring manager Features**

- Find Talent
- Filter and Sort Candidates
- View Candidate Profiles

## **Feature Requirements**

### **1. User Sign-Up**

#### **User Stories:**

- As a Talent, I want to sign up using email and password or Google/LinkedIn so I can access my dashboard.
- As an Hiring manager, I want to register using email/password only.
- As a new user (Talent/Hiring manager), I want to receive an OTP after sign-up to verify my account.

#### **Requirements:**

- Fields: The sign-up form must include First Name, Last Name, Email Address, Password, and mandatory checkboxes for agreeing to the platform's Terms & Conditions and Privacy Policy.
- Password validation: at least 8 characters, 1 uppercase, 1 lowercase, and 1 number
- Upon successful form submission, the system sends OTP to the user's registered email
- User must enter OTP to verify and complete account activation.
- Email uniqueness check
- Display success message on successful sign-up

- Show error messages for invalid or missing fields
- Support for Google/LinkedIn sign-up (Talent only).

## **2. User Log-In**

### **User Stories:**

- As a Talent, I want to log in using email and password or social login so I can access my dashboard.
- As an Hiring manager, I want to log in securely so I can manage my account, find talent, and post jobs.

### **Requirements:**

- Fields: Email, Password
- Show Password toggle
- Support for login via email/password (all users)
- Social login buttons (Google, LinkedIn) visible only to talents
- Redirect to respective dashboard upon successful login
- Show error messages for wrong credentials or failed login

## **3. Forgot Password**

### **User Stories:**

- As a user, I want to reset my password securely if I forget it.

### **Requirements:**

- Email input form
- System sends reset link to registered email
- Form for entering new password
- Success message on password reset
- Email delivery within 1 minute

## **4. Find Job (*Talent*)**

### **User Stories:**

- As a Talent, I want to search and filter job listings so I can find relevant opportunities.
- As a Talent, I want to like or add jobs to my wishlist for future reference.

### **Requirements:**

- Search bar (job titles, keywords, company)
- Filters (job type, experience level, and employment type,)
- Job cards: title, company, summary, location
- Click to view detailed job page
- Apply button
- Like/Wishlist button instead of "Save" functionality
- Search results under 2 seconds
- Pagination or infinite scroll

## **5. Find Talent (*Hiring Manager*)**

### **User Stories:**

- As an Hiring manager, I want to search for and filter talents so I can hire the right candidates.
- As an Hiring manager, I want to post job listings so that talents can discover and apply to my openings.

### **Requirements:**

- Talent Search:
  - Filters: skills, experience, availability, location
  - Talent profile cards: name, bio, skills, availability
  - Click to view detailed profile
  - Optional: Save or Contact buttons
- Job Posting:
  - Form to create job listings (title, description, category, location, job type, requirements)
  - Job posts should be linked to the Hiring manager's profile
  - Hiring managers can view, edit, or delete their own job listings

## Assumptions & Constraints

- Users must have internet access
- Mobile responsiveness is required
- Email and OAuth services must be integrated and functional (OAuth for talents only)
- Only registered users can access the job/talent search features.

## Dependencies

- Email service (for registration, OTP verification, and password reset)
- Google and LinkedIn OAuth APIs (for talents)
- Database for users, jobs, and candidate profiles
- Backend for authentication and search functionality

## Acceptance Criteria

- Talents can sign up and log in using email/password or social login
- Hiring managers can sign up and log in using email/password only
- Hiring managers can successfully post, view, edit, and delete job listings
- All users can reset passwords successfully
- Talents can search, view, and apply for jobs
- Hiring managers can search and view talent profiles
- All forms show appropriate validation messages
- Social login (for talents) works smoothly
- No critical errors during usage on modern browsers and devices

## Risks & Mitigation

- OTP Expiry Too Fast or Too Long

**Risk:** The code might expire before users can use it or not expire at all.

**Fix:** Make the code last 10 minutes and allow users to resend if needed.

- OTP or Email Not Delivered

**Risk:** Users may not get the code or email.

**Fix:** Use a good email service and try sending again if it fails.

- People Access What They Shouldn't

**Risk:** A Talent might see Hiring manager tools or skip OTP.

**Fix:** Make sure users are shown only what their role allows, and don't let anyone skip the code step.

- Google or LinkedIn Not Working

**Risk:** Talents might not be able to use social login.

**Fix:** Always give them the option to log in with email and password.

- Same Person Creating Many Accounts

**Risk:** A user could sign up many times with the same email using different methods.

**Fix:** Check if the email already exists before creating a new account.

- Hacking or Attacks

**Risk:** Someone might try to break into the system.

**Fix:** Use safe coding, check inputs, and test the app