

AI Prompt for HR Outsourcing & Talent Management Website Development

Project Overview

Build a comprehensive Human Resource Outsourcing Services and Talent Management website that serves three main user types: job seekers, employers, and administrators. The platform should facilitate job posting, application management, and HR service subscriptions using Laravel backend, React frontend, shadcn/ui components, MySQL database, and Vonage for SMS/OTP functionality.

Technical Stack Requirements

- Backend: Laravel (PHP) with RESTful API architecture
- Frontend: React with shadcn/ui component library
- Database: MySQL with proper indexing and relationships
- Authentication: JWT tokens with email verification and Vonage OTP
- File Storage: Secure cloud storage for resumes (AWS S3 or similar)
- Communication: Vonage API for SMS notifications and OTP
- Payment: Integration with payment gateway for HR service subscriptions
- Security: HTTPS enforcement, rate limiting, CORS configuration

Core Features to Implement

1. Authentication System (Epic A)

Create a dual-registration system that supports both job seekers and employers with:

- Email and phone number registration with validation
- Two-factor verification using email confirmation and Vonage OTP
- Secure login with JWT token management
- Password reset functionality with email verification
- Role-based access control (job_seeker, employer, admin)
- Session management with refresh tokens

2. Job Seeker Portal (Epic B)

Develop comprehensive job seeker features including:

- Public Job Browse: Implement filterable job listings with search functionality
 - Filters: industry, location, job type, salary range, experience level
 - Advanced search with keyword matching
 - Pagination and sorting options
- Job Details Page: Display complete job information with apply CTA
- Application System:
 - Resume upload with file type validation (PDF, DOC, DOCX)
 - Cover letter text editor
 - Auto-populate from saved profile option

- Application tracking and status updates
- Save Jobs Feature: Wishlist functionality with saved jobs dashboard
- Profile Management:
 - Comprehensive profile builder (bio, education, work experience, skills)
 - Resume management with version control
 - Portfolio/project showcase section
 - Privacy settings for profile visibility

3. Employer Portal (Epic C)

Build employer-specific features:

- Company Registration: Multi-step onboarding with company verification
- Job Posting System:
 - Rich text editor for job descriptions
 - Required fields: title, description, requirements, type, location, industry
 - Job posting templates
 - Draft saving functionality
 - Job expiration date settings
- Application Management:
 - Dashboard with application metrics
 - Candidate filtering and sorting
 - Resume viewing and downloading
 - Application status management (new, reviewed, shortlisted, rejected)
 - Bulk actions for applications
 - Communication tools with candidates

4. HR Services Subscription (Epic D)

Implement tiered subscription model:

- Service Packages Display:
 - Starter Package: Basic HR support
 - Economy Package: Enhanced HR services
 - Business Package: Full HR outsourcing
 - Feature comparison table
 - Pricing calculator
- Subscription Flow:
 - Package selection interface
 - Checkout process with order summary
 - Payment gateway integration
 - Invoice generation
 - Subscription management dashboard
 - Auto-renewal settings

- Upgrade/downgrade functionality

5. Admin Panel (Epic E)

Create comprehensive admin dashboard with:

- User Management: CRUD operations for all user types with search and filters
- Job Management: Approve/reject job postings, edit listings, manage categories
- Industry & Category Management: Dynamic category system for jobs
- Application Oversight: Monitor application flow, resolve disputes
- Company Verification: Verify employer accounts and company details
- HR Package Configuration: Manage service tiers, pricing, features
- Order Management: Track subscriptions, payments, invoices
- Content Management System:
 - Edit static pages (About Us, Contact, Privacy Policy, Terms)
 - FAQ management
 - Blog/news section
 - Email template editor

6. Security & Compliance (Epic F)

Implement robust security measures:

- Rate limiting on all authentication endpoints
- HTTPS enforcement across all pages
- Secure file upload with virus scanning
- Signed URLs for resume access with expiration
- GDPR compliance for data handling
- Regular security audits and logging
- Input sanitization and SQL injection prevention
- XSS protection
- CSRF token implementation

Database Schema Design

Core Tables Required:

1. users: id, email, phone, password, role, email_verified_at, phone_verified_at
2. job_seekers: user_id, bio, resume_url, skills (JSON), education (JSON)
3. companies: id, name, website, logo, description, verified_at
4. employers: user_id, company_id, position, permissions
5. jobs: id, company_id, title, description, requirements, type, location, industry_id, status, expires_at
6. applications: id, job_id, job_seeker_id, resume_url, cover_letter, status, applied_at
7. saved_jobs: job_seeker_id, job_id, saved_at
8. industries: id, name, slug, parent_id
9. hr_packages: id, name, price, features (JSON), duration

10. subscriptions: id, company_id, package_id, status, starts_at, expires_at

11. transactions: id, subscription_id, amount, payment_method, status

API Endpoints Structure

Authentication

- POST /api/register (with role parameter)
- POST /api/login
- POST /api/logout
- POST /api/verify-email
- POST /api/verify-phone
- POST /api/password/reset

Jobs

- GET /api/jobs (with filters)
- GET /api/jobs/{id}
- POST /api/jobs (employer only)
- PUT /api/jobs/{id} (employer only)
- DELETE /api/jobs/{id} (employer only)

Applications

- POST /api/jobs/{id}/apply (job seeker only)
- GET /api/applications (contextual by user role)
- PUT /api/applications/{id}/status (employer only)

Profile

- GET /api/profile
- PUT /api/profile
- POST /api/profile/resume

HR Services

- GET /api/hr-packages
- POST /api/subscriptions
- GET /api/subscriptions/current

Frontend Components Structure

Shared Components

- Navigation (role-based menu items)
- Footer
- SearchBar
- FilterPanel
- JobCard
- Pagination

- LoadingSpinner
- ErrorBoundary
- NotificationToast

Pages/Routes

- / (Homepage)
- /jobs (Job listings)
- /jobs/{id} (Job detail)
- /about
- /contact
- /hr-services
- /register
- /login
- /dashboard (role-based redirection)
- /profile
- /admin/* (protected admin routes)
- /employer/* (protected employer routes)

Integration Requirements

Vonage Integration

- SMS notification for:
 - Registration OTP
 - Application confirmation
 - Job posting approval
 - Subscription confirmation
- Configure webhooks for delivery status

Email Integration

- Transactional emails for:
 - Welcome email
 - Email verification
 - Password reset
 - Application notifications
 - Subscription invoices

Payment Gateway

- Integrate Stripe/PayPal for:
 - Subscription payments
 - Recurring billing
 - Invoice generation
 - Refund processing

Performance Optimization

- Implement caching for job listings
- Lazy loading for images
- Code splitting for React components
- Database query optimization with proper indexing
- CDN integration for static assets
- Redis for session management
- Queue system for email/SMS notifications

Testing Requirements

- Unit tests for critical business logic
- Integration tests for API endpoints
- Frontend component testing with React Testing Library
- E2E testing for critical user flows
- Performance testing for high-traffic scenarios

Deployment Considerations

- CI/CD pipeline setup
- Environment-specific configurations
- Database migration strategy
- Zero-downtime deployment
- Backup and disaster recovery plan
- Monitoring and alerting setup
- SSL certificate configuration

Success Metrics to Track

- User registration rate
- Job posting frequency
- Application submission rate
- Subscription conversion rate
- User engagement metrics
- Page load times
- API response times
- Error rates

Generate the complete implementation starting with the database migrations, then API controllers, followed by React components, ensuring all features from the MVP plan are fully functional and production-ready.