

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

Prepared By: Simran Bhatt

Role: Business Analyst Support

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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.

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.

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

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

5. Stakeholders

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

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.

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.

8. Assumptions

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

9. Constraints

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