

## Requirements elicitation phase

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The Requirements elicitation techniques used are interviews, questionnaires, brainstorming, card sorting, and prototype.

The interviews were semi-structured, organized based on a set of questions that we discussed in advance, and continuously developed new ideas brought by the interviewer. We also created 2 google forms questionnaires for our 2 main use cases: recruiters (4 responses) and students (9 responses). During the interviews that we held, we also brainstormed other possible solutions to the problems brought by the stakeholders. In order to implement card sorting, we elaborated a list of features and we asked the stakeholders to order them by their priorities. We took the top voted features as guides for our main application requirements. Also during the interviews, we used a prototype to gather relevant feedback from a design and user experience point of view.

The stakeholders we interacted with are:

- Ștefana, architecture student, non-technical background
- Alexandra, kinesiotherapy student, non-technical background
- Alexandru, computer science student, technical background
- Andrada, Law student, non-technical background
- Andreea, Finances student, non-technical background
- Iulia, Chemistry Engineering student, non-technical background
- Sabina, Journalism student, non-technical background
- Ana, Psychology student, non-technical background
- Mara, Letters student, non-technical background
  
- Oana, HR specialist in the IT domain, technical background
- Julia, Dentistry Clinic, non-technical background, Recruiter Specialist
- Florin, Team Lead in IT domain, technical background

- Nicoleta, Talent Acquisition Partner, non-technical background

The gathered requirements we elicited from the students are:

- The system should be able to register an account for a student
- 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.
- The system should allow students to recommend skills for other public accounts
- The system should allow the student to upload any kind of data relevant to his/her application (portfolio, photo, video)
- 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
- The platform should show a list of all available internships (77% rated this feature as 5/5)
- The platform should allow the user to choose to filter/sort the results by:
  - Domain of interest
  - Keyword-based filtering
  - Profile-matched
  - Geographical location
- The system should provide accounts/pages for companies that have announcements on the platform that can help students gather any needed information
- The system should allow auto-completion of the profile based on an uploaded CV
- The system should allow students to withdraw/cancel their applications using the same status that can be updated by the company/recruiter
- The system should give students a guide on how to create/compose their CV

The gathered requirements we elicited from the recruiters are:

- The system should allow recruiters to obtain a list of students matching certain criteria
- The system should allow the creation of both company and recruiter profiles; each should be able to create announcements.
- The system should allow the creation of announcements having a domain of interest

- The system should allow companies and recruiters to set the privacy of an announcement with respect to other companies
- The system should allow companies/recruiters to easily send a message to multiple students
- The system should allow recruiters to export applicant's profiles as Pdf/Excel following the same schema/template (100% considered this helpful)
- 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

The common gathered requirements we elicited are:

- 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
- The system should allow recruiters and students to communicate with each other in order to keep in touch during the recruitment process
- The system should allow the student to keep track of the application's status (pending, viewed, processed, etc)
- 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