

FUNCTIONAL REQUIREMENTS DOCUMENT (FRD)

Project Name: Job Recommendation & Applicant Tracking System (ATS)

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1. Introduction

This FRD outlines **exact system functionalities**, behaviour, data flow, and rules for the Job Recommendation & ATS System.

It translates **business requirements (BRD)** into **detailed functional requirements** for developers and testers.

2. System Overview

The system has two main user types:

- ✓ Job Seekers – search jobs, apply, track applications**
- ✓ Recruiters – post jobs, manage applicants, update status**

The system provides:

- Job recommendations
- Job search
- Application flow

- Recruiter dashboard
 - Applicant tracking workflow
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3. Modules & Functional Requirements

3.1 User Registration & Login Module

FR-01: The system must allow sign-up via email or phone.

FR-02: Password must meet minimum security rules (8 chars, 1 number).

FR-03: Login must validate credentials and maintain session.

FR-04: Forgot Password flow must function through email OTP.

3.2 Profile Management Module

FR-05: Job seeker must be able to add/update profile details (skills, experience, resume).

FR-06: Resume upload supports PDF/DOC up to 5 MB.

FR-07: System must calculate “Profile Completeness” percentage.

FR-08: Profile must be editable anytime.

3.3 Job Search & Filters

FR-09: The system must provide filters:

- Location
- Skills
- Experience
- Salary range

FR-10: Results must update dynamically based on filters.

FR-11: Clicking a job must open the Job Details page.

FR-12: When no results match, show “No Jobs Found”.

3.4 Job Details Page

FR-13: Must display job title, company, skills, salary, description.

FR-14: Show “Apply Now” and “Save Job” options.

FR-15: Saved jobs must appear in Saved Jobs list.

3.5 Job Recommendation Engine

FR-16: Recommendations must be generated from:

- Skills in profile
- Experience level
- Location preference

FR-17: Minimum 5 recommended jobs should appear if available.

FR-18: Recommendations must refresh after profile update.

3.6 Application Submission

FR-19: Clicking “Apply Now” must send resume + profile to the recruiter.

FR-20: Application must move to “Applied Jobs”.

FR-21: User must receive confirmation notification.

3.7 Application Tracking

FR-22: Application status must support these stages:

Applied → Shortlisted → Interview → Offer → Hired/Rejected

FR-23: Recruiter status updates must reflect instantly in candidate dashboard.

FR-24: Candidate must receive status update notifications.

3.8 Recruiter Job Posting

FR-25: Recruiter can create, edit, delete job postings.

FR-26: Mandatory job fields: Title, Skills, Experience, Salary Range.

FR-27: Recruiter dashboard must list all created jobs.

3.9 View Applicants (Recruiter)

FR-28: Recruiter must see applicant list for each job.

FR-29: Filters must include: Skills, Experience, Status.

FR-30: Resume must open in viewer.

3.10 Update Application Status

FR-31: Only recruiter can update candidate status.

FR-32: Status change must trigger a notification to candidate.

FR-33: Updated status must reflect in recruiter & candidate dashboards.

4. Non-Functional Requirements (NFR)

NFR-01: System must load search results under 3 seconds.

NFR-02: Platform must support 10,000+ concurrent users.

NFR-03: All passwords must be encrypted (SHA-256 or equivalent).

NFR-04: System must be responsive (mobile + desktop).

NFR-05: 99% uptime requirement.

5. Data Requirements

- User Profile Table
- Job Table
- Application Table

- Skills Table

(If you want, I can write the SQL schema for this too.)

6. Assumptions

- Users provide valid profile information.
- Recruiters actively update application statuses.