

**Workopolis** software helps recruiters, employers and people, who are looking job to make a recruitment process faster, easier and more efficient. All this goes through web interface handled by a Recruitment agency. All necessary information for stakeholders is stored in Database server of the application.

**Candidates** using the service can browse all open job positions, create personal profiles, upload CV and apply for a specified position. Every user can leave a feedback about service usefulness and it will be shown to everyone. There is also an option to subscribe for a regular mail service about new position posted in the service in the candidate’s field of interest.

**Recruiters** can accept an unassigned vacancies and work with them: find right candidates by browsing users’ profiles and checking candidates’ attachments to the vacancies; appoint and conduct personal, English interviews; create list of approved candidates and send them to employer for consideration. Recruiter also can comment and rate candidate profiles, CV etc. to simplify further work of other recruiters. Recruiters also store information about postponed candidates for the future job offers.

**Manager** communicates with employer, signs job contract, activates employers’ accounts and after that posts them in the service. Manager also sees statistic about working efficiency of recruiters (number of closed vacancies, number of successful interviews, recruiters’ productivity). After finding the right candidate for the position, after employer feedback manager closes vacancy in the system.

**Employer** communicates with the agency/service. After signing a job contract manager will create own profile and create a job offer in the service. He can track all recruitment process of each candidate and communicate with recruiters. After successful interviews employer receives a list of approved candidates and can communicate with them to appoint technical interview. Leaves feedback of every candidate he interviewed.

Logical diagram



**Workopolis**

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| **Business Module** | **Description** |
| Account Management | Registration, log in, log out operations. Allows to create recruiters, managers’ accounts, confirms accounts for validated employers. Confirms candidates’ accounts by sending confirmation e-mails. |
| Vacancy Management Module | Possibility to create, edit, post and deactivate job offer. Attachment applications to the concrete offers. |
| Candidate  Appraisal Module | Possibility to attach feedback and put marks about each candidate. |
| Schedule  Module | Calendar implementation, which can hold interview appointments for recruiters and employers. Also reminds about upcoming interview to candidates and recruitments. |
| Communication  Module | Allows internal messages between candidates, recruiters, managers and employers. Also has a mailing system which sends mails about new open vacancies to subscribed candidates. |
| Feedback  Management Module | Writing feedbacks about service usefulness visible for all visitors of the website. Writing feedbacks about candidates. |
| Candidate Management  Module | Allows to change candidates’ status after certain actions: First stage interviews, Second Stage interviews, job approval etc. Also creates a list for postponed candidates for recruiters to simplify search process when new vacancies appear in related fields. |
| Vacancy Search Module | Possibility to search opened vacancies by different criteria. |
| Candidate Search  Module | Possibility to search new candidates for opened vacancies. Reminding about postponed candidates who weren’t accepted to job at first but satisfy requirements later. Elaborates with Schedule module. |
| Recruit Appraisal Module | Generates statistic about recruiters’ productivity and represents it to Manager and employers for further analyzation. |

Physical Architecture



Workstation (HTTP client) initiates an HTTP request and after a request is made, the client disconnects from the server and waits for a response. The server processes the request and reestablishes the connection with the client to send a response back. The response is a generated HTML page filled with appropriate data from the database.