

# **Project Title: Job Recommendation & Applicant Tracking System (ATS)**

**Prepared By:** Simran Bhatt

**Role:** Business Analyst Support

**Version:** 1.0

**Date:** December 2025

## **1. Purpose of the Document**

The purpose of this BRD is to define the **business needs, objectives, and high-level requirements** for developing a Job Recommendation & Applicant Tracking System (ATS).

The system aims to simplify the hiring process for employers and improve job recommendations for job seekers using structured workflows and data-driven insights.

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## **2. Business Problem**

Currently, job seekers face the following issues:

- Too many irrelevant job postings
- No personalised recommendations
- Manual and confusing application tracking

Companies also face problems:

- Manual filtering of resumes
- Difficulty tracking applicant status
- No centralised dashboard for recruiters

This leads to inefficiency, delays, and poor user experience for both candidates and recruiters.

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## 3. Business Objectives

The system will provide:

### For Job Seekers

- Personalised job recommendations
- Easy job search and filters
- Application tracking dashboard

### For Recruiters

- Simplified job posting
- Automated applicant filtering
- Dashboard to track application stages

### Overall

- Improve hiring efficiency
- Reduce manual work by 40–60%
- Provide a clean UI for job & applicant insights

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## 4. Scope of the Project

### In-Scope

- ✓ User registration & login
- ✓ Job posting module
- ✓ Job search (filters: location, skill, experience, salary)
- ✓ Recommendation engine (basic rule-based for now)
- ✓ Applicant Tracking (Applied → Shortlisted → Interview → Offer → Hired)
- ✓ Recruiter dashboard
- ✓ Candidate profile creation
- ✓ Notifications (email or in-app)

### Out of Scope

- ✗ AI/ML recommendation engine
  - ✗ Video interviews
  - ✗ Resume builder
  - ✗ Payroll or HRMS modules
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## 5. Stakeholders

Role	Responsibility
<b>Job Seeker</b>	Search jobs, apply, track application
<b>Recruiter/Employer</b>	Post jobs, manage applicants
<b>Business Analyst</b>	Requirement gathering, documentation, support
<b>Product Manager</b>	Approvals, prioritization
<b>Development Team</b>	Builds the system
<b>QA/Testers</b>	Test functionality & workflows

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## 6. High-Level Business Requirements

**BR-01:** The system shall allow job seekers to create and update their profiles.

**BR-02:** The system shall provide relevant job recommendations based on skills, location, and experience.

**BR-03:** Job seekers shall be able to search and filter jobs.

**BR-04:** Job seekers shall track application status in their dashboard.

**BR-05:** Recruiters shall create, edit, and delete job postings.

**BR-06:** Recruiters shall view all applicants for a job in one dashboard.

**BR-07:** The system shall support applicant movement through stages (applied → shortlisted → interview → offer → hired).

**BR-08:** Recruiters shall filter applicants by skills, experience, and status.

**BR-09:** The system shall send notifications for important updates (e.g., “Application Shortlisted”).

**BR-10:** The system shall maintain data securely and ensure proper authentication.

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## 7. Functional Dependencies

- Job search depends on job postings being available.
- Application tracking depends on recruiters updating candidate status.
- Recommendations depend on user profile data.

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## **8. Assumptions**

- Internet connection is available.
  - Users will provide correct details (skills, experience) for accurate recommendations.
  - Recruiters will actively update applicant status.
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## **9. Constraints**

- Limited to browser/web platform.
- No AI/ML in initial version.
- Must support high traffic ( $\geq 10,000$  users).