



OMO Bank

**Business Application
Development Team**

Software Project Proposal

Title: OMO Bank Recruitment Site

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1. Introduction

Omo bank is a financial institution that was founded in 1996 E.C. with a vision to be a sound financial institution that responds to effective demands for financial services to economically active but financially poor people in the region. Coining its name from the great Omo River in the south west of Ethiopia, it operates in the South nations, nationalities, and people regional state with a mission to contribute its part in poverty alleviation effort in the region providing efficient, effective and sustainable financial services.

Starting with initial capital of 3.2 million of total capital and deposited net saving birr 26,654. The total capital asset and deposited net savings rise between at the mid of one decade reached at about 523 million, total asset 5 billion as of net saving 2 billion correspondingly.

This project brings the company a way to facilitate the hiring and vacancy posting process by automating the system and increases the company's reach to recruit new talent from all over the country for its human resource needs, given its large size.

2. Problem Statement

The company has a huge human resources need given its current size and its inevitable need for expansion in the foreseeable future. It needs a way to post its vacancies and be able to reach recruits all over the country and even the world. At the same time, the company needs a way to view and assess the credentials and documents of the recruits and schedule an appointment.

3. Objective

3.1. General objective

The objective of the project is to provide Omo Bank with a system to post its vacant positions and receive documents, credentials and applications from its recruits via a website.

3.2. Specific objective

- Build a responsive site which adapts to users' devices.
- Authenticate users whether it be applicants or recruiters.
- Allow new recruits to register to the site.
- Notify applicants through email when a vacancy in their respective field is newly available in the site.
- Allow applicants to search for vacancies with search filtration option, apply for vacancies and follow the progress of their application(s).
- Display well categorized applications to recruiters and vacancies to recruits.
- Allow recruiters to schedule job interview.
- Show applicants the appointment to their job interview.
- Allow recruiters to categorize applications.
- Allow recruits to upload files (qualification, resume and such) to their accounts and edit their account details.

4. Scope

The project focuses on providing a recruitment page where the company posts its vacant positions, a page where recruiters can review applications and schedule appointments for applications of their choice, and a page where recruits can view, apply and send their credentials and documents through.

5. Methodology

5.1. Data Gathering and Analysis Methodology

The data gathering process involves using the company's usual vacancy postings and viewing from universally adopted procedures of a vacancy posting and recruitment processes of different companies like Ethiopian commercial bank and other huge firms. And at times, interviewing HR personnel in the company about questions we might have on the recruitment process that may be necessary for the development of the module.

5.2. System analysis, Requirement Specification and Design

5.2.1. Functional Requirements

- Allow recruiters to post vacancies and display them to applicants.
- Receive applications from recruits and display it to recruiters in an organized fashion.
- Allow recruiters to schedule an appointment for job interview.

5.2.2. Non-Functional Requirements

- Put a limit to the size of the files uploaded by applicants.
- Expired or filled vacancies will not be completely removed from the site.
- Simple and easy to use interface.
- A module that can easily integrate to a bigger system.

For this project, we plan on following traditional design approach where structured designing of the site proceeds after careful elicitation and analysis of requirements.

5.3. Software Development Approach

At first glance, the RAD (Rapid Application Development) model seems like the perfect development approach given the short period of time to develop the site. However, incorporating the RAD model to the Incremental development model would be a reasonable choice. This can be achieved by using component-based development for each increment in the development process as much as possible. In other words, for each increment in the development of the site, we will try to outsource functionalities rather than developing every feature from scratch.

5.4. Project Requirements

5.4.1. Software Requirements

The project requires

- Python with Django framework
- Node with react framework

- Visual studio code
- Pycharm
- Adobe XD

We chose these technologies because of their ability to scale, their flexibility, and their capacity to be built independently from each other. Meaning that part of the team can work on the front end and the rest of the team can work on developing the backend without having to wait for the other team. Secondly, modules developed with these languages/frameworks tend to integrate into a bigger system without a need to make a lot of modifications. And finally, because we found it necessary to familiarize ourselves with the programming languages and frameworks that businesses prefer working with, we found these languages/frameworks ideal.

5.4.2. Hardware Requirements

- Computers
- Good internet connection

6. Significance of the Project

The project's significance to the company includes

- ✓ It gives the company unlimited reach to recruit talent.
- ✓ It allows the automation of the entire recruitment and posting process creating a fast and efficient system.
- ✓ It increases the company's exposure to a variety of recruits making it competitive in the talent acquisition part of business.

7. Effort and Duration of the Project

As the development of the recruitment module is to be finished within our internship period, it is expected to take no more than 2 months. By dividing tasks effectively between the 3 of us, we plan to have the module ready for validation in the second month with a week or more to spare. As we do not expect to be left with much time for modification after validation, we intend to keep our supervisors updated. By dedicating the better half of our time in the office solely for the project and the other to learn about the workings of the organization, we expect to deliver the project on time. Our off days will also be spent on the project to stay on schedule and achieve weekly milestones.

8. Schedule and Milestone

Month	December				January				February			
Week	1	2	3	4	1	2	3	4	1	2	3	4
Work Plan Phases												
Proposal drafting												
Proposal Submission												
Site Structure Design												
UI/UX Design												
Documentation Preparation												
Documentation Submission												
UI and backend of Authentication Page development												
Home Page Development												
Development of the Rest of the Site												
Testing and Validation												
Modifications and Submission												