

Business Requirements Document (BRD)

PROJECT DETAILS

PROJECT NAME	
AI POWERED RECRUITMENT TOOL	
CREATOR	DATE
RETHANYAA SV	22-JUNE-2025

1) EXECUTIVE SUMMARY SNAPSHOT

This Business Requirements Document outlines the development of an AI-Powered Recruitment Tool designed to streamline the recruitment process. The tool will utilize artificial intelligence to automate resume screening, enhance job-candidate matching, and improve recruitment decision-making. The goal is to address inefficiencies caused by manual resume evaluation, delays in shortlisting, and bias in candidate assessment. This document serves as a shared understanding among stakeholders, developers, and sponsors for project planning, development, and deployment.

2) PROJECT DESCRIPTION

The AI-Powered Recruitment Tool is a full-stack web platform enabling recruiters to create job postings, receive applications, and automate resume evaluations through AI. Core features include intelligent candidate-job matching, resume parsing, scoring algorithms, and dashboards for analytics. The system is designed for ease of use, minimizing manual tasks, and improving hiring efficiency.

3) PROJECT SCOPE

In-Scope Items	Out-of-Scope Items
Job posting and management	Support for video interviews
Resume upload and text extraction (PDF/DOCX)	Third-party API integrations (LinkedIn, etc.)
AI-based skill matching and scoring	Mobile application
Candidate profile creation and ranking	Real-time chat or messaging features
Authentication system for recruiters	
Dashboard with recruitment analytics	

4) BUSINESS DRIVERS

1. **Improved Hiring Efficiency:** Reduce time-to-hire through automation.
2. **Cost Reduction:** Lower operational costs by reducing manual screening.
3. **Scalability:** Support high application volume as companies grow.
4. **Unbiased Recruitment:** Use structured data to reduce human bias.

5) PRESENT PROCESS

Hiring teams manually screen resumes, match skills with job descriptions by eye, and maintain spreadsheets to track candidates. This process is time-consuming and inconsistent, leading to delayed hiring and potential talent loss.

6) PROPOSED PROCESS

The AI-powered tool will automate resume screening, skill extraction, and candidate-job matching. Recruiters will receive ranked candidate lists based on AI-driven scoring algorithms, minimizing bias and increasing efficiency.

7) TECHNOLOGY STACK

Component	Technology
Frontend	Next.js, Tailwind CSS, UI library (ShadCN)
Backend	Next.js
Authentication	JWT (JSON Web Token)
Database	MongoDB
AI Module	NLP libraries (spaCy),custom matching logic

8) USER ROLES

- **Recruiter:** Can sign in, create job postings, upload resumes, view matches, and access dashboard.
- **Candidate:** Parses resumes, compares skills, and computes match scores for candidates.

9). DELIVERABLES

- Fully functional web application
- Source code with proper documentation
- README file with installation and usage instructions
- Video demo showcasing all core features and outcomes

10) FUNCTIONAL REQUIREMENTS

Priority Table:

1 - Immediate, 2 - High, 3 - Moderate, 4 - Low, 5 - Prospective

Requirement Categories (RC1):

ID	REQUIREMENT	PRIORITY	RAISED BY
FR1	User login/signup for recruiters	1	Product Owner
FR2	Job posting creation/editing	1	Recruiter Team
FR3	Resume upload (PDF/DOCX)	1	Dev Lead
FR4	Resume parsing and text extraction	1	AI Engineer
FR5	AI-based skill matching	2	Stakeholders
FR6	Match score generation	2	Product Manager
FR7	Dashboard with top candidates	2	Recruiter Team
FR8	Candidate profile storage	2	Backend Lead

11) NON-FUNCTIONAL REQUIREMENTS

ID	REQUIREMENT
NFR1	System must handle 1000 concurrent users
NFR2	Resume analysis time must be <5 seconds per file
NFR3	Web app must be responsive across modern browsers
NFR4	Data must be stored securely with encryption
NFR5	System uptime should be >99.5%

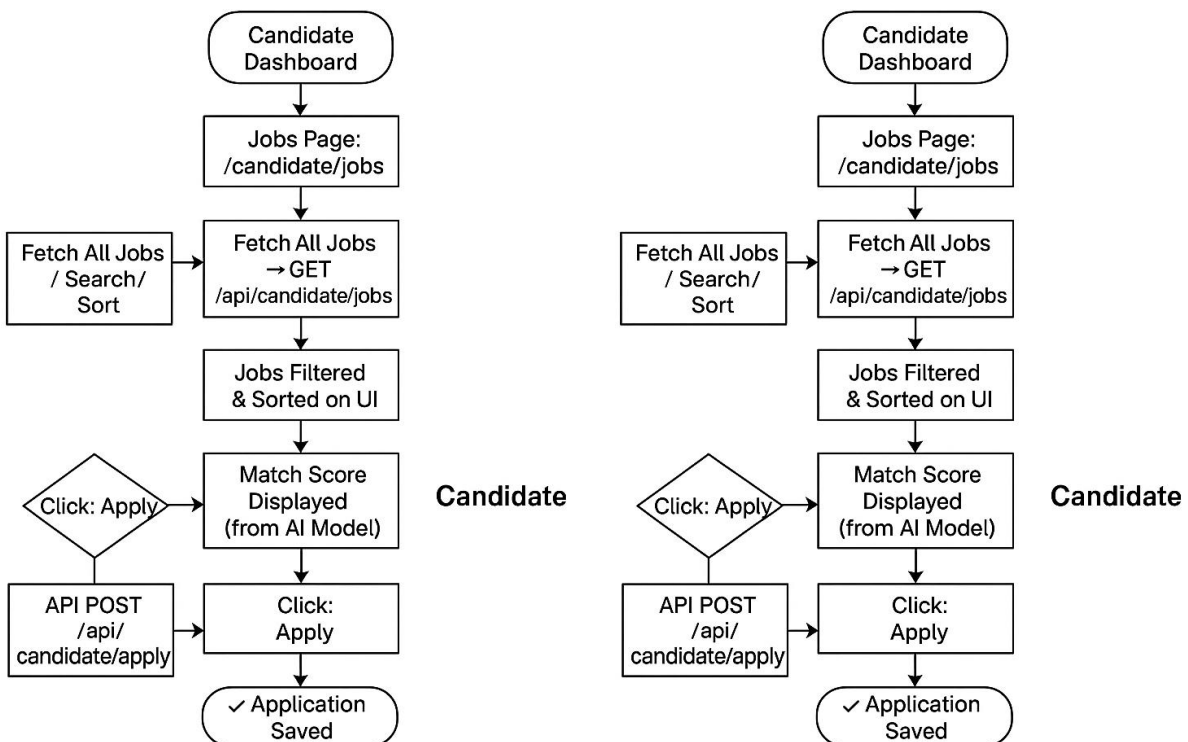
12) GLOSSARY

TERM/ABBREVIATION	EXPLANATION
NLP	Natural Language Processing
AI	Artificial Intelligence
MVP	Minimum Viable Product
BRD	Business Requirements Document
JWT	JSON Web Token

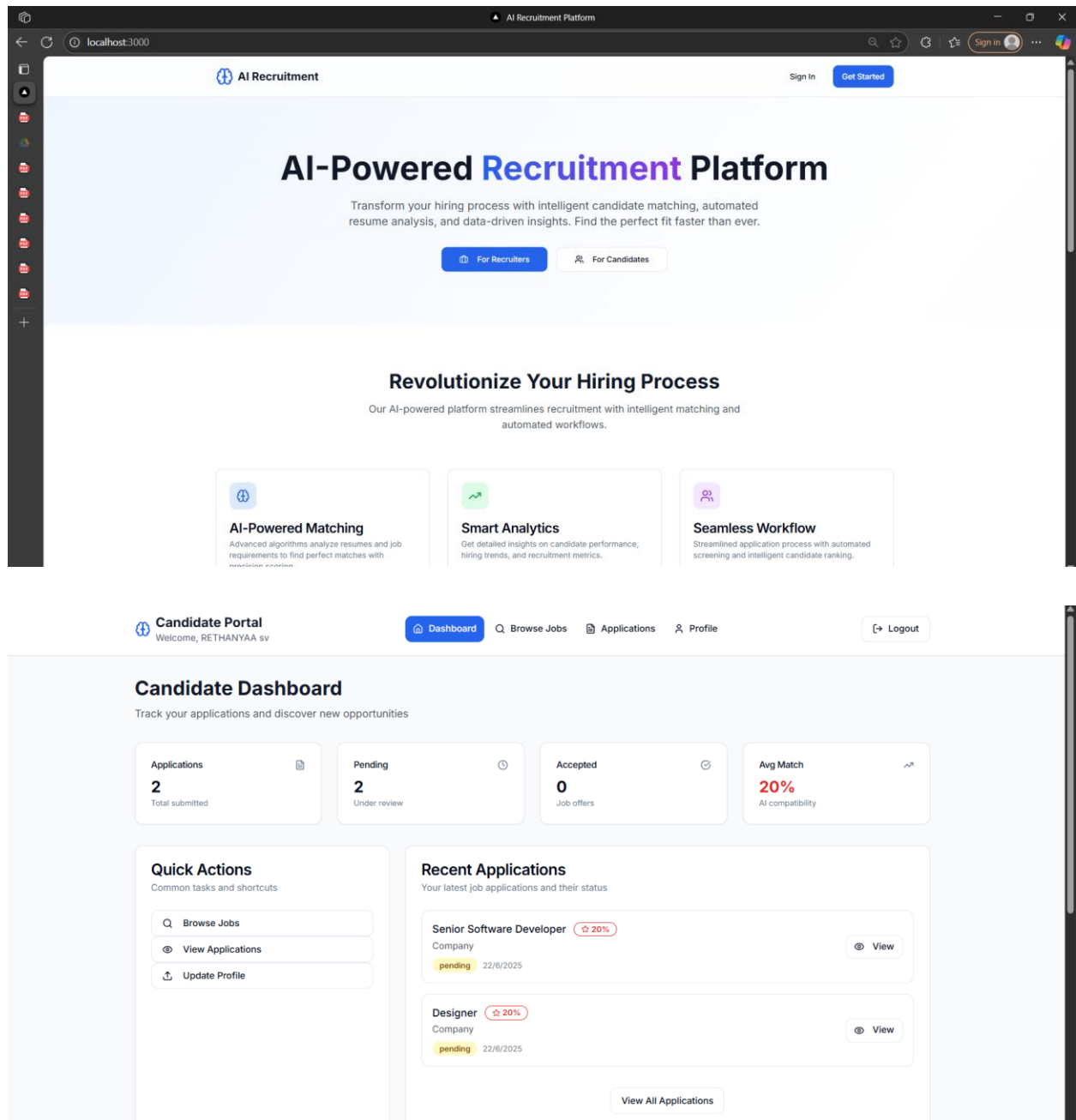
13) REFERENCES

NAME	LOCATION
MongoDB Atlas Setup	https://www.mongodb.com/docs/atlas
Next.js Docs	https://nextjs.org/docs
TailwindCSS Docs	https://tailwindcss.com/docs
GitHub Repo	https://github.com/Rethanyaa-SV/AI-Powered-Recruitment-Tool

14) FLOW CHART



15) RESULTS



Resume and job description match

16) CONCLUSION

The AI-Powered Recruitment Tool presents a scalable and efficient solution to modern hiring challenges. By automating the resume screening and job matching processes, it significantly reduces the time and effort required in recruitment. The integration of AI, secure data handling, and an intuitive UI ensures accuracy, transparency, and ease of use. This system not only minimizes manual tasks and operational costs but also promotes data-driven decision-making and unbiased candidate evaluation. Upon successful implementation, the tool is expected to transform recruitment workflows and deliver significant business value.