

PART 1 — Agile Requirement Specification (ARS)

(Business + Functional Requirements for Capability Finder)

1. Document Control

Field	Value
Module	Capability Finder
System	Competency Tracker
Version	1.0
Owner	Product Owner
Stakeholders	Product, Engineering, QA, Automation
Methodology	Agile Scrum

2. Business Objective

The Capability Finder module enables users to identify employees matching specific skill combinations and organizational filters for staffing, analytics, and export purposes.

Primary goals:

- Reduce staffing decision time
- Enable multi-skill AND-based filtering
- Provide exportable talent data
- Support scalable automation validation

3. Actors

Actor	Description
Super Admin	Full visibility
Segment Head	Scoped visibility (future enforcement)
Sub-segment Head	Scoped visibility (future enforcement)
Project Manager	View/search
Team Lead	View/search
Team Member	View/search (restricted future scope)

⚠ Current implementation does not enforce RBAC in search (technical debt).

4. Functional Requirements (FR)

FR-01: Skill-Based Search (Mandatory)

- User must select at least one skill.
- System shall return employees who possess ALL selected skills (AND logic).
- Proficiency and experience filters apply to selected skills only.

FR-02: Organizational Filtering

System shall allow filtering by:

- Sub-segment
- Team (cascading from sub-segment)
- Role

Filtering logic shall be cumulative (AND across all filters).

FR-03: Results Display

System shall:

- Display matching employees in tabular format.
- Show employee name, sub-segment, team, role.
- Display top 3 skills ordered by:
 1. Proficiency (DESC)
 2. Last used (DESC)
 3. Skill name (ASC)
- Support client-side sorting by name, sub-segment, role, team.

FR-04: Export Functionality

System shall allow:

- Export all search results.
- Export selected employees only.
- Download Excel file with filtered dataset.

FR-05: Empty & Error States

System shall display:

- "No results yet" (before search)
 - "Ready to search"
 - "No matching talent found"
 - "Search failed"
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FR-06: Data Constraints

- Proficiency: 0–5
 - Experience: ≥ 0
 - Skills must exist in master
 - Skills with no employees shall be visible but non-selectable
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5. Non-Functional Requirements (NFR)

ID	Requirement
NFR-01	Search response < 2 seconds for 1k employees
NFR-02	UI must not freeze for large datasets
NFR-03	Export must complete within 10 seconds
NFR-04	Soft-deleted employees must not appear (expected behavior)
NFR-05	Future RBAC enforcement must be pluggable

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6. Assumptions

- Search is server-side.
 - Sorting is client-side.
 - No pagination implemented.
 - Soft delete filtering currently missing (known gap).
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7. Out of Scope

- OR logic for skills
 - Saved searches
 - Server-side pagination
 - Allocation % filtering
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8. Acceptance Criteria (Sample High-Priority)

Example:

AC-01

Given user selects skills A and B

When search is executed

Then only employees having both skills A and B are returned

AC-02

Given proficiency filter = 4

When search is executed

Then only employees with proficiency ≥ 4 for all selected skills are returned

AC-03

Given employee is soft deleted

When search is executed

Then employee must not appear in results