

Project Proposal

Course: COMP3900 Capstone Project

Project: Recruit Assistant

Team: Kai-Will-Make-Tony-Rich

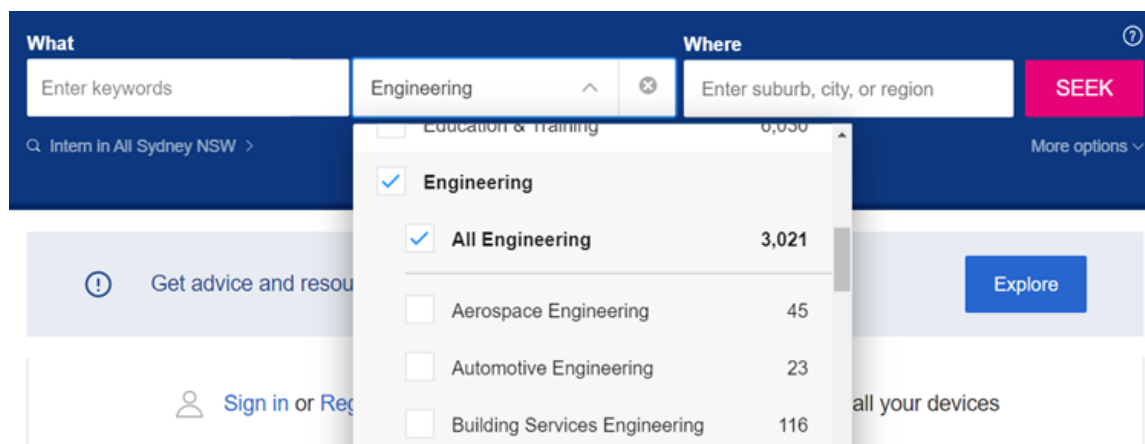
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Background

Our problem domain is to develop a recruitment website for students that allows a job seeker to search for internships, graduate and student roles through various filters as well as indicate their qualifications and experience relating to each job role before applying. The website allows an employer to sort applications by qualifications and experience, shortlist or reject any applications, and send interview and offer letters.

Two existing websites/applications within the same problem domain were chosen for analysis: Seek and Hatch. For each one, an analysis of their strengths and weaknesses was conducted to shape the product our team is building.


Seek is a major Australian recruitment website which brands itself as an employment marketplace. The first point of contact is a search bar to enter keywords for job matches, next to a drop-down menu which includes various classifications for jobs such as "Accounting" and "Engineering". Each checkbox contains sub-classifications where job seekers can specify the exact type e.g. "Aerospace Engineering" or "Chemical Engineering" under "Engineering". For each ticked checkbox, there is a count for the number of available jobs in that classification and sub-classification. Finally, next to the classification menu, there is a location search bar to help applicants find jobs in a specified suburb, city or region. All of this is extremely easy to navigate and this is a massive advantage that our website will strongly consider in its build.



Despite the easy search interface, Seek does have the disadvantage of jobs potentially being mis-classified due to oversaturation of sub-classifications. A job may not cleanly fit into a single sub-classification and those which do not fit at all would be bundled into the "Other" sub-category, causing further confusion for applicants when searching this way. Since all jobs must be listed under a sub-category, employers might also struggle with accurately depicting the nature of the job with an ill-fitting option. Our website plans to mitigate this by streamlining the number of sub-categories or eliminating the need for it altogether.

Hatch is a recruitment website targeted at students interested in part-time/contracted student roles while they are still studying. Its strong positioning towards its target audience means it is a go-to website for this niche type of role, which might be much more difficult to find in a more generalist site such as Seek. There is no option for a search bar due to there not being many roles open at one time. Hatch's user interface is more visual than Seek, having images to supplement the perception of a friendly work culture. Each individual job box contains information on the length of the role, the expected work days per week and a status to show whether the role is open or closed. This information is very relevant for Hatch's student-driven purposes and hence is an advantage in this case.

Recently closed




DOMAIN · SYDNEY
Employee Experie...

We are looking for a people person, passionate about all things Employee Experience. Working in the People Solutions team in Emp...

Closed

3 months · 2.5 days/wk · Paid




AMP · SYDNEY
Platform Systems ...

AMP is a leading independent wealth management company with more than four million customers across Australia and N...

Closed

3 months · 2.5 days/wk · Paid




J.P. MORGAN · SYDNEY
Software Engineer

We are looking for an incredible programmer to join our team of software engineers. You would be working on our primary stack whi...

Closed

6 months · 2.5 days/wk · Paid



QANTAS · SYDNEY
Research and Anal...

We're looking for a student who is keen to work in Qantas' newly formed Strategic Workforce Planning team that is focused on ...

Closed

6 months · 2.5 days/wk · Paid

For each job application in Hatch, there will be a number of tasks that each role requires. For each of those tasks, the applicant answers either "No", "Kind of" and "Yes" to the question "Can you share an example of a time you worked on something similar?" If they answer any of the latter two, they must fill in a text box of up to 300 words where they describe previous experiences in fulfilling that task. Making applicants tick an option to past experiences for job tasks greatly helps employers sort and filter out inexperienced or unqualified applicants while reinforcing those which are qualified to do the job. This is an advantage which makes it easier for employers which our team will strongly consider in the construction of our recruitment website.

Demonstrate your ability

Please tell us about a time you worked on something similar to this task, clearly demonstrating your ability, to tackle this task.

Tips 

Can you share an example of a time you worked on something similar?

☒ Yes ☐ Kind of ☐ No

A glaring disadvantage in the website interface is the overflowing job description and (occasionally) title in each box, hardly making it past a single introductory sentence. An improvement to this would be a very short summary of the role in dot points, something that our team plans to implement in our recruitment website. Removing the picture in each box, which doesn't serve any real functional purpose, would create extra space for text. There could also be a potential overload of jobs without the ability to search when the open roles span into the double digits, despite this not being a problem at the moment. Having a search bar to start with would mitigate this entirely.

An analysis of both Seek and Hatch proved fruitful in developing our team's own website. However, Seek does not address the issue of both applicants and employers being bombarded with a large collection of applications at once and Hatch's absence of a search bar limits its effectiveness to its current target audience of students looking for part-time roles. Our team proposes a solution to streamline this process: by only showing one result at a time and swiping left or right to save a result ala Tinder, it forces both parties to address the current position and make a decision so that it can be saved for later or eliminated altogether, removing duplicate visits if not wanted. The process is kicked off with a search bar with filters to ensure that applicants can narrow down their set of "swiped" jobs, and employers can sort applicants by experience and qualifications.

User Stories

Backlog & Sprint 1

Jira Software

Your work

Projects

Filters

Dashboards

People

Apps

Create

Q Search

KL

Kai-Will-Make-Tony-...
Classic software project

KWTR board
Board

Backlog

Active sprints

Reports

Issues

Components

Code

Releases

Pages

Add item

Project settings

Projects / Kai-Will-Make-Tony-Rich / KWTR board

Backlog

Share

Q

KL

Only My Issues

Recently Updated

▼ KWTR Sprint 1 1 issue

Start sprint

Plan sprint

As a user, I would like to be able to register and login so that I can get authenticated and thus, access the website. KWTR-34

↑ 5

+ Create issue

Backlog 8 issues

Create sprint

As an employer, I would like to be able to advertise available jobs whilst providing job details and prerequisites so that potential job candidates KWTR-5

↑ 4

As a job seeker, I would like to be able to search for all available jobs so that I know everything which employers are currently offering. KWTR-6

↑ 4

As a job seeker, I would like to be able to apply for jobs so that I have the opportunity to be employed in the future. KWTR-7

↑ 4

As an employer, I would like to be able to analyse job applications so that I obtain a greater understanding on how suitable a candidate is. KWTR-8

↑ 4

As an employer, I would like to be able to send job interview invitations so that I have the opportunity to learn more about suitable candidates. KWTR-9

↑ 2

As a job seeker, I would like to be able to accept job interview invitations so that I have the opportunity to further demonstrate to employers w KWTR-10

↑ 2

As an employer, I would like to be able to send job offers so that job seekers can choose to commence work for my company. KWTR-11

↓ 2

As a job seeker, I would like to be able to accept job offers so that I can commence work for a particular company. KWTR-12

↓ 2

+ Create issue

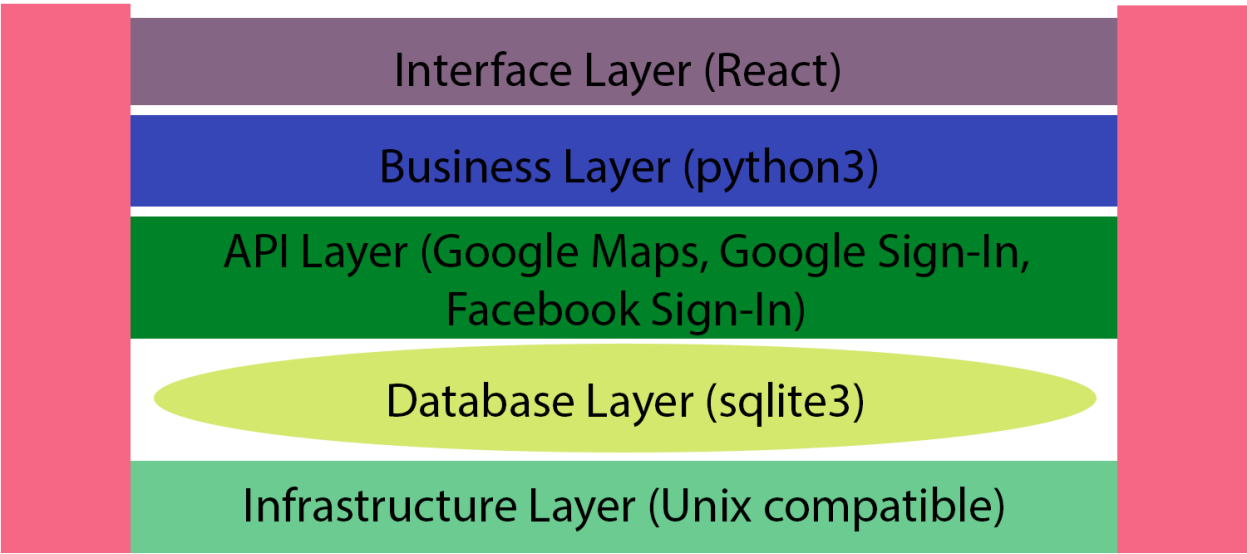
Subtasks

As a user, I would like to be able to register and login so that I can get authenticated and thus, access the website.	As an employer, I would like to be able to advertise available jobs whilst providing job details and prerequisites so that potential job candidates can apply for my jobs.	As a job seeker, I would like to be able to search for all available jobs so that I know everything which employers are currently offering.	As a job seeker, I would like to be able to apply for jobs so that I have the opportunity to be employed in the future.	As an employer, I would like to be able to analyse job applications so that I obtain a greater understanding on how suitable a candidate is.	As an employer, I would like to be able to send job interview invitations so that I have the opportunity to learn more about suitable candidates.	As a job seeker, I would like to be able to accept job interview invitations so that I have the opportunity to further demonstrate to employers why I should be employed.	As an employer, I would like to be able to send job offers so that job seekers can choose to commence work for my company.	As a job seeker, I would like to be able to accept job offers so that I can commence work for a particular company.
Members of the public are able to signup for an account (but without administrative privileges) through a form.	Advertised jobs contain a job description including responsibilities, employment type, location and application closing date.							
Employees are able to signup for an account (with administrative privileges) through a form.	Advertised jobs contain required qualifications and experience.							

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All users are able to login successfully through a form and thus can access the website's functions.	Employers can list additional documents and files which they desire from an employee's job application such as a resume and cover letter.
All users are able to logoff successfully either by pressing a 'logoff button' or by closing the website.	

System Architecture



Interface Layer

UI/UX will be built on React.js along with CSS to style the frontend. Have not decided whether CSS frameworks like **Material UI** and **Bootstrap** is needed, so for the time being vanilla CSS is what will be used.

API Layer

The APIs that will be used are Google Maps API for calculating the distance between users, Google and Facebook Sign-In API for allowing user to create an account with their existing Google or Facebook account.

Business Layer

The backend system will be developed in python3 using the Flask library to receive requests from the frontend. The sqlite3 library will also be used to connect to the database which will be discussed below.

Database Layer

Data will be managed in a relational database sqlite3 which does not require a server and data persistence is achieved by storing the data in a **.db** file on disk. This is managed internally by sqlite3.

Infrastructure Layer

This software is Unix (MacOS, Linux and any Unix like Operating System) compatible because sqlite3 is inbuilt to Unix. React is managed by npm and initialised using **npm create-react-app** which can all be run on a terminal. For Windows to work, WSL(Windows Subsystem for Linux) is required because it is Linux compatible.

Storyboard

