

Project Proposal

Career Opportunities

TCSS 445: Database Systems Design

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7/8/15

Introduction

Your company is in the process of updating its web site and is in need of a specialized careers section where job applicants can find and apply for current job openings at your company's multiple locations in the United States.

These days, in order for a company to stay successful, you must employ the top experts in all of its necessary positions. Job seekers and current employees that are interested in exploring job openings at your company need convenient ways to explore what job openings are available. It is also essential that applicants have the ability to filter jobs by criteria, such as location, experience level, and department in order to encourage them to apply to a job that suits their needs and qualifications.

With the amount of applications received, the process of finding the best candidates can be time consuming for hiring managers and their assistants. There is also a strong possibility that qualified candidates may get passed over due to high volume. A thorough way to filter through applications will help prevent this and leave hiring managers more time to examine and choose the best candidates to consider for the positions.

A dedicated careers section of your company's web site is the best solution to these challenges. An added Career Opportunities web tool will allow hiring managers to conveniently post their job openings that display the most accurate information about that job on the company web site. It will also allow interested applicants to create an account and upload their resume to the database in order to make their information available to the hiring managers. The web tool will also allow the applicants to search existing jobs by keyword or browse by department, filter those results by location or experience level, and apply directly to the position. Hiring managers and their assistants can then choose to view all or filter the resumes based on their desired criteria. They will be able to easily eliminate the applicants who are not qualified and spend more time considering those who fit qualifications that are the most important to them. The job and applicant information will then be stored and available to be used and analyzed to improve the process in the future.

Management will also be able to update job listings as they are filled and as new ones open up. They can define what requirements they are looking for in a job, such as years of experience and skillsets. This will enable your company to stay competitive as new ventures open up and new opportunities for growth arise.

Users of Career Opportunities

The data organization and functionality of the web tool will be geared towards these primary users:

Applicants

- Applicants utilizing the careers page will be actively searching for a job. They have a resume and know their skillset, as well as the type of position they want to apply for.
- They should be able to search for open jobs by criteria, apply for whatever jobs they choose, enter in their information, and upload a resume.

Hiring Managers and Assistants

- Hiring managers will be choosing candidates to interview.
- They should be able to see all of the applicants who have sent in resumes. They should be able to rule out candidates who are not qualified for the position and sort candidates by various criteria.

Upper Management

- Upper Management will be in charge of adding new job listings and removing current ones as they are filled.
- They should be able to set the requirements for a new job to ensure that they will be getting the applicants they think are suitable for the job.

User and System Requirements

The requirements will mainly be from interviews with the primary users and research collected from existing career web sites and tools. The information from each source will consist of:

- Hiring Managers and Assistants:
 - Required information they need to collect from applicants.
 - Desired options for viewing applications.
 - Desired filter options.
- Upper Management:
 - Required information to enter for job postings.
 - Any optional information to enter for job postings.
 - Any restrictions on applications.
- Applicants:
 - Desired options for filtering job listings.
- Research collected from existing career web sites:
 - What data is collected by existing career web sites?

The requirements will be used to define the following data categories:

- Applicants- Will include personal details and employment application information, including their uploaded resume.
- Managers- Will include the information for current employees in charge of posting jobs and reviewing applications. It will indicate whether or not they are able to post job listings or view applications.
- Job listings- Will include all of the necessary information for job postings, including title, description, necessary qualifications, and filter options such as department or location.
- Applications- This will store completed applications and their associated applicants and job listings.
- Accounts- Account information, such as username, password, associated applicant or manager and whether or not the account has ability to post jobs or not. This will allow users to log in and will indicate which kind of account and privileges a user has.

Implementation

The requirements collected will help define what information needs to be collected in order to implement the features of your company's Career Opportunities page. These features will be implemented as followed:

- User accounts for Hiring managers, applicants, and upper management.
- Ability for hiring managers to:
 - View and filter current application information.
- Ability for upper management to:
 - Add and remove job listings
 - Define the requirements for the job being listed
- Ability for applicants to enter in employment information and upload resumes.
- Ability for applicants to browse, search and filter job listings.
- Ability for applicants to apply directly to job listings.
- Allow applicants to view previous applications.

Conclusion

Through the use of the Career Opportunities web tool, companies will have the opportunity to receive more applications and have more efficient selection processes. This will ultimately assist them in hiring more qualified employees who contribute the best skills to their business.