ATS Prototype Assignment

Problem Statement:

Your task is to design an Applicant Tracking System (ATS) that manages job postings, receives applications, and creates a hiring workflow for these applications.

Users:

1. **Candidate** - A job seeker who applies for jobs.
2. **Coordinator** - Manages job postings and recruitment workflows.
3. **Recruiters** - Screens candidates' resumes.
4. **Employers** - Creates job postings.

Job Posting Flow:

Employer Creates a Job Post:

1. **Part 1: Job Description**
   - Include Job Title, Location, Salary, Responsibilities, and other required information.
2. **Part 2: R1 Check**
   - A form candidates fill out when applying. This form can have up to 5 questions. Employers can mark answers as correct or incorrect while creating this form.
3. **Submit Job**
   - Once the job is created, it appears in the coordinator's dashboard for approval and posting.

Coordinator:

- The job post appears on the coordinator's dashboard after submission by the employer.
- The coordinator assigns recruiters to the job and adds an R2 check form.
4. **Part 3: R2 Check**
   - A screening form that recruiters see when reviewing candidates' applications for this job.
   - It contains up to 5 questions that recruiters answer with Yes or No (e.g., "Does the candidate have a bike? YES/NO").
   - The coordinator posts the job, making it live for candidates to apply.

Application Flow:

Candidate Actions:

1. Creates an account on the platform.
2. Views available job postings and applies.
3. Uploads resume to apply.
4. Completes the R1 check form as part of the application process.

Recruiter Actions:

1. The candidate's application appears in the recruiter dashboard.
2. Recruiters only get one application at a time to review.
3. Reviews the application received.
4. Completes the R2 check form during the review process.
5. Submits R2 check form responses.
6. Shortlists the candidate for the final stage.

Final Stage:

- Shortlisted applications appear in the dashboards of both employers and coordinators.

Additional Requirements:

- **User Account and Management**: Implement basic user account creation and login functionalities. Use role-based access to ensure coordinators, recruiters, and employers have appropriate permissions.
- **Notification System**: If implemented, notifications could include application received, application status updates, interview scheduled, etc. It's not mandatory but recommended.
- **Security**: Basic security practices should be followed, such as protecting user data and ensuring secure authentication.

Clarifications:

1. **Technologies/Frameworks**: You can use any technology or framework you are comfortable with.

2. **Design and UI**: Focus on functionality over design. However, a clean and user-friendly interface is encouraged.
3. **Candidate Profile Information**: Basic details such as name, email, contact information, resume upload, and other relevant job application details.
4. **R1 Check Form**: If a candidate does not pass the R1 check, the system should notify the candidate and possibly suggest other relevant jobs.
5. **Recruiters' Dashboard**: Display one application at a time, with options to view the candidate's profile, complete the R2 check form, and submit responses.
6. **Job Display to Candidates**: Jobs should be listed with basic details such as job title, location, salary, and responsibilities. Candidates should be able to click on a job to see the full job description and apply.
7. **Test Data**: Use dummy data for testing purposes, including sample job postings, candidate profiles, and application submissions.
8. **Security Considerations**: Follow basic security practices to protect user data and ensure secure authentication.
9. **Workflow Management for Coordinator**: The coordinator should be able to see a list of job postings, assign recruiters, and view the status of applications.
10. **Candidate's Profile Page**: Include sections for personal details, uploaded resume, and application history.

Final Notes:

● The main goal is to demonstrate the core functionalities of the ATS.
● Focus on creating a seamless user experience for each role involved in the recruitment process.
● Document any assumptions made during the development process for clarity.

Prototype Requirements:

● Fully functional prototype that can be live for real users.
● R1 and R2 forms include only YES/NO answers.
● Notifications are encouraged.
● Employers and coordinators should be able to see R1 check and R2 check form responses.
● The scope and depth can be simple or for test purposes.
● The timeline to complete this is 7 days.

Assignment Submission:

Please submit your fully functional prototype within 7 days. No additional documentation is required.