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Project: KIA MOTORS MÉXICO CAREERS
Client: KMM

Description

Develop a digital platform dedicated for the constant communication with the KIA's end users, with the main goal to help position the company as the best place to work in Mexico and support the hiring process.

Platform

The platform will have 3 different areas:

Public Website
Application Vacancy System
Super Users Administrator System

Public Website

Develop a dynamic public website, to keep the end users updated with information about company and their culture, and the option to display the information in different languages (Spanish, English, Korean).

This website could be embedded into the kia.com main website by an IFRAME or it could live in an external domain (recommended)

Deploy information like:

- Organizational culture
- News
- FAQ´S
- Videos
- Virtual Tours
- Testimonials
- Vacancies
- Live chat Component Integration

Application Vacancy System

The users that want to apply to some vacancy displayed on the public website, could create a new profile into the Application Vacancy System and apply immediately and the option to apply in different languages (Spanish, English, Korean)

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Application Vacancy System

· Register form
· User / Password
· Personal user data form
· Upload files system
  · Photography
  · Documentation
· General dashboard to display the current vacancy user applied status
· Timeline to show the different phases to fulfill
  · Necessary requirements to fulfill each phase
· Test to approve per user depending on the vacancy
  · Certificate generator system for each test accomplished successfully
· Administrator notification through the platform and email

Super Users Administrator System

The superusers/admins will have access to manage each area inside the platform
The system will have the option to display the information in 3 different language (English, Spanish, Korean)
  · The super users could create different types of users for different purposes
  · Upload and edit info in different languages (Spanish, English, Korean)
    · Content Manager Systems form the public website
      · Upload and video management
      ·· News Management
      Upload and Image management
      · FAQ'S Management
      · Testimonials Management
    · Users Manager
      · Give access to different areas
      · Create, update & delete users
      · Create, update & delete admins
    · Vacancies
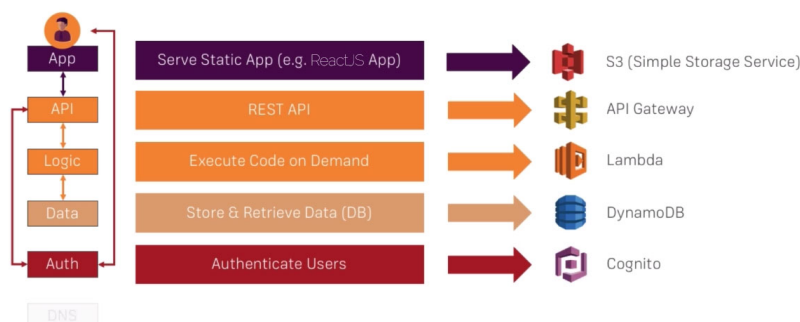   · Create, update & delete vacancy info

Super Users Administrator System

- Profile vacancy editor
- Dynamic phases creator system
    - Assignment of managers for each phase
    - Define the necessary requirements per phase
    - Test creator system for each Vacancy
- Application management system
    - Reception
    - Update
    - Approvement
        - For the vacancy application
        - For vacancy phase
    - Rejected applications
- Notifications via platform or email
- Notifications via WHATSAPP
- Support area
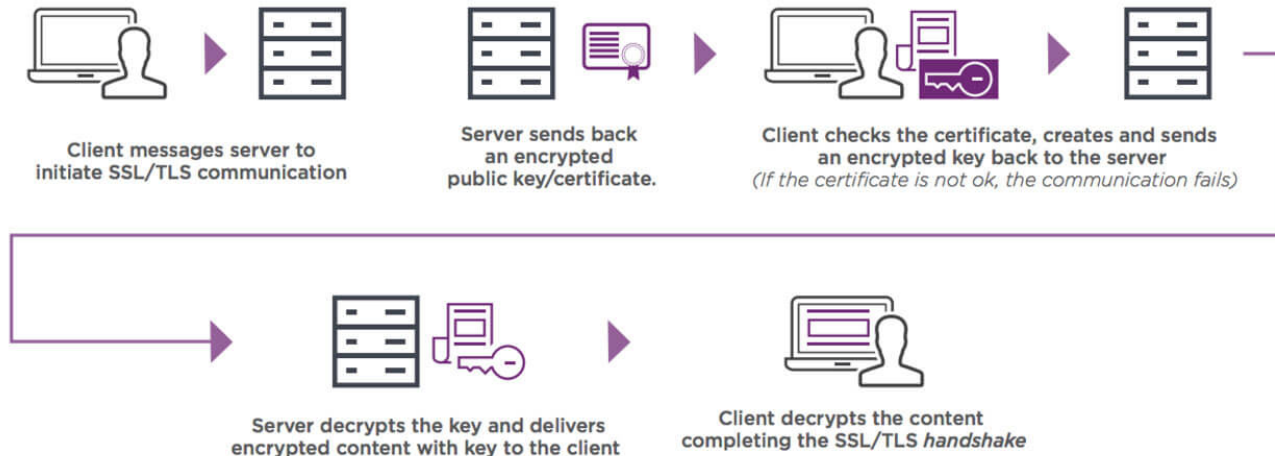   - Section where the admins can help the end users to solve their doubts through tickets system

Technology

Each area will work under an environment developed in AWS (AMAZON WEB SERVICES):

- Administrator y users security logins in **AWS COGNITO**
- Database management in **AWS DYNAMODB**
- Access to services through **AWS APIGATEWAY**
- Developed Microservices in **AWS LAMBDAS**
- Security and user **data encryption through SSL**

App	Serve Static App (e.g. ReactJS App)	S3 (Simple Storage Service)
API	REST API	API Gateway
Logic	Execute Code on Demand	Lambda
Data	Store & Retrieve Data (DB)	DynamoDB
Auth	Authenticate Users	Cognito
DNS		

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Data encryption through SSL

Client messages server to
initiate SSL/TLS communication

Server sends back
an encrypted
public key/certificate.

Client checks the certificate, creates and sends
an encrypted key back to the server
(If the certificate is not ok, the communication fails)

Server decrypts the key and delivers
encrypted content with key to the client

Client decrypts the content
completing the SSL/TLS *handshake*

Platform structure

FRONTEND: **HTML, CSS3, JAVASCRIPT**
　　　　FRAMEWORK **ReactJS**
BACKEND: **NodeJS**
3 Dictionaries to develop
　　　Main System Dictionary
　　　　　Core System interfaces displayed in 3 different
　　　　　languages
　　　Apply System Dictionary
　　　　　Core System interfaces displayed in 3 different
　　　　　languages
　　　　　Dynamic System dictionary, for multiple components
　　　　　created in the main system editor such as Phases,
　　　　　tests, vacancies profiles
　　　Public Website Dictionary
　　　　　Dynamic System dictionary, for multiple information
　　　　　uploaded in the main system editor asu as News,
　　　　　Virtual Tours, Vacancies

　　　Constant DATABASE BACKUP for 30 days

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Estimated work plan

*Activities	February				March			
Frontend Design	S1	S2	S3	S4	S1	S2	S3	S4
Backend / Infrastructure development and implementation	S1	S2	S3	S4	S1	S2	S3	S4
Creation and integration of Web Services and API's	S1	S2	S3	S4	S1	S2	S3	S4
CMS development	S1	S2	S3	S4	S1	S2	S3	S4
Integration with CRM	S1	S2	S3	S4	S1	S2	S3	S4
Final tests and adjustments	S1	S2	S3	S4	S1	S2	S3	S4

Human Resources

We'll need a Development team that will be very strong in Development, Frontend design, Database architect, Service Connection and Artificial Intelligence.

Team experts:
1 Frontend Developer
Characteristics:
Simple, clean and semantic HTML.
Responsive, flexible, adaptable, component driven, object oriented CSS
Modular, concise, well documented JavaScript code.
Someone who knows when it's right (and when it's wrong) to use a library
Command line knowledge and the ability to use a version control system like Git
Uses a build script to optimise their images and CSS, and which concatenates & minifies their JavaScript

1 Backend Developer
Characteristics:
Creating, integrating, and managing databases. Some examples are MySQL, PostgreSQL and MongoDB
Building server-side software using backend frame works like NodeJS

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Human Resources

· Doing cloud computing integration web server technologies
· Implements server-side programming languages, like JavaScript, PHP, and Python
· Development, deployment, and maintenance of content management systems
· Doing API integration and security settings

2 Operators

Characteristics:

· Adaptability and Creative Problem-Solving
· Leadership Skills
· Business Acumen
· Communication Skills
· Analytic Skills

COST

Note: Costs presented are without IVA

Concept	Cost MXN
Core System (Public Website, Apply System, Admin System)	$200,000.00
Dictionaries to Support 3 languages	$40,000.00
WhatsApp Notification System	$10,000.00
Total	$250,000.00

Concept	Anual Cost
Monthly Mantenance	$27,000.00
36 hours of development per month	
Total Montly Cost	$27,000.00
Total Cost for 1 year	$324,000.00
Total cost of the project (development and 1 year maintenance)	$574,000.00

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IMPORTANT NOTES

· Any development that is external to the delivered system or exceeds 36hrs a month, will have to be quoted separately.
· It is considered multiple connections to other systems.
· No other development is included that is not within what is described above.
· It does not include new developments or improvements to the platform that are outside of the 36 hours of monthly development, if any new component is required, it will be priced separately.
· Does not include connections to other systems, if any connection is required, it will be priced separately.
· The development time will begin to count from the approval of the quote.
· The time described only covers business days.
· Maintenance is understood as the constant review and necessary adjustments that ensure the correct operation of the platform.
· The platform will live in the INNOCEAN infrastructure until the end of the project; If the client requires maintenance services, the system continues to live in this same infrastructure, otherwise it is implemented in an account created specifically for the system's own use, releasing INNOCEAN from any responsibility.
· The source code is the intellectual property of INNOCEAN, a copy is provided for the exclusive and sole use of the requested project.
· This quote does not include generation or updating of content (VIDEOS, ARTS, TEXTS, VIRTUAL TOURS or other content that requires preparation by third parties).
· Supports the mentioned languages: Spanish , English and Corean.