Functional Requirements:

**1. User Registration**:

**User Story**:

As a potential user, I want to register in the system to create an account and access the applicant tracking features.

**Functional Requirements**:

* + The system shall provide a user registration form with fields for essential information, including name, email, and password.
  + Upon registration, the system shall validate the entered information and create a unique user account.
  + Users shall receive a confirmation email for account verification.

**2. Job Listing Creation & Management**:

**User Story**:

As an HR team member, I want to create and manage job listings efficiently within the system.

**Functional Requirements**:

* + The system shall provide an interface for HR team members to create new job listings.
  + Job listings shall include fields for job title, description, qualifications, and application deadline.
  + HR team members shall have the ability to edit and update existing job listings.
  + The system shall enforce data validation for mandatory job listing fields.
  + Job listings shall be stored in the Microsoft Dataverse database for centralized management.

**3. Application Submission**:

**User Story**:

As a potential applicant, I want to submit my application for a listed position through a user-friendly process.

**Functional Requirements**:

* + The system shall offer a clear and intuitive application submission form.
  + Applicants shall provide necessary information, including personal details, resume, and cover letter.
  + The system shall validate and store applicant data securely in the Microsoft Dataverse database.
  + Upon successful submission, applicants shall receive a confirmation email.
  + The application form shall be accessible and responsive on various devices.

**4. Application Review/Approval Process**:

**User Story**:

As a recruiter, I want to efficiently review and approve/reject submitted applications.

**Functional Requirements**:

* + Recruiters shall have access to the model-driven app, displaying all submitted applications.
  + The system shall provide tools for recruiters to review and assess applicant qualifications.
  + Recruiters shall have the authority to approve or reject applications.
  + An approval workflow using Power Automate shall automate the application approval process.
  + The system shall generate notifications to applicants regarding the status of their applications.

**5. Interview Scheduling**:

**User Story**:

As a hiring manager, I want to schedule and manage interviews for approved candidates.

**Functional Requirements**:

* + Hiring managers shall have access to an interview scheduling module.
  + The system shall display candidate availability for efficient scheduling.
  + Once an interview is scheduled, the system shall send notifications to the candidate and hiring manager.
  + The interview scheduling process shall be integrated with the applicant's profile for easy reference.
  + Hiring managers shall be able to reschedule or cancel interviews as needed.

**6. Interview Results**:

**User Story**:

As a hiring manager, I want to record and provide feedback on candidate interviews.

**Functional Requirements**:

* + The system shall offer an interface for hiring managers to record interview results.
  + Interview feedback shall include assessment
  + Results shall be stored securely in the Microsoft Dataverse database for future reference.
  + Recruiters and HR team members shall have access to interview results for decision-making.
  + The system shall support collaboration among hiring managers for consensus on candidate suitability.

**7. Facilities Management Decision**:

**User Story**:

As a facilities management representative, I want to make deployment decisions for selected candidates.

**Functional Requirements**:

* + Facilities management personnel shall have access to a module for making deployment decisions.
  + The system shall display relevant candidate information for decision-making.
  + Once a decision is made, the system shall trigger notifications to IT specialists for equipment ordering.
  + Deployment decisions shall be stored securely in the Microsoft Dataverse database.
  + The system shall provide a tracking mechanism for monitoring deployment status.

**8. Equipment Order Submission**:

**User Story**:

As an IT specialist, I want to submit equipment orders based on deployment decisions.

**Functional Requirements**:

* + IT specialists shall receive notifications of deployment decisions.
  + The system shall provide an interface for IT specialists to submit equipment orders.
  + Equipment orders shall include details such as quantity, specifications, and delivery preferences.
  + The system shall integrate with Azure DevOps Boards for tracking equipment order progress.
  + Confirmation notifications shall be sent to IT specialists upon successful submission of equipment orders.

**9. Store Applicant Data**:

**User Story**:

As a system administrator, I want to ensure that applicant data is securely stored and easily accessible.

**Functional Requirements**:

* The Microsoft Dataverse database shall store comprehensive applicant information.
* Data fields shall include personal details, application history, interview results, and status.
* Data storage shall comply with data security and privacy regulations.
* The system shall allow authorized users to query and retrieve applicant data for reporting purposes.
* Regular backups and data integrity checks shall be performed to ensure data reliability.

**10. Model-Driven Application**:

**User Story**:

As a user interacting with the system, I want a user-friendly and efficient Model-Driven application.

**Functional Requirements**:

* + The Model-Driven application shall provide a structured and intuitive interface for users.
  + Users shall be guided through different stages of the application process seamlessly.
  + Data validation and error handling shall be implemented to enhance user experience.
  + The application shall be responsive and accessible on various devices.
  + Model-Driven applications shall integrate seamlessly with other components of the Power Platform.

**11. Business Process Flows**:

**User Story**:

As a user navigating through the application process, I want a clear and structured business process flow.

**Functional Requirements**:

* + Business process flows shall be designed for various scenarios, including application submission and approval processes.
  + Users shall be guided through each stage of the application process with clear steps and instructions.
  + The system shall enforce adherence to business process flows to maintain consistency.
  + Business process flows shall be easily modifiable to accommodate changes in recruitment procedures.
  + Notifications and alerts shall be triggered based on business process flow milestones.

**12. Power Pages Site**:

**User Story**:

As a user exploring current job listings, I want an intuitive and informative Power Pages Site.

**Functional Requirements**:

* The Power Pages Site shall display a listing of current job openings.
* Job listings shall include key details such as job title, description, and application deadline.
* The site shall have a search and filter functionality for users to find specific job listings.
* Power Pages Site shall be accessible on different browsers and devices.
* Links on the Power Pages Site shall redirect users to the corresponding Model-Driven applications for application submission.