



Software Requirements Specification

V1.0

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DISCLAIMER

Information on the website Métier is as diligent as possible in compiling and updating the information on its website. However, Métier does not guarantee the correctness and completeness of the information provided on its application. Equally, Métier does not guarantee that this information is up to date. By using a link to a third party's website you leave the application website of Métier. Métier has not verified the websites of third parties linked to the application website of Métier and does not assume any responsibility for their content – particularly not for any offers, information and opinions contained therein.

Version

| Date | Change owner | Modified part | Version No | Comments |
|----------|--------------|---|------------|---|
| Oct 15th | AS | Chapter 2: Sections 2.1-2.3 | V1.0 | Content updated for Potential Candidate, Employer Seeking, Candidates, User Characteristics |
| Oct 15th | IB | Sections 2.4 | V1.0 | Content updated for employer and candidate use cases |
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| Oct 18th | AS | Section 3.3 & 3.4 | V1.0 | Content Updated |

1. Introduction

1.1 Purpose

This Software Requirements Specification (SRS) document states all of the requirements for building the Métier platform and provides a detailed description of its use. This will explain the purpose and features such as user interface and database updating. The goal of this SRS is to display documentation practices widely used in the industry. It is intended for software engineering students and faculty at City College of San Francisco.

1.2 Product Scope

Métier is a platform that connects Data Scientists, Engineers, Designers and Product Managers for job opportunities. The application should be access-free on a browser-based platform and free to download from either a mobile phone application marketplace or similar services.

Recruiters can now enjoy better exposure to the right people within the Métier network. Our innovative technology and expertise utilizes powerful tools in order to find the best quality candidates so recruiting does not longer have to be cost and time intensive.

Professional Applicants can experience a more transparent hiring process that is mainly emphasized and controlled by talent. Recent graduates or professional overwhelmed with job opportunities can now experience a less painful hiring process.

The software needs both Internet and GPS connection to fetch and display results. All system is maintained in a database, which is stored in a web-server. By using the GPS, users can view desired opportunities available within their current location. The application also has the capability of representing both summary and detailed information about the job offerings.

1.3 References

[1] IEEE Software Engineering Standards Committee, "IEEE STD 830-1998, IEEE Recommended Practice for Software Requirements Specifications", October 20, 1998.

1.4 Overview

The remainder of this document includes two main sections. The first one titled "Uses Case" establishes the motive behind the development of this project. The second one titled "Screen by Screen Specification" states precise detailed requirements for the software engineering student to understand and implement during all phases of this project.

2. Use Cases

2.1 Employer Seeking Job Candidate

2.1.1 Marsha

Marsha is a hiring manager at a small but fast-growing tech company, ABC Widgets. She publishes new opportunities on the company's website nearly every day, but she senses that the "right" people aren't seeing them. The company is not as well-known as tech behemoths like Google and Facebook, so potential job candidates may not ever hear of opportunities with ABC. Marsha seeks a more direct way to alert potential job candidates of opportunities with ABC Widgets.

Métier provides Marsha a platform to directly alert potential job candidates of open positions with ABC, which those candidates may have never heard about otherwise.

2.1.2 Thomas

Thomas is a Human Resources executive with a Large Tech Behemoth (LTB). As part of LTB's data-driven culture, Thomas' team has undertaken some internal research showing that currently-employed software engineers are much more likely to apply for positions at a different company if they are proactively alerted to the availability of the position. The traditional, more passive recruitment process -- which depends on candidates seeking out available jobs -- is far less effective. Currently-employed job candidates may not even realize they want a new job, unless they are actively made aware of it.

Métier provides Thomas and his HR department an edge in the recruitment process, by allowing him to reach potential skilled candidates who weren't actively seeking jobs, due to being currently employed.

2.2 Worker Seeking New Job

2.2.1 Felicity

Felicity is a Senior Software Engineer at Large Tech Behemoth (LTB). She is reasonably happy with her job, but at the back of her mind she occasionally wonders about what opportunities might be out there. She is not sufficiently motivated to move that she would undertake an active job search; however, if something came up and "fell into her lap," she might be interested in pursuing it.

Métier provides Felicity a convenient way to "passively" seek potential opportunities. She doesn't have to waste any time combing through job listings and sending resumes -- she simply receives an alert on her smartphone.

2.2.2 Kurt

Kurt was recently laid off from his job as a QA Tester at XYZ Widgets - a fledgling e-commerce company whose VC funding dried up. Kurt now has a lot of time on his hands, and wants to get back working full-time as soon as possible. In this fast-moving industry, it's essential to act on new job postings immediately.

Métier provides Kurt near-real-time notifications of new job listings, allowing him to connect with potential employers quickly and efficiently, thus minimizing his time out of work.

3. Screen By Screen Specification

This section contains all of the functional and quality requirements of the system. It gives a detailed description of the system and all its features.

3.1 Homepage

Design note: Essential elements to consider when designing the homepage is a clear navigation bar that will illustrate the information needed to verify and pair employer to candidate. In order for users to have a clear understanding of the application keep only 100-350 words displayed on Homepage. *Knowing that we have other pages we can elaborate on.* Another element relating to visual appeal is users should never need to scroll left and right to access information to achieve these goals we'll need to commission JavaScript/html front end engineers and graphic designers.

3.1.1 Icon

Reinforcing size limits to all visuals on Homepage including Icon (logo) which will be a Brightly colored orange 3D gear that will be commissioned by the graphics team. The file size should not be so large that loading time will take 4-8 seconds.

3.1.2 Branding

The logo should never be altered in any way that has not been approved by the design team. Logo must be placed in content that is indistinguishable to the design layout.

Tagline - *"Connecting employers and job-seekers -- in real-time."* will be used on the Homepage when loading content and rendering of animated 3D gear can be used as the loading symbol.

3.1.3 Login Button

Login button will be displayed on the Homepage and button option for new user to register will be display on Homepage.

- Click **Register** to become a new member → “I Am A...”
 - Click **Employer** → opens registration form for employers / hiring managers
 - Click **Job Seeker** → opens registration form for job seekers
- Click **Login Button** → opens in-page fields for entering email & password.

3.2 Document Upload

Guidelines for uploaded documentation preferred format is **PDF**. ZIP, RAR or other compressed files cannot be viewed. Submitted documents that are not meeting standards will not be accepted. Scanned documents must be clear and legible. They must appear 'right-side up' when in standard document view. Documents consisting of several pages must be scanned together into one document.

“Please upload your resume and/or cover letter. Our Resume Parsing algorithms will automatically make your anonymized data available for job advertisements targeting skillsets and educational backgrounds similar to yours.”

<HTML5 File Upload element>

[If user has previously uploaded documents]

View Uploaded Documents

Clear Uploaded Documents



3.3 User Log-in & Registration Forms

Registration flow acts as the point of entry into the platform. The goal is to provide a very comfortable and consistent environment where forms allow users to signup and login without ever leaving the main site by utilizing Single Sign-On (SSO) properties. Both forms will be fully equipped with error checking messages that alert users of problems with their data input in the required fields or login attempts.

3.3.1 Required Form Data Inputs - Employer

- Email / Username
- Password
- Company Name
- Company Short Description
- Employer Identification Number (EIN)
- Account Administrator details
- Administrator's Full Name
- Administrator's Phone Number

3.3.2 Required Form Data Inputs - Candidate

- First Name
- Middle Name

- Last Name
- Email / Username
- Password
- Confirm password
- Cellphone Number
- Mailing address
- Social Security Number (SSN)
- Driver License or Identification Number
- Resume document upload

3.4 Dashboard Interface

The user interface organizes and presents information to the user in a way that is easy to read. Candidates have the freedom to engage with employers as much or as little as they like. Employers may browse candidate's databases and add new job posts. Moderators can manage the platform by utilizing an administrator portal.

3.4.1 Employer Dashboard Features

- Employers may post jobs based on the job type by utilizing dynamic forms
- Employers may edit their company profile.
- Employers may browse the candidate's database.
- Employers can see the last time a candidate has logged in into the platform.
- Employers may add more than one user to the company account.
- Employers can see notification messages when a candidate has applied to a job.

3.4.2 Candidate Dashboard Features

- Display an interactive map so candidates can view opportunities by geographic region.
- Filters to help customize search results.
- Keep track of job applications sent to companies.
- Review application status.
- Add, edit, or remove user profile information.

3.4.3 Moderator Dashboard Features

- View, add, remove and disable employers or candidates in the database.
- Approve, edit and remove job listings.
- Determine job search fields available for candidates.
- Create and modify dynamic job forms that have no restrictions.
- Generate email templates available to use.
- Automatically reject applicants who aren't suitable for an advertised role.
- Capture users who want to subscribe to a newsletter.
- Create blog entries.

3.5 Verification

Verification or validation, through a series of systems using browser interface in JavaScript and html platform, which will be the act of reviewing or inspecting applicants, in order to establish that the candidates are documented graduates, employees or students that meet technical standards to their resume and employers are legitimate businesses.

“Please enter your company’s Employer Identification Number (EIN):”

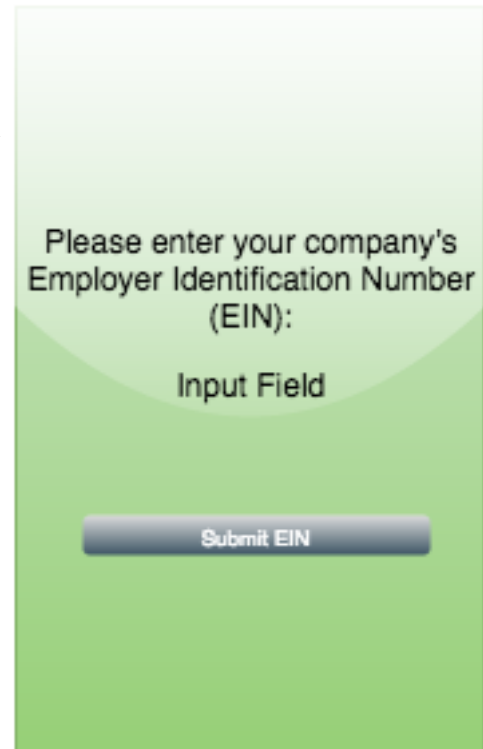
Input Field *Technical Note: Browser will validate input via Javascript - must match standard EIN format.*

Button - Submit EIN

Technical Note: Submitted EIN will be verified via existing online EIN databases.

3.5.1 Employer

Requesting EIN from all employer applicants for verification. An EIN, or Employer Identification Number, is a type of business documentation issued by the Internal Revenue Service that is required for businesses that have employees, are a corporation or partnership, or to open a business bank account. Through a series of systems using browser interface in JavaScript and html platform we will find out whether the company is legitimately in business by checking the EIN with other state registered online databases with public business EINs, such as [CA Secretary of State](#) Alex Padilla - Business Search.



3.5.2 Candidate

Requesting SSN from all candidates for VOE or verification of employment. Other forms of verification for income documentation: W2's, paycheck stubs, or HR confirmation from employer.

“Before you can connect with potential employers and job opportunities, you need to verify that you are who you say you are. Please submit your Social Security Number:”

Input Field

Technical Note: Browser will validate input via Javascript - must match standard SSN format.

Button - Submit SSN

Before you can connect with potential employers and job opportunities, you need to verify that you are who you say you are. Please submit your Social Security Number:

Input Field

Submit SSN

3.6 Alerts

Alerts or notifications is a private system that allows candidates or users who registered using our application and own certain wireless phone models and other enabled mobile devices to receive geographically targeted, text-like messages alerting them of potential job offers that fit their qualifications.

3.6.1 List Offers - Candidate

List offers, are the candidate's saved offers from recruiters.

Once a

candidate saves a job offer there is a limited time frame for acceptance of an offer ("ping") from recruiters. Candidates are also limited to three offers at any given point. This ensures positions will be filled quickly and will prevent stockpiling of jobs for a more balanced matchup between employees and employers. It will also allow other candidates opportunities to accept positions that may otherwise been save.



3.6.2 Research Option - Candidate

"Research" option will give a description of the companies offer to the candidate. It will include but not limited to: recruiter's name and contact, title of position, annual income or hourly rate, health and dental insurance, retirement info., flextime, bonus profit sharing, holidays and vacation, personal time, sick leave, day care, the website of the company, and any additional benefits company desires to mention.

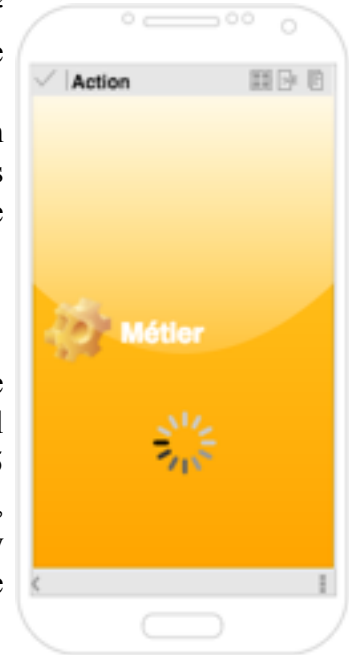
3.6.3 Action Option - Candidate (refer to screen images above)

- **ACCEPT** - swipe right: If match is made with both recruiter and candidate, interview will be set with date, time, location, and interviewer contact listed on final load page.

- **REJECT** - swipe left: An apologie message will appear “ Sorry, it’s not a match. We’re confident that we’ll have more matches for you in the future.”
- **RESEARCH** - swipe up: As described in the 3.5.2 research option, is information of the recruitment's company it’s representing and 3.5.1 list options, listed offers with time limits to respond to the recruiter’s offer.

3.7 Splash Screen

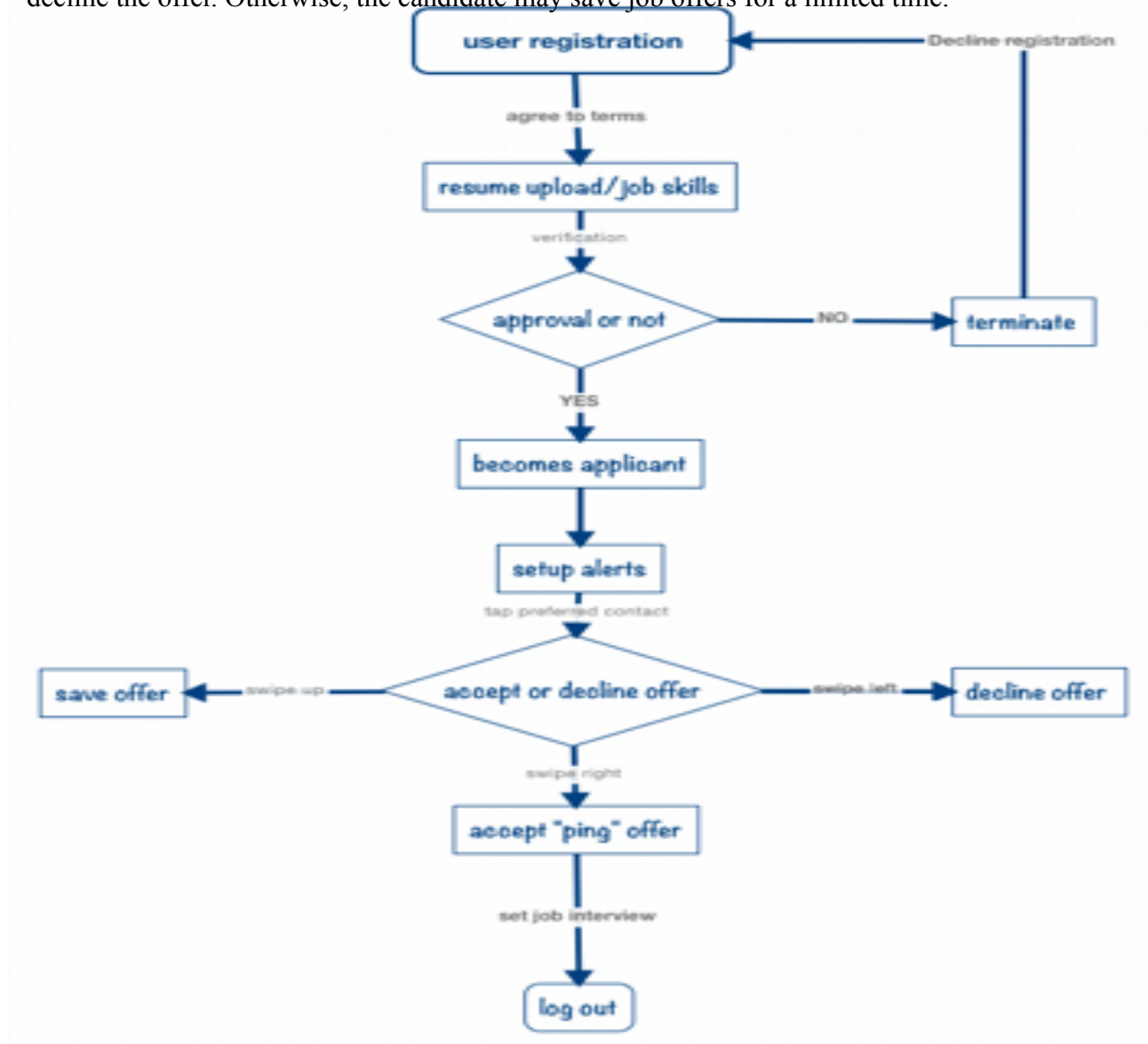
Our splash screen is a brightly colored orange 3D gear that will be commissioned by the graphic team. An animated gear will spin until the screen is fully loaded. After the animation has played for 5 seconds, a link that says “Action” will appear into the view on the top, Action will allow our users to skip the loading screen and go directly to the Home Page. When the animation is complete, it will redirect the browser to the Home Page automatically.



Open Issue: To create an interface more user friendly, we will ask our Marketing Department, if we could deposit a cookie on the user's computer so when the candidates click Action the animation will always be skipped in the future. Frequent users should not have to see the animation more than once.

4. Flowchart

The flowchart below is an overview of the final application process. The candidate will register by providing the requested information needed to complete his or her application process which includes: uploading a resume or listing job skills and proof of employment if working. Once the candidate has fulfilled the requested information and has been approved through our verification process then the candidate can setup alerts. After alerts are setup, recruiters who are interested in the candidate can offer the candidate a position in their company. If candidate is happy with the stipulations of the request from the recruiter the job interview will be arranged to finalize the offer. If the candidate decides the job offer doesn't meet with their standards the candidate may decline the offer. Otherwise, the candidate may save job offers for a limited time.



5. Non-Goals

Métier currently aims to connect employers and job candidates in the tech sector -- for example, for positions in software engineering, QA testing, business analytics, technical writing, and product management. Other sectors, such as dog walking, babysitting, and house cleaning are not currently in our business scope.

6. Release Plan

Plan is to first develop for a browser in HTML/Javascript; then later for native mobile apps in Android and iOS.

Any small changes or bug reports that don't require changes to the specifications included in this document may be submitted via github issue tracker.

New minor releases of Métier are released according to demand, security patches and how important changes are. The goal is to release updates no more than once a month.

New major releases will be developed as required. The goal is to release a major update once a year.