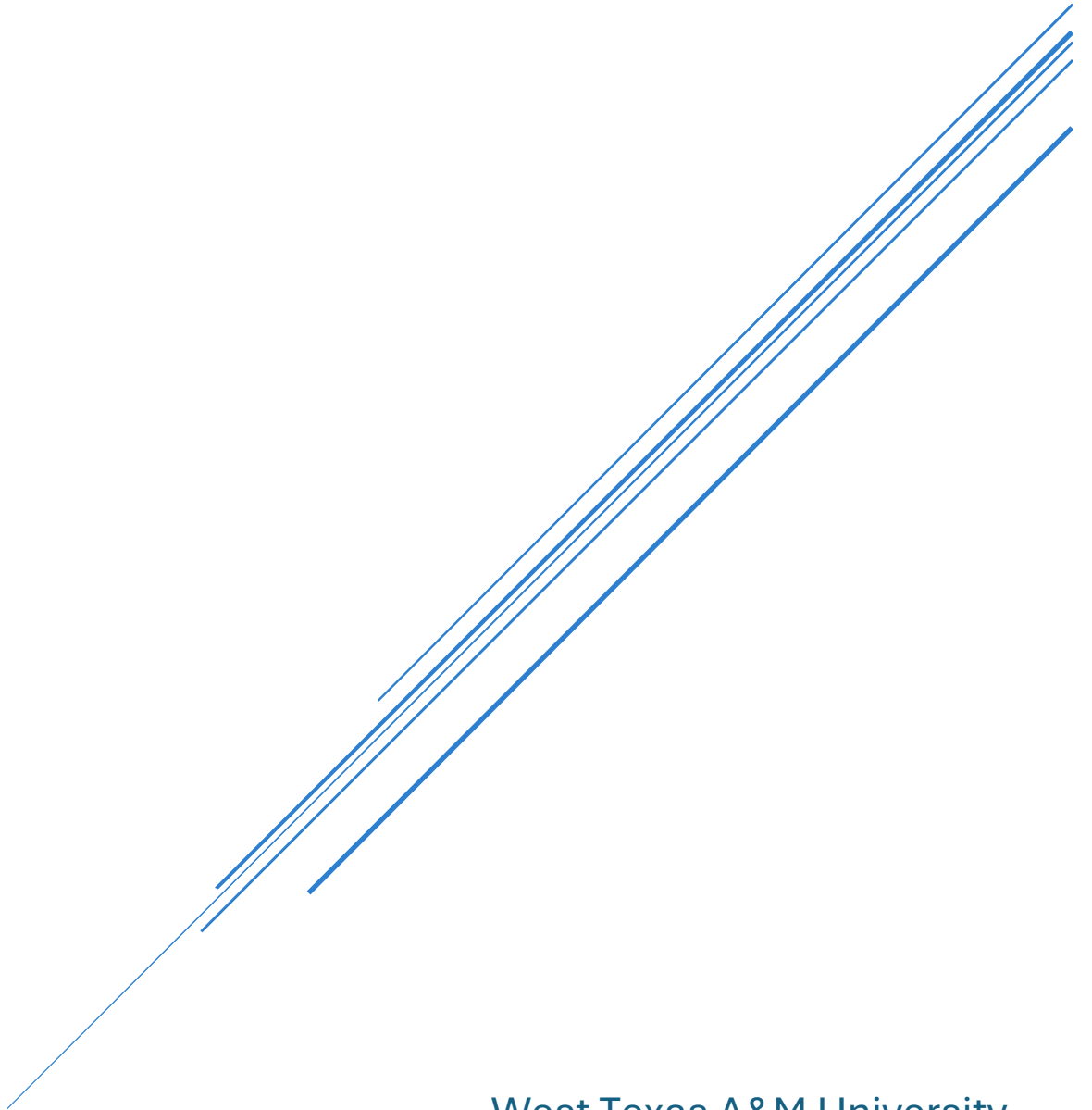


CYBER INTELLIGENCE

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Abstract

Cyber Intelligence is an application that uses artificial intelligence (AI), Django API, and a Postgre SQL database to help recent college graduates and early career professionals find a more direct path into achieving their career goals. Inversely, recruiters may use this application to find out if the resume they are looking for matches up with their job posting. This application accomplishes this by allowing users to input their current job resumes, peak career goals such as salary and/or position, and any job postings for jobs that they are interested in applying for. In this Product Requirements Document (PRD), it outlines the requirements and success criteria needed to implement this application. Some aspects included in this document are in/out of scope, user use cases, functional/non-functional requirements, success requirements, and a release plan.

Document Information

Product/Feature Name: Cyber Intelligence

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Overview

Summary: The purpose of this application is to provide people who are either just graduating college or mid careers guidance on what path they should take towards their main career goal through the use of AI. Indirectly, recruiters may also use this tool to update their current job posting if the job posting isn't aligning with the kind of user's resume that they are looking for. This is done by the user first inputting their current resume and career goals (salary, job title, etc). After that, the user may put any job posting into the Django API and the AI on the backend will summarize the job posting and give it a score on how close is it towards the user's career goals and if the user should take it or not.

Problem Statement: How can users get guided to the most correct path upward in their careers and how can recruiters adjust their job posting to find their ideal candidate?

Goals & Objectives:

- Allow AI to give the user a clearer path as to what their career trajectory should look like
- Get a clearer understanding of if the job postings users are interested in applying to are within their career goals.
- Recruiters utilize the application from a users point of view and take the AI review of their job positing to see if it applies to what they deem to be the "perfect candidate"

Non-Goals:

- No job application submission or profile changes on LinkedIn or Indeed
- Tailoring cover letters and resumes automatically

Context & Background

Business Context: If there was a “cookie cutter” plan to get to every single person’s peak career goals and salary, there wouldn’t be a need for this application or other third party items such as career coaches. However, a path that may work for one person to achieve similar goals might not work for the next. Reason’s being that jobs that exist in one geographic region might not exist in another, or that two jobs may be the same, but the way that the job posting is worded, it may be difficult for a human to decipher if the job is really the same or not, especially for someone who isn’t sure what keywords to look for. Not only that, but as mentioned, there are multiple ways for a person to get to their career goals. They all might not be as direct, which is the purpose of this application.

Market/Customer Insights: As mentioned, this application is mostly applicable to people who are in their early careers, new college graduates, and indirectly recruiters who want to see if their job posting matches their ideal candidate’s resume. As mentioned in the business context section, the need for this application is that so a professional such as the type of person I just mentioned, can have a clearer understanding of the path they would need to take in order to reach their career goals. This is done through finding the job posting that they are looking to apply to and having AI give them a rating and an explanation as to why it does or does not align with their career goals. The goal of this application is to limit the wasted time on jobs that won’t help the users career. According to a study done by northone.com, 73% of the people studied find the job hunting processes stressful and 90% of these people use social media to apply for jobs. This application is looking to minimize the stress of knowing if the job they’re applying to is worth it since a lot of jobs in today’s society are on social media. In a blog post by Mindful Careers, they mention the importance of career coaches especially since the Gen Z and Millennials views on career goals and the type of jobs to get to those said career goals are a lot different than older generations.

Scope

In Scope:

- User registration
- CRUD system to cycle in resumes, job postings and career goals
- AI to evaluate if the job posting is aligned with the current resume and career goals
- All data stored in a Postgre SQL database

Out of Scope:

- Anything involving third party job boards including LinkedIn and Indeed (updating profiles, applying to jobs, automatically updating resume and/or cover letters)

User Stories & Use Cases

Primary User Persona(s):

- Recent graduates entering the job field looking for their first job
- Users who are early in their careers trying to find the most optimal next job to improve efficiency towards their career goals
- Recruiters who want to edit their job posting so it can align with what they want in an ideal candidate

User Stories:

- "As a early career professional, I want a clearer idea of what my next role should be in order to achieve my career aspirations"
- "As a recent graduate, I have a vision of where I want to be in the height of my career, but I want to know where I should start to achieve that dream."
- "As a recruiter, I want to see how our job posting aligns with what our perfect candidate should look like, so we can update the job posting where necessary"

Use Case Scenarios:

- Happy Path: User uploads their resume, career aspirations, and any job postings that they have on file, then the AI generates a score and sends feedback
- Edge Case: AI misses crucial details in the resume which alters the scoring and feedback
- Edge Case: The AI model has an unforeseen bias and alters the scoring and feedback around to be either for or against a certain position

Functional Requirements

- FR-001: System performs CRUD operations on resumes, career goals and job postings
- FR-002: System stores all AI generated outputs in a Postgre SQL database
- FR-003: AI generates a score from 0-100 and gives an explanation for its grading
- FR-004: Users have the ability to input updated goals and resumes into the system at any time
- FR-005: User interface provides a page as soon as the user logs in how the system works

Non-Functional Requirements

- Performance: AI thinks about its response for at most 3 seconds
- Scalability: Database supports 10 users (will look to expand once the application grows bigger)
- Accessibility: Users should be able to move through the interface with only a keyboard and a computer screen. The text and background colors will have minimum contrast ratios for clarity purposes. All fields need clear labels of headers and descriptions for clarity purposes.
- Security/Compliance: All hard drives involved must be hard coded with encryption (TBD on the type of encryption)
- Reliability/Availability: 5 minutes of unscheduled downtime per academic semester

Dependencies

- Django API framework
- Postgre SQL database
- Backend AI generator

Risks & Assumptions

Risks:

- AI reviews can potentially be inaccurate or biased based on users previous input or on the backend by the AI creator-> Keyword analysis fallback
- Data leaks of PII on resumes -> Postgre SQL database is encrypted

Assumptions:

- Users will put in their own resumes and job postings
- All information provided by the user is accurate and up to date

Acceptance Criteria

- FR-001 passes when a user successfully creates, adds, updates, or deletes their resume or job posting
- FR-002: Output matches what is stored in the Postgre SQL database
- FR-003: The score is accurate based on the explanation given and both are logistically accurate
- FR-004: Results reflect the updated resume or goals

- FR-005: User login page explains system usage. Standard user finishes reading in 60 seconds.

Success Metrics

- 8 out of 10 users can run their first AI evaluation without any errors
- The same 8 out of 10 people can run AI evaluations after changes to their resume and career goals without any errors
- 7 out of 10 users say their output is accurate
- 9 out of 10 users feel their experience with the app has been beneficial to their future career
- Resumes and job applications get saved and retrieved without errors

Roll Out and Release Plan

MVP:

- User interface, SQL database with encryption, backend AI
- Iteration 2: Improved explanation feedback and any errors that may arise
- Iteration 3: More improved explanation feedback and any improvement ideas that come up in the implementation

Release Channels:

- Private to Public after Iteration 3

Training/Documentation Needs:

- First screen when application launches

Open Questions

- Should this app be separated to a recruiters and general user side instead of making it one interface?
- Should the app suggest alternative career paths if the goals and resume don't align?
- Should the AI be upgraded if the user is willing to pay money to get it upgraded?

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