PJLI: TalentConnex

BUSINESS REQUIREMENTS

DOCUMENT

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I.   EXECUTIVE SUMMARY

TalentConnex is a web application developed with .NET technologies that offers a variety of features which enhances the job posting and job search experience when looking for qualified candidates for PJLI job openings. It is designed to simplify the job search process by connecting job seekers with relevant job opportunities in PJLI.

The web application makes it easier for the recruitment department to find the best candidates for their job vacancies by allowing them to post job listings which includes all the necessary information such as job title, description, requirements, location, salary, and other details. Job seekers can utilize the search functionality to find job listings based on their preferences, such as location, job title, salary range, and experience level, while also allowing them to directly send their application by uploading their resume in the web portal.

To summarize, TalentConnex is a comprehensive job posting web application that aims to streamline the job search and recruitment process for both PJLI job seekers and employers. Its user-friendly interface and extensive feature set make it an invaluable resource for anyone looking for job opportunities or to fill vacancies.

II.   PROJECT DESCRIPTION

Job hunting is a daunting task for most people. Job seekers frequently struggle to find and discover job openings in companies. At the same time, employers are frequently bombarded with applications, and finding the right candidate can be time-consuming and challenging. To address these issues, the team presented TalentConnex, a web application that connects job seekers with suitable job opportunities in PJLI and helps the recruitment department to find the right candidate quickly and efficiently.

Furthermore, the application will allow job seekers to browse job listings based on various criteria, such as location, job title, and experience level. They will be able to create a profile, upload their resume, apply for jobs directly through the web portal, and they will be able to track the status of their job applications. Employers will be able to post job listings that include all the significant information, such as job title, description, requirements, location, salary, and other details.

The scope of the project is focused on delivering the core and basic functionality of the application given the short timeline of developing it. The key deliverables include a .NET Core MVC 5 web application, a .NET Core Web API, and a SQL Server database. All .NET projects will be created using the newest version of .NET, .NET 7. The app will also be developed by utilizing Figma wireframes in order to offer a user-friendly experience.

Moreover, the application will be developed using agile methodologies to ensure efficient and effective development. Given the short time frame, the developers will focus on providing the application's main functionality within the constrained capstone timeline, with a priority on a user-friendly interface and an improved job search approach.

III.   PROJECT SCOPE

The objective of the project is to develop a job posting web application called TalentConnex that connects job seekers with pertinent career openings in PJLI and aids the recruiting department in discovering the most qualified applicants for their job vacancies. The project outlines what is "in" and "out" of scope for the project and includes set of specific goals, tasks, deliverables, and deadlines.

III.I IN SCOPE

The scope of the project includes the following:

1. Project-Specific Goals: The primary goal of the project is to deliver a functional job posting web application within the specified timeline using .NET technologies, including .NET Core MVC 5 Web Application, .NET Core Web API, and a SQL Server database. The web application should allow job seekers to browse job listings based on various criteria and allow employers to post job listings that include all the relevant information.

2. Tasks: The tasks involved in the project include developing a user-friendly interface for the web application, creating a database schema for storing job listings and applicant profiles, developing the job search functionality, developing the job listing posting functionality, and integrating the web application with the database.

3. Deliverables: The key deliverables of the project include a working .NET Core MVC 5 Web Application, .NET Core Web API, and a SQL Server database that meet the project specifications. Additionally, the project should include a set of wireframes that outline the design of the web application.

4. Deadlines: The project is expected to be completed within a specified period of time. The team will use agile methodologies to ensure that the project is completed on time and within budget.

Web Services (API)

- Authentication and Authorization
  - Identity JWT Enabled
- Manage Job Posts
  - CRUD
  - Pagination
  - Search and filters
- Manage Job Applications
  - CRUD
  - Pagination
  - Search and filters

- Manage Job Types
  - CRUD
- Manage Job Categories
  - CRUD
- Manage Job Location
  - CRUD
- Manage Jobseeker Profile
  - CRUD
  - Upload Resume

Web Application (MVC)

- Authentication and Authorization
  - Profile
  - Change Password
- Home
  - Search for a Job
  - Recent Job Posts
- Manage Job Posts
  - CRUD
  - Pagination
  - Search and filters
- Manage Job Applications
  - CRUD
  - Application Status
  - Pagination
  - Search and Filters
- Manage Jobseeker Profile
  - CRUD
  - Upload Resume

USED CASE SCENARIOS

- **Job Posting**: Employers should be able to create job postings that include job title, description, requirements, location, salary, and other relevant details.
- **Job Search**: Job seekers should be able to search for job postings based on their preferences, such as location, job title, salary range, and experience level.
- **User Accounts:** The application should allow users to create and manage their accounts, including updating their personal and professional information.
- **Application Management:** Employers should be able to review and manage job applications submitted by job seekers.
- **Security:** The application should ensure the security of user data and prevent unauthorized access to user accounts and job postings.

➢ **Resume Upload**: Job seekers should be able to upload their resumes to their accounts, which can then be viewed by potential employers.

➢ **Mobile Responsiveness**: The application should be designed to be responsive on mobile devices to ensure a seamless user experience on all devices.

III.II OUT OF SCOPE

The following items are not within the scope of the project:

- Development of a mobile application
- Integration with third-party job posting sites
- Advanced search and filtering functionality
- Customization of the web application beyond the provided wireframes

IV. CURRENT PROCESS

Cebuana Lhuillier's current system includes a Careers section where job listings are displayed in an unstructured and unappealing manner. The job opportunities for each department are displayed on the web page. There is also a job description, job responsibilities, and job qualifications. Nevertheless, the information provided in the web portal is static, not allowing applicants who visit the web portal to apply directly since it lacks a feature that allows applicants to submit their résumé or provide their contact information for application purposes. To allow jobseekers apply for job openings listed on their web portal, the current system relies on third-party job posting sites such as Kalibrr, LinkedIn, Indeed, and Facebook.

In relation to this, a proposed solution to improve and develop Cebuana Lhuillier Careers' existing system is to provide a web application that allows job searchers to view job listings based on several parameters, such as location, job title, and experience level. Users will be able to set up a profile, post their résumé, apply for employment directly through the web portal, and check the status of their job applications. Employers will be able to publish job postings with all relevant information, such as job title, description, qualifications, location, salary, and other information.

IV.I PROBLEM STATEMENT

The project sought answers on how to efficiently develop TalentConnex, a job posting web application that connects job searchers with relevant career openings in PJLI. More specifically, it seeks an answer to the following questions:

1. How to ensure that employers provide accurate and detailed job postings that include all necessary information for job seekers, such as job title, description, requirements, location, and salary?
2. How can job postings be efficiently categorized and filtered so that job seekers can simply search for and identify relevant job opportunities in PJLI careers based on their preferences such as location, job title, income range, and experience level?

3. How can job searchers submit applications to PJLI careers promptly, and hiring managers easily access and download them without any compatibility issues?
4. How to design a user-friendly account management system that makes it simple for users to manage their resumes, update their personal and professional information, and monitor their job applications?
5. How to design an intuitive and user-friendly user interface and job search experience for both job searchers and hiring managers?

IV.II PROJECT OBJECTIVES

At the end of the project, the developers expect to build a job posting web application that connects job searchers with relevant career openings in PJLI.

1. To develop a job posting web application called TalentConnex that connects job seekers with employment vacancies in PJLI.
2. To provide a search functionality that enables job searchers to filter job posts based on their criteria, such as location, job title, salary range, and experience level.
3. To develop a web application system that enables job seekers to submit their applications to PJLI careers promptly and easily.
4. To create a user-friendly account management system that allows users to create and manage their accounts, update their resumes and other professional information, and monitor their job applications.
5. To provide an intuitive and user-friendly user interface that allows both job seekers and hiring managers to simply search for jobs, browse job postings, and submit and manage job applications.

V.   FUNCTIONAL REQUIREMENTS

Detail the project's functional requirements by enumerating the ways in which the current process addresses the issue and by describing the functional requirements necessary to the project's success.

ID	Requirement	Priority
RC 1	**User Management** • The system should allow job seekers to create and manage their user accounts. • The system should allow employers to create and manage their company accounts. • The system should have a role-based access control system to restrict access to specific features based on user roles.	1
RC 2	**Job Listing Management** • The system should allow employers to create, edit, and delete job listings.	1

	• The system should allow employers to specify the job title, description, requirements, location, salary, and other details of the job listing. • The system should allow job seekers to search for job listings based on their preferences, such as location, job title, salary range, and experience level.	
RC 3	**Application Management** • The system should allow job seekers to apply for job listings by submitting their resumes and other required information. • The system should allow employers to review and manage job applications submitted by job seekers.	1
RC 4	**Security** • The system should have appropriate measures to protect user data, such as encryption and secure storage. • The system should prevent unauthorized access to user accounts and job listings.	3
RC 5	**Reporting** • The system should generate reports on job listing activity, such as the number of views, applications, and hires. • The system should provide analytics on user activity, such as the number of job searches and applications per user. • The system should allow employers to export job application data in various formats, such as CSV or Excel.	5
RC 6	**Communication** • The system should allow job seekers and employers to communicate with each other through the platform. • The system should have a messaging system to facilitate communication between job seekers and employers.	5

VI.   NON-FUNCTIONAL REQUIREMENTS

- Logs will be written into files.
- Create a container for each application to deploy it in different infrastructure.
- Have Kubernetes cluster to deploy the application.

VII.   TECHNICAL REQUIREMENTS

Listed below are the technical requirements for developer and user of the application.

VII.I DEVELOPER'S SPECIFICATIONS

HARDWARE SPECIFICATIONS	SOFTWARE SPECIFICATIONS
Desktop or laptop computers with minimum specifications to support .NET Core and Figma software.	Visual Studio or Visual Studio Code for .NET Development
	SQL Server Database
	Figma for wireframing and UI/UX design
	Source Control Management (Git & GitHub)
	Docker & Kubernetes

VII.II USER'S SPECIFICATIONS

HARDWARE SPECIFICATIONS	SOFTWARE SPECIFICATIONS
Desktop or laptop computers	Docker & Kubernetes

VIII.   ASSUMPTIONS

- The project team will have access to all necessary resources, such as hardware and software, throughout the duration of the project.
- The development environment and infrastructure will be properly set up and configured before the start of the project.
- The project team members have the necessary skills and expertise to complete their assigned tasks.
- The project team members will be able to work on the project without any major interruptions or distractions.
- The project timeline and milestones will be achievable within the given time frame.
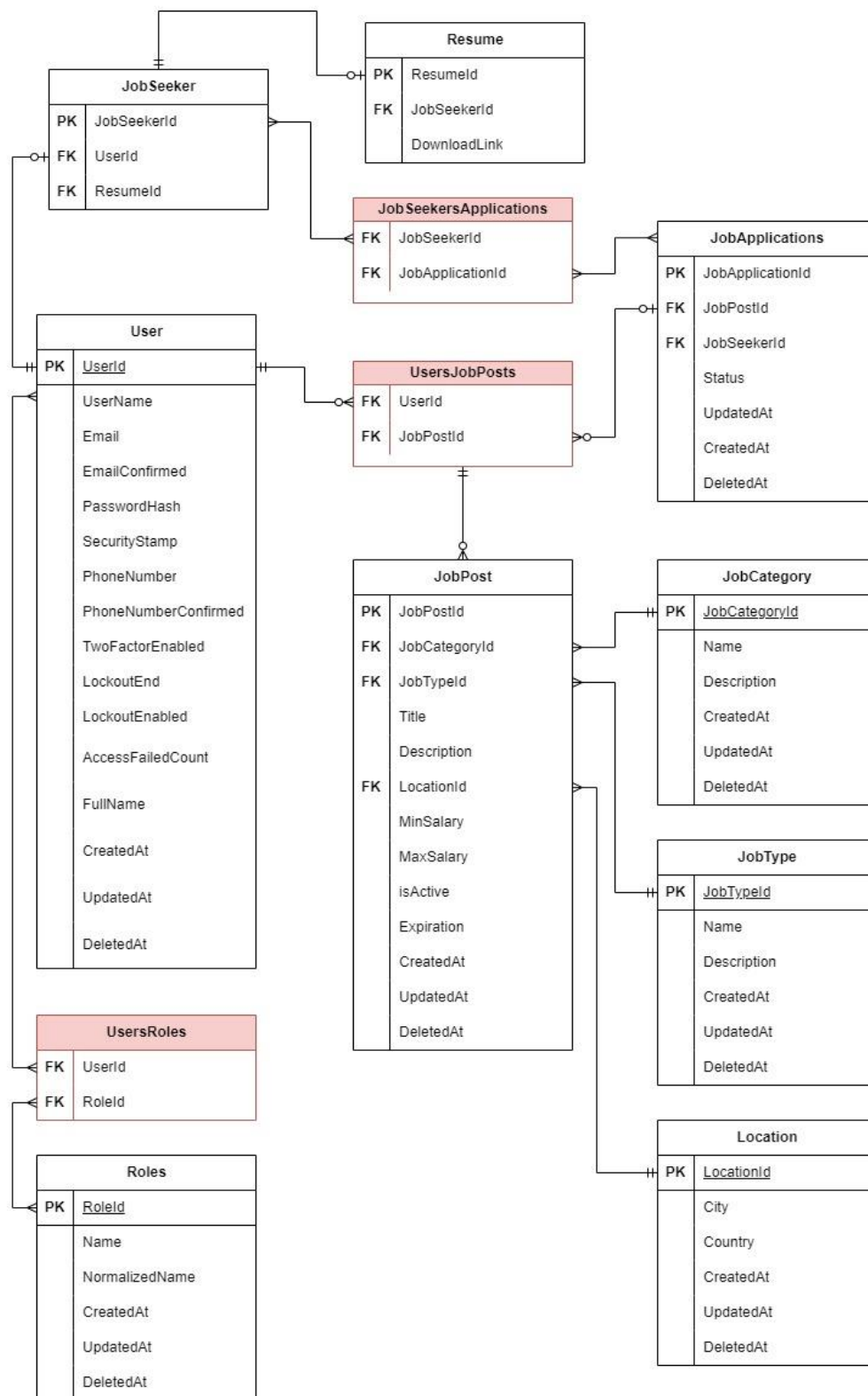
IX.   GLOSSARY

For reference, words/terms used in the document are listed below:	
Term / Abbreviation	**Explanation**
.NET Core	A free, open-source, cross-platform framework for building modern applications.
MVC	Model-View-Controller, a software design pattern used in developing web applications.
Figma	A web-based design and prototyping tool.
SQL Server	A relational database management system developed by Microsoft. Figma: A web-based design and prototyping tool.
Web Portal	A website that acts as a gateway or entry point to access a variety of information and services from different sources on the internet
Application	A computer software package that performs a specific function directly for an end user or, in some cases, for another application.
Software	The programs and other operating information used by a computer
Database	An organized collection of structured information, or data, typically stored electronically in a computer system.
Hardware	The external and internal devices and equipment that enable you to perform major functions such as input, output, storage, communication, processing, and more.

X.   REFERENCES

The following are links to all of the resources (websites, documents, etc.) mentioned in this document.	
Name	**Location**
What Is an Application? Definition from SearchSoftwareQuality (Gilis, 2021)	https://www.techtarget.com/searchsoftwarequality/definition/application#:~:text=An%20application%2C%20also%20referred%20to,or%20a%20group%20of%20programs.
What is a database?	https://www.oracle.com/database/what-is-database/
What Is Computer Hardware? - IT Glossary	https://www.solarwinds.com/resources/it-glossary/computer-

	hardware#:~:text=Computer%20Hardware%20Definition-,Computer%20Hardware%20Definition,communication%2C%20processing%2C%20and%20more.

XI.   APPENDIX

Include any additional information for reference, including process details, analysis results, studies, third-party examples, etc.

XI.I ENTITY-RELATIONSHIP DIAGRAM

XI.II FUNCTIONAL REQUIREMENTS LEGEND

Value	Rating	Description
1	Critical	The requirement is critical to the project's success. Without fulfilling this requirement, the project is not possible.
2	High	The requirement is high priority re the project's success, but the project could still be implemented in a minimum viable product (MVP) scenario.
3	Medium	The requirement is important to the project's success, as it provides value, but the project could still be implemented in an MVP scenario.
4	Low	The requirement is low priority (i.e., it would be nice to have), but the project's success is not dependent upon it.
5	Future	The requirement is outside of the project's scope and is included as a possible component of a prospective release and/or feature.

XII.   DOCUMENT HISTORY

Version	Date	Changes	Author
1.1	03/27/2023	Outline of the Document	Ramirez
1.2	3/29/2023	Format and Additional Parts of the Document, Executive Summary, Project Description and Current Process	Fernando
1.3	3/30/2023	In Scope Web API and Web MVC	Ramirez
1.4	4/4/2023	Business Requirements Documentation	Fernando