CVM GAP ANALYSIS

1. AS-IS  
   - Project’s name: CVM  
   - Version: 1.0  
   1) Current Infrastructure

- The 1.0 version has 4 elements: an UI web, a backend module, a Minio bucket server and a MariaDB server

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2) Current functionalities:  
2.1) Login, logout.  
2.2) User, Group and Permission management.

2.3) Fetching CV from 3rd parties.  
2.4) CV list management, CV detail viewing and changing status of a CV to Accept or Reject.

2.5) Dashboard.

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3) Limitations

- Dashboard has only 2 charts: CV from 3rd parties diagram and CV status diagram, lacking many other necessary charts

- On the CV management page: the CV list is arranged in chronological order, CVs are easy to miss.

- On the CV detail page, users have to read manually, easy to miss information. Every time reading a CV, users spend a lot of time switching pages. There is no function to suggest CVs to other users

- Simple UI, not reasonable

- Sometimes there is a login failure error, sometimes there is an error requiring re-login

- Users cannot change their passwords

1. TO-BE  
   - Project’s name: CVM  
   - Version: 2.0  
   - Date: Dec 12th, 2024  
   1) Same Infrastructure

- The 2.0 version has the same infrastructure with the 1.0 version

2) New functionalities:

- The system can extract meaning from CV, such as: number of experience years, year of birth, skills, Gmail, containing FPT, Fsoft or Fis words or not…

- The system can automatically evaluate suitability of CV

- On the CV list management page, users can view and sort data by view count and matching percentage columns

- On the CV list management page, system will show warning if CV contains sensitive words: FPT, FIS, FSOFT

- On the CV detail page, users can suggest CV for other users

- On the CV detail page, users can put a CV to a blacklist

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- On the Dashboard page, users can view percentage of CV status with a CV status pie diagram

- On the Dashboard page, users can view number of CV that applied to each hiring job diagram

- On the Dashboard page, users can view numbers of CV that has a specific skill by range of time diagram

- Users can schedule an interview and assign interviewers to interview candidates

- Users can note information during interviews about candidate and decide that candidate is pass or fail

- Users can manage result of interviews and change that result

- Users can schedule onboarding for candidates who passed interviews

- Users can config hiring job information and its criteria

- Users can subscribe to hiring jobs to receive notification about suitable CV

- The system will send notification to users about: scheduled interview, suitable CV and suggested CV

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1. Summary

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Requirement Name | Level 1 | Requirement | Current State (As-is) | Desired State (To-be) | Gap | Proposed Solution | Notes/Risks |
| 1 | Authentication | Change password | Users can change password | N/A | Users can change password | There is no changing password feature yet | There will be a changing feature at the user profile page |  |
| 2 | Authentication | Logout | When users logout, the web page will call a refresh token api | N/A | When users logout, the web page calls a refresh token api | The 1.0 version does not call a refresh token api when users logout | the web page will call a refresh token api |  |
| 3 | Fetching CV and evaluate suitability of CV | Fetching CV from 3rd parties | The system fetch CV from 3rd parties every hour and extracting meaning from CV | The 1.0 system fetch CV from 3rd parties every hour | The system fetch CV from 3rd parties every hour and extracts meaning from CV and same it to database | The 1.0 version does not extract meaning from fetched CV | The system will extract meaning from CV using an algorithm | Some extracted meaning would not be correct like years of experience and education level |
| 4 |  | Automatically evaluate suitability of CV | The system can automatically evaluate suitability of CV | N/A | The system can automatically evaluate suitability of CV | There is no evaluating suitability of CV feature yet | - The system will allow users to define hiring jobs and their criteria - The system will compare extracted meaning from CV and define hiring jobs’ information to evaluate suitability of CV |  |
| 5 | CV management page | CV list page | The CV list page will display 2 more columns: view count and matching | N/A | Users can view the view count and percentage of suitability of CV and sort data on these columns | There is no view count and matching columns yet |  |  |
| 6 |  | CV list page | The system will show warning if CV contains sensitive words: FIS and FSOFT | N/A | The system will show warning if CV contains sensitive words: FIS and FSOFT | The 1.0 version does not have this feature |  |  |
| 7 |  | CV list page |  |  |  |  |  |  |
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