

myYAWIK Specification book

Changes:

21-12-27: add Charter Demo old YAWIK with user and pass

Initiation

Software is required to manage the applicants for the Ravensburger Hütte in a meaningful way.

Only [Yawik](#) was found on Open-SOURCE. Therefore yawik-v1 should be seen as the basis.

After a successful test phase, this job board is also offered to other companies (clients) as a service.

The functions of yawik version 1 roughly correspond to the desired range of functions. Unfortunately, the new version is no longer programmed in php and the new architecture no longer corresponds to the wishes and ideas.

Our goal is to develop a completely new Platform with the same features on which we can build additional modules in the future.

Whether this will then be made available as Open SOURCE is currently unclear and will be decided in a later version.

This newly programmed version has the working title myYAWIK to avoid confusion with the original YAWIK.

General

Objective and purpose of the document

This document describes the desired additions to yawik-v1. The functionality of yawik-v1 is required.

Initial situation

Basically we only use open SOURCE software or software that we have programmed ourselves. All components must function as a stand-alone (CMS, CRM, survey, shop, analytics, ...).

Project reference

myYAWIK should be an independent software and must also function independently of other software.

- V1: Jobs must be able to be displayed in external CMS, broken down according to mandate and also individual jobs

Demo old YAWIK

url: <https://yawik.thomas-eder.name/>

user: test123@mailinator.com

password: dka\$N-RA=:f9sF6v

Abbreviations and terms

V1 ... Version 1 (later)

CMS ... ContentManagementSystem

DB ... DataBase

ERP ... EnterpriseResourcePlaning

Application status ...the status of an application:

- Input
- Editing
- Decision (reject, invitation interview, rejection after interview: client, applicant, acceptance: client, applicant)

Job status ...what status a job has:

- waiting for release
- activ
- forgive

Teams and interfaces

Produktmanager: Thomas Eder

Developer CMS: Bernhard Minatti

Developer myYAWIK: ???

Concept

Objectives of the provider

- Offering software services for clients
- New line of business headhunting
- Traffic on your own website from applicants

Goals of the user

Client

- The clients should have a simple overview of all open jobs and applicants.
- Easy access to old applicants

Applicants

- Easy search for open jobs
- Maximum usability and therefore return!
- V2: Simple tool for resumes and applications

Target groups

Clients

who want an overview of all current jobs and applicants

Applicants

It is becoming more and more difficult to get good applicants. On the one hand, the applicants' convenience increases and, on the other hand, there are usually innumerable offers.

- Applicants should have an overview of open jobs
- Applying is simple and straightforward
- Shall see the status (set by the client) of the application
- V2: Tool for creating résumés

Other portals

Other portals put a lot of effort into adding jobs to their system

Functional requirements

All functions of yawik-v1

- Clients (Admin -> Clients -> Jobs -> Applicants)
- Interface google jobs, ...
- SocialMedia login
- Standard templates for all clients
- V2: Individual templates for each client

Additionally inmyYAWIK

Multilingualism for advertisements too

The yawik-v1 supports multilingualism only for system-relevant data. However, since the jobs are advertised internationally and a customary local language is not necessary for all jobs, the job must also be available in other languages. An automatic Google Translate may also be used.

Seasonal position as a job type

myYAWIK is primarily aimed at seasonal jobs. A seasonal job has a start date and an end date. This has to be taken into account.

Agreement on similar positions

Applicants can activate automatic notification of similar jobs and will be notified by email as soon as new positions are entered

V1: Interface CMS

It should be possible to include single job items as well as all jobs from a company (list) into any third party website. this should not be achieved by iframe, but by using javascript to inject html and a base css code, e.g.

```
<script src=myyawik.org/embed/job/1234></script>
```

```
<script src=myyawik.org/embed/company/1234></script>
```

V2 Applicants' CV creation tool

For many applicants, creating a resume is an unpopular task. To make this task easier and to encourage applicants to return, if possible, a resume tool is very important. There should also be several designs available to enable an individual touch.

- Language skills (are very important for some positions)
- training
- Hobby / interest (are interesting for the analysis of applicants)
- Fields for social media profiles
- birth date

V2: External applications

Applicants also have the opportunity to apply for external jobs. In this way, we increase acceptance among applicants and thus a return to myYAWIK.

We can also better analyze other job offers and see which jobs are attractive and which potential clients there are.

V2: Report on jobs

Client

Upon request, the client receives weekly or monthly reports:

- Advertised jobs
- Total number of applicants

- Broken down according to application status
- Click on the company homepage
- How often every single job
- called
- Application started
- Application sent

Administrator

- Total
 - advertised jobs
 - Total applicants
 - Applications received
 - In processing
 - Access to the portal
 - Access to individual jobs
 - Application status
- Averages
 - Time application status
 - Accesses
 - portal
 - client
 - Individual jobs
 - Applications

V3: Interface ERP

The settlement of clients should take place automatically. The ERP system used has not yet been determined.

Nonfunctional requirements

- Mobile Device!
- All generated pages must have the Schema.org tags (<https://schema.org/JobPosting>)
- Share the ad (Facebook, Google, ...)
- Possibility to manually add different Tracking Code-Snippets

Usecase

Administrator

the administrator creates a new client (username = email, password) as a company

System

- Daily reminder to clients
 - If the application status does not change from receipt to processing
- Trigger survey after completion
 - Applicants: one week after all open applications
 - Client: one day after all open jobs

Client

1. Publishes data about the company:
 - UID
 - Homepage
 - Logo Client
 - Address
 - Description Client
 - Email Address for applicants
 - Additional clerks with name, contact details, ...
 - Receive report yes / no (weekly, monthly)
 - ...
2. Enters jobs or copies an existing one (all job statuses)
 - Job has a predefined validity period (how long the job remains active: 1 week, 2 week, 1 month -> as a default)
 - Job start and end date
 - Clerk
 - Selects external portals
 - V3: ERP Interface invoice for enter
3. These jobs appear in the portal
4. V2: Include jobs on your own website
 - Application always via portal
5. Processes applications
 - Status is automatically sent to applicants -> unique link (without registering) to application

6. Closes occupied jobs

- or is automatically informed by email (clear link without registering) about the expiry of the period of validity

Applicants

1. Looks for a job on the portal
 - Filter by region, type (service, cuisine, ...) of the position, duration from to
2. Apply on the spot
3. Cover letter (letter of motivation)
4. greift auf abgespeicherten (pdf) zu
5. V2: Creates resume with tool
6. Enters contact details
7. User (applicant) is created with an email address
8. Applicant sends application (automatically receives email with confirmation and password for login)
9. Client receives email about application
10. V2: Applicants can apply for another (external) job at any time; necessary changes
 - Contact details external body (email, name of contact person, ...)
 - Motivation letter

Framework

The start of the employee search starts at the end of January at the latest. A working version must be running until then.

Time schedule

Version 0 - 31.1.2022: first working version without multi-tenancy

Version 1 - 31.10.2022: fully functioning multi-tenancy

Version 2 - 31.1.2023: fully functioning ERP interface

Version 3 - ?: onboarding (Employment contract, documents, manuals, ...)

Version 4 - ?: LDAP Backend

Version 5 - ?: checkout (Certificate of service, assessment, ...)

technical requirements

Framework to use:

CakePHP 4.3

- Stick to Framework best practices (MVC!) and use Controllers, Models, Components, Helpers and View/Layouts as intended (No hacking around please :-))
- Use standard PHP-based Views/Layouts (No Twig please!)
- Use bake-Tool to create Entities/Table Classes
- Database-Migrations are welcome

For Layout/CSS/JavaScript you may use any frameworks that seem fit but please:

- Use Bootstrap (4 or 5) as CSS-Core
- No interactive react/vue/... javascript components
- Only load necessary ressources to keep bandwidth to a minimum

For Authentication:

- Please use cakephp/authentication for basic AUTH
- Please use admad/cakephp-social-auth for Social Media Auth

For fileuploads

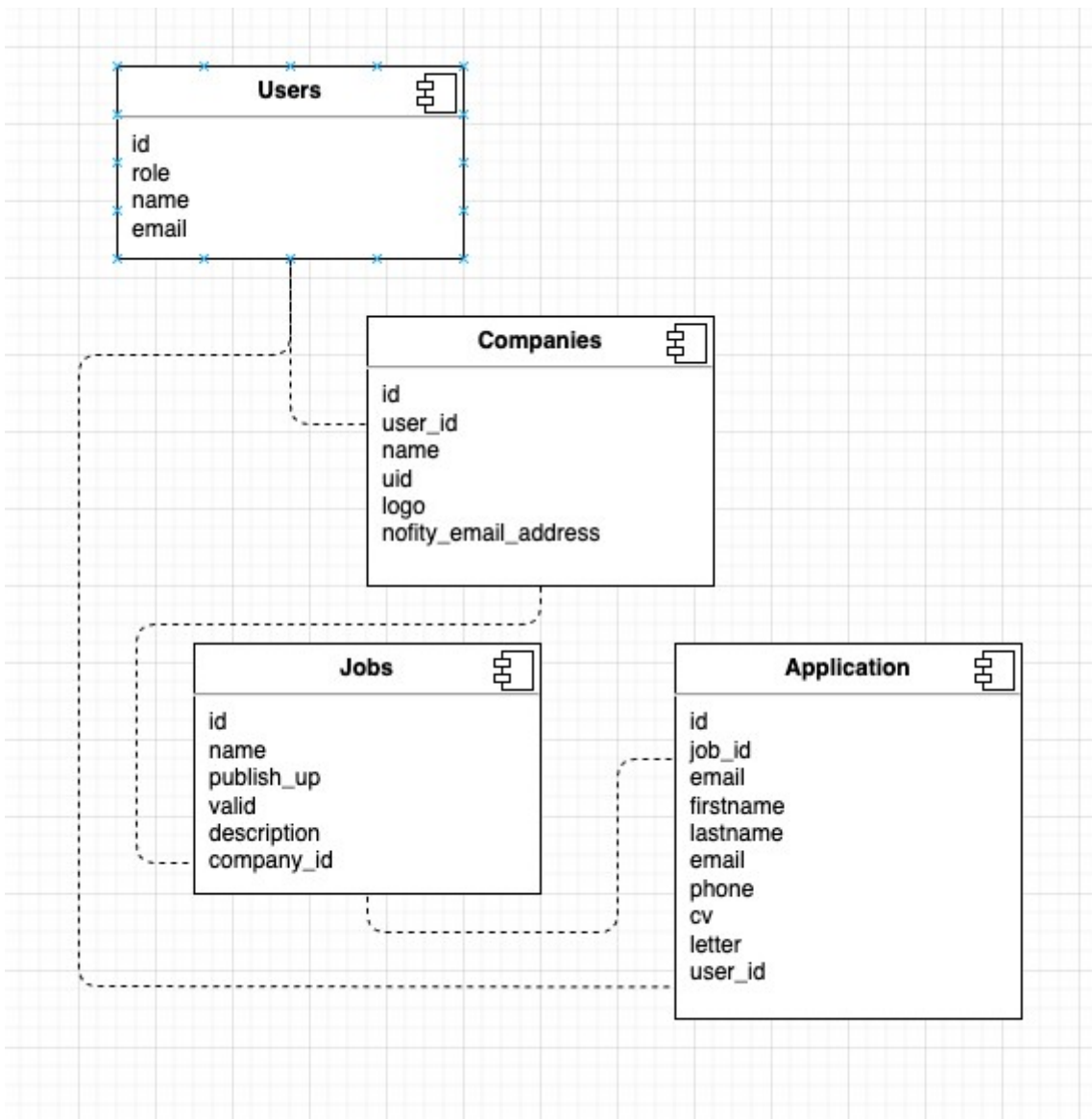
- Please use josbeir/cakephp-filessystem
- "local filesystem" will do for the start

E-Mails

Use CakePHP integrated Mailer with standard templates and send ALL mails via an generalized sendMail() function in AppController.php. This is important because we might want to integrate a third party tool to send or manipulate the emails. The sendMail function HAS to accept the following Parameters:

- Email
- Subject
- Template
- Company_id
- User_id (if available, else null)

DB-Model Sketch:



App will be run on:

- Apache
- PHP 7.4+
- MySQL 5.6+

Problem analysis

?

Delivery and acceptance conditions

We delivered code on GitHub/...

Acceptance is an error-free version on the desktop and mobile versions of Firefox, Safari, Google

Appendix

Revision #11

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