

## Harmony AI Scope of Work

### Client Requirements & User Flow

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### Project Overview

Harmony.ai is an innovative AI-powered professional networking and recruitment platform designed to streamline the hiring process while enabling dynamic networking and career growth for job seekers, students, professionals, and recruiters. By blending social networking features with cutting-edge AI tools, Harmony.ai offers an intuitive and user-friendly experience.

The core of Harmony.ai is the "Digital CV," a video-based profile where candidates can upload short videos showcasing their skills, personality, and career aspirations. Recruiters can either manually review these videos or leverage AI-powered analytics to assess candidates' suitability based on various factors, including communication skills and body language.

### Objectives`

#### For Job Seekers:

- **Enhanced Visibility:** Job seekers can upload a "Digital CV," a video-based profile, which boosts engagement with recruiters and increases visibility in a competitive job market.
- **AI-Powered Job Matching:** The platform's AI algorithms suggest relevant job openings based on users' profiles, past activities, preferences, and market trends.
- **Networking Opportunities:** Job seekers can connect with industry professionals, participate in discussions, and build meaningful relationships through community groups, fostering career growth.

#### For Employers & Recruiters:

- **Reduced Hiring Time:** AI tools scan Digital CVs and rank candidates based on their fit for job positions, reducing the time and effort spent manually screening resumes.
- **Smart Job Postings:** AI assists recruiters in creating accurate and effective job descriptions by suggesting skills, qualifications, and salary ranges based on market data.

- **Better Candidate Insights:** Video profiles provide recruiters with a deeper understanding of a candidate's communication style, body language, and overall professionalism.

### For Students & Early Professionals:

- **Career Readiness:** Students can start building professional profiles early and gain exposure to career opportunities by engaging with professionals, joining relevant communities, and participating in career-focused discussions.
- **Skill Development:** AI-powered feedback on Digital CVs helps students improve their interview presentation, refine skills, and become more prepared for career challenges.

## Key Features

### User Features:

#### 1. User Account Setup & Login:

- a. **Sign-Up:** Users can create an account by providing basic details such as name, email, mobile number, and password. Alternatively, they can sign up using their LinkedIn account for faster profile creation.
- b. **Login:** After setting up the account, users can log in securely to the platform.
- c. **Two-Factor Authentication (2FA):** Users can enable 2FA for added security during login.

#### 2. Profile Management:

- a. **Profile Setup:** Users enter their professional information, including work experience, education, and skills.
- b. **Digital CV:** Users can upload a 45-second to 1-minute video introducing themselves, showcasing their skills and aspirations. The AI will provide real-time feedback to help improve the video (e.g., "Speak louder," "Highlight projects more clearly").
- c. **Edit Profile:** Users can easily update their profile information, add new skills, education, and experiences, and refine their Digital CV.
- d. **Privacy Settings:** Users can control who can view their profile and Digital CV—either all recruiters or only recruiters associated with applied jobs.

#### 3. Feed and Interaction:

- a. **Personalized Feed:** Users will see posts, job updates, and career-oriented content in a personalized feed, similar to a "Threads" app interface.

- b. **Like, Comment, and Share:** Users can interact with posts through likes, comments, and shares, fostering engagement within the platform.
- c. **Content Creation:** Users can share career-related posts, updates, and achievements, contributing to their professional presence.

#### 4. Connections and Networking:

- a. **Search Profiles:** Users can search for other professionals by name, company, or skills.(unique)
- b. **Connection Requests:** Users can send and receive connection requests to expand their network. AI suggests personalized messages to initiate conversations.(new word)
- c. **Messaging:** Once connections are made, users can chat with each other. AI can suggest engagement tips (e.g., "Ask about their projects").

#### 5. Job Search and Application:

- a. **AI-Powered Job Recommendations:** The platform suggests job listings based on user profiles, past applications, and market trends. Users can filter results by location, experience level, and company size.
- b. **Easy Apply:** Job seekers can apply for jobs with just one click, submitting their Digital CV alongside their profile. They can also add a personalized note to the recruiter.
- c. **Application Tracking:** Users can track the status of their job applications and receive updates such as "Viewed by Recruiter" or "Shortlisted."

#### 6. Community Groups:

- a. **Create and Manage Groups:** Users can create community groups based on interests or industries (e.g., "Women in Tech," "Marketing Professionals in India").
- b. **Group Interaction:** Users can post within groups, engage in discussions, and share content relevant to the group's focus.
- c. **Anonymous Posting:** For sensitive discussions (e.g., salary trends, workplace issues), users can post anonymously within the group.
- d. **AI Moderation:** AI automatically moderates groups for malicious content, ensuring discussions remain professional and respectful.

#### 7. Settings and Preferences:

- a. **Profile Information Management:** Users can manage their personal details and career information.
- b. **Log Out:** Users have the ability to securely log out of the platform when done.
- c. **Privacy Settings:** Users can customize their privacy preferences, such as who can view their profile and Digital CV.

## Recruiter Features:

### 1. Recruiter Account Setup:

- a. **Sign-Up and Domain Verification:** Recruiters can create an account using their company email address and verify their domain to authenticate the recruiter account.
- b. **Profile Setup:** Recruiters fill in company details, including industry, company size, and job roles they are hiring for.

### 2. Job Posting Management:

- a. **Create Job Postings:** Recruiters can manually enter job descriptions or use AI tools to generate them. AI will suggest skills, qualifications, and salary ranges based on market trends and role specifications.
- b. **Edit or Pause Jobs:** Recruiters can modify existing job posts, pause them if needed, or completely delete them.
- c. **Job Dashboard:** View and manage all posted jobs with detailed statistics on each posting's performance and candidate interactions.

### 3. Applicant View & Screening:

- a. **Digital CV Review:** Recruiters can view candidates' Digital CVs, which include video profiles. The AI provides recommendations based on the candidate's qualifications, communication skills, and overall match with the job.
- b. **AI-Powered Shortlisting:** AI shortlists candidates based on job requirements and ranks them according to how well they fit the role.
- c. **Manual Review:** Recruiters can manually review the Digital CVs, using features like transcript generation, playback speed control, and annotations.

### 4. Security & Privacy Features:

- a. **Digital CV Protection:** Recruiters cannot download, screenshot, or screen-record candidates' Digital CVs, ensuring confidentiality and security.
- b. **Access Control:** Recruiters can manage who sees the job postings, applicants, and sensitive recruitment data.

### 5. Candidate Engagement:

- a. **Interview Invitations:** Recruiters can invite candidates for interviews directly via the platform. Integrated calendar features streamline the interview scheduling process.
- b. **Talent Pool Management:** Recruiters can create and maintain a pool of potential candidates, even if they're not currently hiring, by keeping them engaged through updates and communication.

## Admin Features:

### 1. Admin Login & Management:

- a. **Admin Access:** Admins have access to the entire platform for monitoring and management purposes.
- b. **Profile Management:** Admins can manage their profiles, change passwords, and ensure platform security.

### 2. User and Job Analytics:

- a. **User List and Profile Management:** Admins can view all users (job seekers, recruiters) and their profiles, including Digital CVs and application statuses.
- b. **Job Management:** Admins can view and manage all job postings. They can edit, pause, or remove jobs based on platform guidelines.

### 3. Content Moderation:

- a. **Post Management:** Admins can view and remove posts from the feed, ensuring that content aligns with platform policies.
- b. **Malicious Content Flagging:** Admins can monitor flagged content, with AI assisting in identifying and removing harmful or inappropriate posts.

### 4. Security & Settings:

- a. **Policy Management:** Admins can update privacy policies, terms and conditions, and other legal documents to ensure compliance.
- b. **Account Deletion:** Admins can delete user accounts (e.g., recruiters) based on platform rules and guidelines.

## AI Model Use Cases

1. **Job Matching:** AI analyzes a user's profile to recommend suitable job listings based on their skills, experience, and preferences.
2. **Job Creation:** AI generates job descriptions automatically, ensuring relevance and accuracy based on the recruiter's inputs.
3. **Candidate Recommendations:** Based on job descriptions, AI suggests top candidates to recruiters, highlighting their strengths.
4. **Malicious Content Flagging:** AI detects harmful, inappropriate, or off-topic content within community groups and flags it for review.

## Non-Functional Requirements

- **Performance:** Fast AI response time (<500ms) for real-time job matching and video analysis.
- **Scalability:** Platform designed to support millions of users with minimal latency.
- **Security:** End-to-end encryption for all communications, including job applications, profiles, and Digital CVs.
- **Usability:** Simple, minimalist UI that prioritizes user experience. Optimized for mobile-first (iOS, Android, Web).