**Overview**

**To make an android mobile app to be used by blue/grey collar labour for applying for security jobs. This app will be supported by a web based dashboard to be used by the admins.**

Looking to build an Screening and HRMS application for onboarding high volume blue and gray collar workers in the following industries:

1. Security (across hospitals, construction sites, hotels PAN INDIA)
2. Housekeeping

Will start with Security only and then expand to retail/housekeeping later.

We don’t have any software at the moment and our database currently is all offline, excel sheets etc. These works will be hired on our payroll and then we send them as guards to different locations.

The website will be sector agnostic and will include the following features. The start-up will initially focus on the sectors above.

**Will be in hindi and English both, the app.**

**Users of the platform:**

* Admin team (uses the web dashboard ONLY)
* Candidates (blue/grey collar labour) – THEY WILL USE THE MOBILE APP ONLY TO UPLOAD ANSWERS AND APPLY FOR JOBS.

NOTE that the end clients for whom we are hiring security guards will NOT have access to this portal/system.

**Features**

1. Match candidate against a captured picture (against govt issued ID picture) – So the app will capture their picture which we will match against a ID uploaded by them to ensure they are the same people.
2. Establish (approx) height of candidate looking at full profile pic
3. Capture a basic 1-2 minute video introduction and come up with basic assessment of their communications and reading/speaking skills
4. Input 3 questions which are generic – ask candidates to answer them in video format with correct keywords.
5. We may need 1 or 2 questions which are customizable and we not want to ask everyone those questions.
6. The users who want to apply will get a link/qr code via sms and when they click/scan they will be asked to download app etc. We can also do location based broadcasting so all people applying for security job at max hospital need to download the app via Link Y and so on…
7. Allow candidate max 3 tries attempts uploading a video file as a video in response to specific questions, and a scope to upload generic video resume/profile/why should we hire you
8. Speech recognition: This will include voice modulation to recognize anxiety levels/confidence level/eq score. Speech analysis will also convert to text which will be used to recognize grammatical errors and key words (which companies will input).
9. Communications skills – based on speech fluency, look for gaps, stuttering, fluency, clarity of voice
10. Body language recognition: Duration of eye contact during the video answer.
11. NOTE there is no interview and NO 1:1 conversation with anyone happening.
12. Level of hand movement. Posture recognition if possible. To gauge confidence and nervousness, familiarity with the topic
13. Understand EQ of the candidate through stress analysis in voice and speech. Eye contact and hand movement also features
14. Report generation which summarizes the above.
15. Weighted average depending upon weights for each category given by client. This is a simple algorithm which we will customize. Based on the answers/reviews coming from the Computer vision/AI platform, we will categorize the rating of each candidate and give them a score. We will bucket people into scores on basis of their video analysis response.

Weights - Algorithm for assessing the candidate.

e..g Communication – x marks

Ability to read / write – b marks and so on

Rating will be out of 100.

E.g. f rating is 80, then we will say that is 20% of this is EQ, communication is 12%, body lang is 40% and so on…

1. Front end to be created which includes input of job description, very easy to understand work flow, questions, a few graphical or animated exercises (this is optional) and key word based answers.
2. Ability to add multiple choice questions, graphical surveys is also needed but its optional for now.

This will be built in a whitelabel fashion so we may license this out to other HR companies in this domain. Saas model where we license this whitelabel product to other in the HR domain. This will happen in phase 2 but in phase 1 the architecture of the backend must be build to support scalability in whitelabel format/saas format.

This will be for Hindi and English both.

User workflow:

**Admin(Proman HR Team):**

Should be able to access the web based dashboard from a computer or android smartphone

* Be able to add links to candidates who want to use the app to apply – can be by location, sms link or qa code. Can upload numbers on admin panel and link gets broadcasted to them all.
* Customize questions and add text or graphical surveys (optional for phase 1) ELSE the application will be a standard fixed format with foxed questions.
* Monitor the number of applications along with current status of screening
* Review the video answers
* Have a summarized version of the rating against each of the criteria like communication – oral and (possibly) written assessments
  + Understanding of physical appearance
  + Basic understanding of behaviour patterns/EQ recognition
  + Subject matter familiarity
  + Ability to handle phones/computers and smartphones
* Ability to search for candidates using name, geography, rating etc and download their reports

**USER/WORKER:**

Should be able to access the app from an android smartphone

* Download app from the App Store
* Sign up through a link shared by SuperAdmin using 2FA
* Enter basic name, DOB information and current, permanent address
* Upload a full profile picture and a face picture
* Upload one Id proof document
* Authentication using biometrics against Aadhaar db
* Perform an online background check using api of a company like ongrid or betterplace(some research needed)
* Post a short 60 second introductory ( why should we hire you) video. Video upload should give the ability to discard video and upload final version after the user has viewed it herself
* Go through a reading test in English/hindi for platform to rate communications skills
* Answer a few short questions posed either via video or text format by uploading video answers(3-4 videos of 30 seconds each)
* Send a link to another person with a tracking id in order to validate permanent address

**Discussion items:**

1. Capture address and other basic information of candidate
2. Perform aadhaar biometric aadhaar authentication(up for discussion)
3. Allow for geotagging to match against address location. This task may be performed from another device via recvd link to ensure that the address the user
4. Collate and download reports of X candidates.

Can submit documents of 20 people like pfg./summary of individual.

3rd party systems must capture these aspects below:

|  |
| --- |
| Height |
| Profile Picture match |
| Bgd. Verification done? Report ? |
| Communication Skills, Reading/Speaking skills - speech fluency, look for gaps, stuttering, fluency, clarity of voice |
| Speech modulation - detect confidence |
| speech to text - detect keywords and gramatical errors |
| Body language recognition: Duration of eye contact during the video answer |
| Level of hand movement - Posture recognition to gauge confidence and nervousness, familiarity with the topic |
| Understand EQ of the candidate - through stress analysis in voice and speech. |