

Volere

Requirements Specification

For

Internship Application Helper

Volere Template by James Robertson & Suzanne Robertson principals of the Atlantic Systems Guild

The Volere Requirements Specification Template is intended for use as a basis for your requirements specifications. The template provides sections for each of the requirements types appropriate to today's software systems. You may download the template from the Volere site and adapt it to your requirements gathering process and requirements tool. The template can be used with Requisite, DOORS, Caliber RM, IRqA and other popular tools see <http://www.volere.co.uk/tools.htm>

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The Volere Requirements Knowledge Model (included with the download of Version 16 of this template) shows the formal structure and cross-references between the components in the above table of contents.

1. The Purpose of the Project

1a. The User Business or Background of the Project Effort

Students do not have a universal place to find any kind of internship. They usually search for internship programs online on multiple platforms or attend job fairs. Then, the companies use their own platforms to finish the process, which makes communication difficult.

The current procedure for obtaining an internship is unorganized and highly tedious. Many students who don't have experience in finding internships lack the knowledge of the process because they are poorly informed.

1b. Goals of the Project

The project proposes a more simple and compact platform that will support all the interaction between the students and future employers.

The most important improvements are the following:

- The search will be limited to one single online platform
- The whole process will take place on the same platform
- The communication between the parties will be supported by the platform
- The platform will support all features necessary for searching, posting, updating, and deleting a job offer

2. The Stakeholders

2a. Students

The students are the main beneficiaries of our product. Nowadays, the process of applying for an internship is not so intuitive and it needs a considerable amount of time for research.

- They are the clients of the product.
- They do not need to know the technical parts of the system.
- They are directly involved in the system

2b. Companies

Companies are also struggling with the long process of finding potential candidates for an open internship position.

- They are customers as well as clients.
- They do not need to know the technical parts of the system.
- They are directly involved in the system.

2c. Other Stakeholders

- Students (2a)
- Companies (2b)
- People involved in recruiting that are not representing a single company
- Anonymous users as any visitor of the website having any interest
- Designers and developers with the necessary knowledge to design features that match the client's needs
- Testers to check that requirements are correct and met by the software
- System/software engineers with a technical background in order to develop the product

3. Mandated Constraints

There are many constraints for the system we are currently attempting to design. Most of these constraints will probably be social and budgetary as opposed to technical constraints. Although we assume that these constraints will occur, we currently have no direct knowledge of them. The system will run on technology that has already been created, tested, and is being widely used in many systems and industries. There would be no need to invent new technology for this system. The system can be purchased as an out-of-the-box system, a turnkey system with modifications, or a complete in house custom creation.

3a. Solution Constraints

We are not aware of any constraints.

3b. Partner or Collaborative Applications

The system shall integrate with popular registration systems like Facebook and Google. Furthermore, recruiting specialists should be able to use their own business emails to communicate with possible recruits.

4. Naming Conventions and Definitions

4a. Definitions of All Terms, Including Acronyms, Used by Stakeholders Involved in the Project

Anonymous user - a person who accesses the main page of the platform without having an actual account

Application - the transmission of the required data made by a student to a specific company in order to manifest interest in gaining a position as an intern in that company

Company representative - a person currently working for a company

Confirmation email - an email that would confirm to the student that a system action has been taken (e.g. a change of courses has officially taken place).

Intern - recently hired a student who receives mentorship from the employing company

Lost/Forgotten password - in case the user no longer has access to her/his AUP password.

Registration - enrollment of a person on the platform

Student - a person currently enrolled in the undergraduate or graduate program of the University.

5. Relevant Facts and Assumptions

5a. Relevant Facts

- About 10.000 students
- About 50 companies

5b. Assumptions

- We assume that the users have Internet access whenever they want to use the product.
- Students do not have the choice to register in person
- Companies can also create online accounts and post announcements right away

6. The Scope of the Work

6a. The Current Situation

The current procedure for obtaining an internship is unorganized and highly tedious. Many students who don't have experience in finding internships lack the knowledge of the process because they are poorly informed.

6b. The Context of the Work

The platform doesn't require any important dependencies, other than the ability to register with emails from different domains. The system is though required to keep the posted announcements as well as documents from student's applications in a database. As far as human resources are concerned, the website should be able to function without any external/human service.

6c. Work Partitioning

Business Event List

Event Name	Input and Output	Summary
1. Student registers	Personal data (name, email, password ...) (IN)	Create a new student account
2. HR registers	Company data (name, email, password ...) (IN)	Create a new HR account
3. Company posts a new job	Job description (IN)	Create a new job post for the given company that can be seen by anyone browsing the website
4. Student applies for a job position	Application (CV, portfolio...) (IN)	Student sends an application with the requested documents and the company receives a message with all the needed information
5. HR reviews application	Student application (IN) Application status changes and notification (OUT)	HR reviews attached documents and updates the status of the application. Student receives a message with the new status.
6. Student receives confirmation	Company response (IN) Student confirmation message (OUT)	Student receives a message with the new “confirmed by the company” status and is required to also confirm that he accepts the job.
7. Student cancels application	Student cancel action (IN) Company confirmation message (OUT)	Student cancels an application. HR representative receives a notification and the application is archived.
8. HR selects time frame for a meeting with student	Selected calendar time frame (IN) Request sent to student (OUT)	Given a student application, select from a calendar displayed on the same page a time frame for a future meeting. Student receives a message with the request from
9. Student filters jobs by domain	Domain (IN) Query results (OUT)	Student filters the job posts by one or multiple keywords.

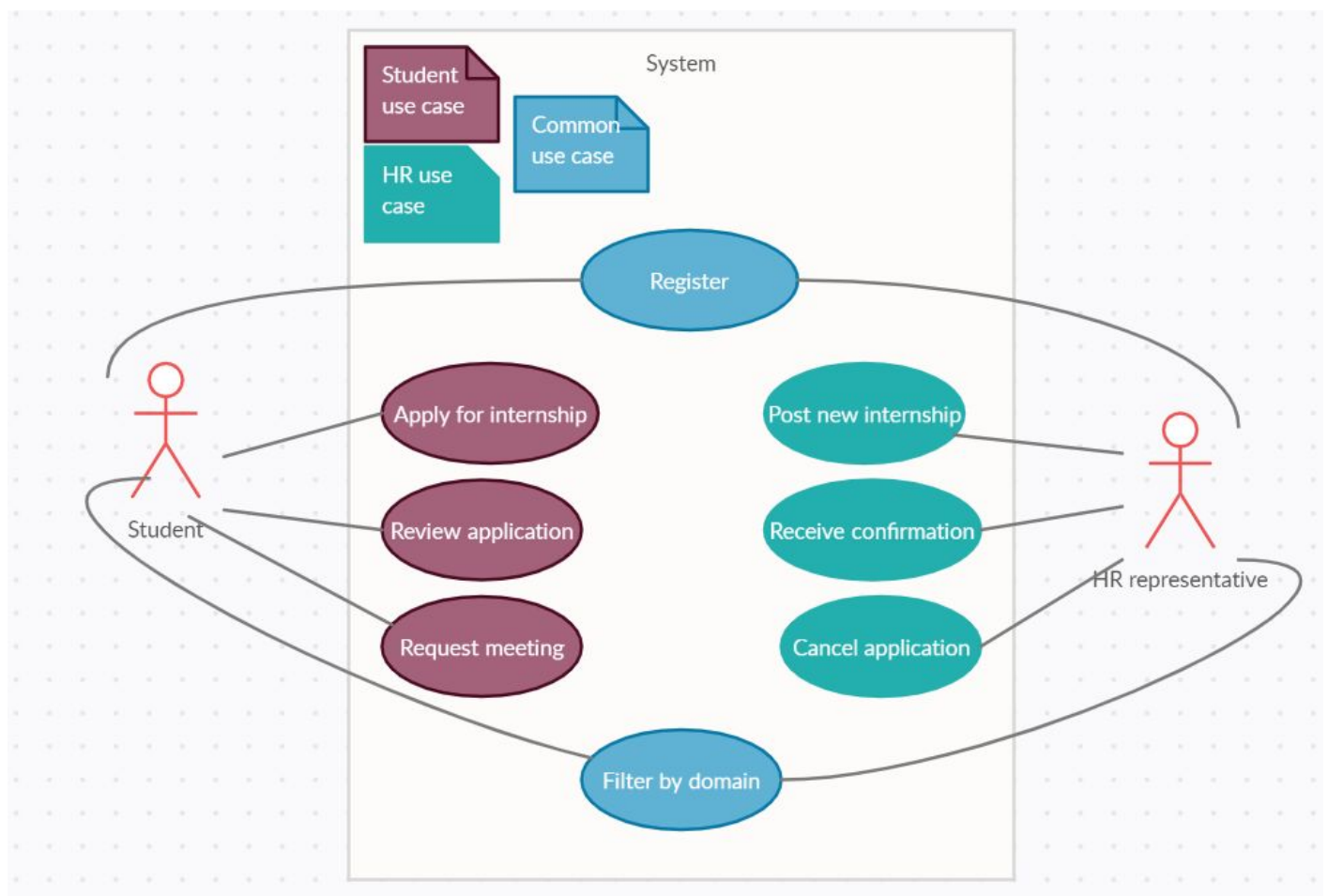
10. HR filters students by domain

Domain (IN)
Query results (OUT)

HR filters the list of possible candidates by one or multiple keywords.

7. The Scope of the Product

7a. Product Boundary



7b. Product Use Case Table

Summary Table

PUC No	PUC Name	Actor/s	Input & Output
1	Student registers	Student	Personal data (name, email, password ...) (IN)
2	HR registers	Human Resources Representant	Company data (name, email, password ...) (IN)
3	The company posts a new job	Human Resources Representant	Job description (IN)
4	The student applies for a new position	Student	Application (CV, portfolio...) (IN)
5	HR reviews application	Human Resources Representant	Student application (IN) Application status changes and notification (OUT)
6	Student receives confirmation	Student	Company response (IN) Student confirmation message (OUT)
7	Student cancels application	Student	Student cancel action (IN) Company confirmation message (OUT)

8	HR selects a time frame for a meeting with the student	Human Resources Representant	Selected calendar time frame (IN) Request sent to the student (OUT)
9	Student filters job by domain	Student	Domain (IN) Query results (OUT)
10	HR filters job by domain	Human Resources Representant	Domain (IN) Query results (OUT)

8. Functional Requirements

8a. Functional Requirements

Requirement #	1 F
Description	The system should be able to register an account for a student
Rationale	The student must create an account in order to apply for an internship position
Originator	Student
Fit Criterion:	Valid email
Customer Satisfaction:	3
Customer Dissatisfaction:	4
Priority:	1
Supporting materials:	Framework documentation
Conflict:	None

Requirement #	2 F
Description	The system should allow the student to set the

	privacy for the info provided in the account; some data might be public, some could only be visible to recruiters, etc.
Rationale	GDPR
Originator	Student
Fit Criterion:	To have a created account
Customer Satisfaction:	3
Customer Dissatisfaction:	4
Priority:	3
Supporting materials:	None
Conflict:	None

Requirement #	3 F
Description	The system should allow students to recommend skills for other public accounts
Rationale	Recommend/support community
Originator	Student
Fit Criterion:	To have a created account
Customer Satisfaction:	3
Customer Dissatisfaction:	3
Priority:	4
Supporting materials:	None
Conflict:	None

Requirement #	4 F
Description	The system should allow the student to upload any kind of data relevant to his/her application (portfolio, photo, video)
Rationale	A wider range of methods that will make the applicant noticed
Originator	Student
Fit Criterion:	To have a created account

Customer Satisfaction:	2
Customer Dissatisfaction:	4
Priority:	3
Supporting materials:	None
Conflict:	None

Requirement #	5 F
Description	The system should allow students to apply to listed internships without creating an account using an uploaded CV; the communication should be further accomplished via email
Rationale	Ease the process of applying for an internship position
Originator	Student
Fit Criterion:	Have a valid email
Customer Satisfaction:	2
Customer Dissatisfaction:	4
Priority:	2
Supporting materials:	None
Conflict:	None

Requirement #	6 F
Description	The platform should show a list of all available internships
Rationale	Ease the process of applying for an internship position
Originator	Student
Fit Criterion:	Browse the website
Customer Satisfaction:	1
Customer Dissatisfaction:	5
Priority:	1
Supporting materials:	None

Conflict:	None
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Requirement #	7 F
Description	The platform should allow the user to choose to filter/sort the results by: - Domain of interest - Keyword-based filtering - Profile-matched - Geographical location
Rationale	Ease the process of applying for an internship position
Originator	Student
Fit Criterion:	Browse the website
Customer Satisfaction:	1
Customer Dissatisfaction:	4
Priority:	1
Supporting materials:	None
Conflict:	None

Requirement #	8 F
Description	The system should provide accounts/pages for companies that have announcements on the platform that can help students gather any needed information
Rationale	Ease the process of applying for an internship position
Originator	Student
Fit Criterion:	Browse the website
Customer Satisfaction:	1
Customer Dissatisfaction:	5
Priority:	1
Supporting materials:	None
Conflict:	None

Requirement #	9 F
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Description	The system should allow auto-completion of the profile based on an uploaded CV
Rationale	Ease the process of applying for an internship position
Originator	Student
Fit Criterion:	Apply for a job/internship
Customer Satisfaction:	1
Customer Dissatisfaction:	3
Priority:	2
Supporting materials:	None
Conflict:	None

Requirement #	10 F
Description	The system should allow students to withdraw/cancel their applications using the same status that can be updated by the company/recruiter
Rationale	Better communication between the two parties
Originator	Student
Fit Criterion:	Have an account and an open application
Customer Satisfaction:	2
Customer Dissatisfaction:	4
Priority:	3
Supporting materials:	None
Conflict:	None

Requirement #	11 F
Description	The system should give students a guide on how to create/compose their CV
Rationale	To help the student give the relevant points to the recruiter and at the same time understand what the market is looking for
Originator	Student

Fit Criterion:	To apply for a job/internship
Customer Satisfaction:	2
Customer Dissatisfaction:	4
Priority:	3
Supporting materials:	None
Conflict:	None

Requirement #	12 F
Description	The system should allow recruiters to obtain a list of students matching certain criteria
Rationale	Ease the process of finding suitable candidates for a specific position
Originator	Recruiter
Fit Criterion:	Have a recruiter/company account and an open job announcement
Customer Satisfaction:	1
Customer Dissatisfaction:	5
Priority:	1
Supporting materials:	None
Conflict:	None

Requirement #	13 F
Description	The system should allow the creation of both company and recruiter profiles; each should be able to create announcements.
Rationale	There are recruiters who don't represent a single company
Originator	Recruiter
Fit Criterion:	Have an email
Customer Satisfaction:	2
Customer Dissatisfaction:	3

Priority:	3
Supporting materials:	None
Conflict:	None

Requirement #	14 F
Description	The system should allow the creation of announcements having a domain of interest
Rationale	Easily filtering range
Originator	Recruiter
Fit Criterion:	Have a recruiter/company account
Customer Satisfaction:	2
Customer Dissatisfaction:	4
Priority:	2
Supporting materials:	None
Conflict:	None

Requirement #	15 F
Description	The system should allow companies and recruiters to set the privacy of an announcement with respect to other companies
Rationale	GDPR
Originator	Recruiter
Fit Criterion:	Have a recruiter/company account and an open job application
Customer Satisfaction:	3
Customer Dissatisfaction:	4
Priority:	3
Supporting materials:	None
Conflict:	None

Requirement #	16 F
Description	The system should allow companies/recruiters to easily send a message to multiple students
Rationale	Ease the process of communication
Originator	Recruiter
Fit Criterion:	Have a recruiter/company account
Customer Satisfaction:	3
Customer Dissatisfaction:	3
Priority:	2
Supporting materials:	None
Conflict:	None

Requirement #	17 F
Description	The system should allow recruiters to export applicant's profiles as Pdf/Excel following the same schema/template
Rationale	Have a better view over the candidate's application
Originator	Recruiter
Fit Criterion:	Have a recruiter/company account and candidates to a job application administered by the current account
Customer Satisfaction:	3
Customer Dissatisfaction:	3
Priority:	3
Supporting materials:	None
Conflict:	None

Requirement #	18 F
Description	The system should allow recruiters to apply filters on the list of all students or the list of students that already applied to an announcement

Rationale	Ease the process of finding a suitable candidate for a specific job position
Originator	Recruiter
Fit Criterion:	Have a recruiter/company account and candidates to a job application administered by the current account
Customer Satisfaction:	2
Customer Dissatisfaction:	4
Priority:	2
Supporting materials:	None
Conflict:	None

Requirement #	19 NF
Description	Design and UX should be simple and intuitive; new customers should not get lost while searching for the relevant info. The website helps new visitors by providing a tour through the main functionalities
Rationale	Ease the process of using the platform
Originator	Recruiter, Student
Fit Criterion:	None
Customer Satisfaction:	1
Customer Dissatisfaction:	5
Priority:	1
Supporting materials:	None
Conflict:	None

Requirement #	20 F
Description	The system should allow recruiters and students to communicate with each other in order to keep in touch during the recruitment process
Rationale	Maintain a strong relationship between the two parties

Originator	Recruiter, Student
Fit Criterion:	Have any type of account
Customer Satisfaction:	1
Customer Dissatisfaction:	5
Priority:	1
Supporting materials:	None
Conflict:	None

Requirement #	21 F
Description	The system should allow the student to keep track of the application's status (pending, viewed, processed, etc)
Rationale	Have a better view over the status of the application
Originator	Recruiter, Student
Fit Criterion:	Have a student account and an open application
Customer Satisfaction:	1
Customer Dissatisfaction:	5
Priority:	1
Supporting materials:	None
Conflict:	None

Requirement #	22 F
Description	The system should allow students to have a calendar with all upcoming meetings/interviews/tests. Moreover, the student should be able to block certain timeframes. When a company books a meeting with a student, they should be able to easily see when the student is available
Rationale	Easde communication and spare time
Originator	Recruiter, Student
Fit Criterion:	Have a student account as well as as an open

	application
Customer Satisfaction:	1
Customer Dissatisfaction:	4
Priority:	2
Supporting materials:	None
Conflict:	None

9. Look and Feel Requirements

9a. Appearance Requirements

The logo and the current basic design of the registration system should be displayed. The display screen should have a maximum of three areas of interest. The design should be composed of one primary colour and two or three complementary colours to match the main one. The design should also reflect the seriousness of the environment by avoiding fonts like Comic Sans and using something similar to Times New Roman.

9b. Style Requirements

The overall style should be built up easily in order to provide a user-friendly experience. After accessing the system, the users should feel comfortable while looking at it and browsing through it. The design should maintain a certain balance of the used colours so that it appears pleasant for the eye.

10. Usability and Humanity Requirements

10a. Ease of Use Requirements

The system should be simple and intuitive in order to provide a user-friendly experience. New customers should not get lost while searching for relevant information. The system will use a tool that provides insights into how the user interacts with the web application. This should report any time a new user scrolls for longer than 10 minutes without applying any filter on the list of job announcements. Moreover, a user should not navigate to more than 5 different sections of the website in less than a minute. The system will have easy access to the help center whenever the user needs any kind of assistance and will provide a tour through the main functionalities.

10b. Personalization and Internationalization Requirements

The registration system will be presented as a part of the website, which is only offered in English and Romanian. Perhaps, only the guest tour, that will be available to all the visitors, should be offered also in French and German.

10c. Learning Requirements

Our goal is to create a self-explanatory system that does not ideally need any tutorial section. The UX should be intuitive such that any new user is able to easily discover the features of the platform and get his job done. If a tutorial is used, then the number of times it is used must be less than 3.

10d. Understandability and Politeness Requirements

The system will not use any term that is not specified in the AUP catalog. The whole dictionary utilized by the system is supposed to be at least familiar if not completely acknowledged by the user, meaning that all the terms used will be a part of the main lexical background of the specific language. However, all the vocabulary and metaphors might be further explained in the “tutorial” section.

10e. Accessibility Requirements

The system should also consider people with common disabilities and should make possible access to the registration system. For example, since approximately 20% of males are red-green colorblind, the system should be designed in different colors avoiding red and green. Also, all the buttons that need to be clicked should be big enough to be clearly distinguished also by people who have sight issues.

11. Performance Requirements

11a. Speed and Latency Requirements

The system should load the first page in less than 5 seconds given an internet client speed of 70Mbps. Scrolling through jobs should not make the user wait for new jobs to be loaded for more than 5 seconds. Uploading files to a job application should not take longer than 10 seconds for any type of file.

11b. Reliability and Availability Requirements

The product should be available to all users 24/7. For infrastructure updates or any other issues the application should only be down between 2AM and 8AM for at most 6 hours per month.

11c. Robustness or Fault-Tolerance Requirements

When the system is disconnected or frozen due to over access at the same time, it should save all the processes the users have made up to the point of abnormal happenings. When the users log in with the same id, all their information should be provided.

11d. Capacity Requirements

The system should be able to manage all the information incoming from the HR representatives and the students.

12. Operational and Environmental Requirements

12a. Expected Physical Environment

The product is Web based therefore it will be used in any environment that allows Web access.

12b. Release Requirements

The product should be firstly released with the requirements on both sides of the system. It should have implemented the top 15 requirements (ranked by their values) so that the users can get through the full experience of the product.

13. Maintainability and Support Requirements

13a. Maintenance Requirements

To ensure the functionality for the maximum period of time, the product must be updated at least every 2 months. Also, the system should timely integrate modifications suggested by stakeholders.

13b. Supportability Requirements

The system should be entirely self-supporting, since HR representatives post and archive internship announcements and the students apply and cancel an application.

13c. Adaptability Requirements

The Web interface should be compatible with standards in order to be usable via all major Web browsers in a wide variety of environments. It should be responsive on phone screens having pixel sizes greater than 640 x 1136 and all functionalities should be available.

14. Security Requirements

14a. Access Requirements

Everyone with an internet connection and a device that supports Web browsing is able to visit the website. Some features might only be available with people who accept to use their email addresses, while other features might only be available for registered accounts.

14b. Integrity Requirements

Data integrity should be assured by limiting access to the database and by appropriate synchronization, and back-up functionalities.

14c. Privacy Requirements

The system needs to provide a level of protection, meaning that by any means it should not expose any personal data (including CVs, reports or personal works) that users enter in the process of applying to a job/internship. Some privacy requirements are also met by the ability given to student accounts to set the visibility of certain data on the website.

14d. Immunity Requirements

The system will develop a security system that will reduce to the minimum the possibility of corruption from systems and/or humans.

15. Cultural and Political Requirements

15a. Cultural Requirements

The system should use as little icons and cultural interpretation of figures as possible. Cluj-Napoca has a multicultural community, therefore, the system can not give for granted nor use cultural knowledge such as iconography or symbols that are not internationally recognized, or some of the clients of the system might have some difficulties when using it.

15b. Political Requirements

There are no political involvements in this system design.

16. Open Issues

- To check the validity of job announcements
- To create a proxy while creating company/recruiter account without the explicit intervention of the human factor
- Close overdue applications

17. Tasks

17a. Project Planning

No implementation plan has been made to date

18. Risks

The risks that might arise in the implementation of such a system are only a few, but we can recognize a couple of them:

- Inaccurate cost estimating
- Silver bullet syndrome
- Low quality

19. Costs

Our concern about the system does not deal with its costs.