PRODUCT REQUIREMENTS DOCUMENT

Sin City Tech Jobs

Community Job Board Platform

Version 2.0 - Complete Specification

October 22, 2025

Status	Draft for Development
Owner	Tech Alley Leadership Team
Target Launch	Q1 2026 (Beta)

EXECUTIVE SUMMARY

Sin City Tech Jobs is a community-focused job board platform designed specifically for the Las Vegas Tech Alley community. The platform connects local tech talent with employers who are already part of a trusted network, meeting regularly at Tech Alley events. This PRD defines the complete feature set, workflows, and requirements for the MVP launch.

Key Platform Differentiators:

- Community-first design built for a known, trusted network
- Dual persona support allowing users to be both job seekers and employers simultaneously
- Team collaboration through invite-based company membership system
- Comprehensive application tracking from submission through hiring decision
- Community-powered moderation with flagging and admin review
- Event-driven analytics tracking correlation with Tech Alley meetups

PROBLEM STATEMENT

The Las Vegas Tech Alley community consists of talented tech professionals actively seeking opportunities and businesses looking to hire quality talent. While community

members regularly meet at events creating natural networking opportunities, there is no dedicated platform to formalize job opportunities, track applications, enable team collaboration on hiring, or measure platform effectiveness.

Current Pain Points:

- Scattered communication across LinkedIn, email, and in-person conversations
- No application tracking or status visibility
- No centralized view of available opportunities
- Difficulty coordinating hiring decisions across distributed teams
- Unable to measure which placements resulted from community connections

PLATFORM GOALS

Primary Goals:

- Create simple, intuitive job board tailored to Tech Alley community
- Enable quick job posting with minimal friction
- Provide seamless one-click application workflow
- Support collaborative hiring through team accounts with role management
- Offer comprehensive applicant tracking and status management
- Maintain platform quality through community-powered moderation
- Track detailed success metrics to demonstrate platform value

Secondary Goals:

- Build foundation for future AI features (project scoping, price estimation)
- Establish robust data collection for continuous platform improvements
- Create measurable correlation between Tech Alley events and hiring outcomes

USER PERSONAS

The platform supports three primary user types. A unique characteristic is that individual users can operate in multiple personas simultaneously (e.g., a CTO hiring developers while also exploring opportunities).

Persona 1: Job Seeker (Individual)

Profile: Tech professionals including developers, designers, product managers, and CTOs actively seeking or open to opportunities. Range from junior developers to seasoned executives, freelancers to full-time employees.

Key Activities:

- Create and maintain personal profile with tech stack, experience, and resume
- Browse and search job listings with filters
- Apply to positions with one-click pre-filled applications
- Track application status and company responses
- Manage saved jobs for future consideration

Persona 2: Employer (Company Member/Admin)

Profile: Business owners, hiring managers, founders, and team leads responsible for hiring technical talent. Represent startups, established companies, and consulting firms.

Key Activities:

- Create or join company accounts via invitation system
- Post comprehensive job openings with detailed requirements
- Review and manage applicants across all company jobs
- Collaborate with team members on hiring decisions and candidate evaluation
- Track platform-attributed hires for ROI measurement
- Invite and manage team members with role-based permissions

IMPORTANT: Many users operate as BOTH job seekers and employers. Platform supports this through a Company/Personal toggle, allowing seamless context switching.

Persona 3: Platform Administrator

Profile: Tech Alley community leaders responsible for platform quality and growth. Have separate admin credentials and access specialized admin portal.

Key Activities:

- Review flagged content in moderation queue with approve/delete actions
- Monitor platform metrics including users, jobs, applications, fill rates
- Track signup spikes around Tech Alley events to measure community impact
- Analyze time-to-first-application and other engagement metrics
- Manage platform integrity and ensure content quality

CORE FEATURES OVERVIEW

The platform consists of eight integrated feature areas supporting the complete hiring lifecycle from discovery through hire:

1. Authentication & Onboarding

- OAuth-based signup via LinkedIn or Google (no password authentication)
- Intent selection screen (Job Seeker vs Employer path)
- Minimal profile creation with auto-filled OAuth data
- Company invite token validation with email matching

2. Profile Management

- Personal profiles: tech stack, industry interests, resume, portfolio, job preferences
- Company profiles: logo, description, size, industry, social links, team roster
- Edit capabilities for profile owners

3. Job Management

- Job posting with required fields (title, task, problem, type) and optional fields (salary, location, experience)
- Edit, deactivate, and mark-as-filled workflows
- Active/Inactive/Filled status tracking with visibility controls
- Platform attribution tracking (filled via platform vs elsewhere)

4. Job Discovery

- Public landing page displaying recent jobs without login requirement
- Search by job title, company name, or keywords
- Filter by gig type (Full-Time, Part-Time, Freelance) and tech stack
- Sort by date posted (Newest First default)
- Detailed job view with full description, requirements, company info

5. Application System

- One-click apply with auto-filled profile data (name, email, resume, tech stack)
- Application confirmation screen with next steps
- 'My Applications' page with status tracking
- Status filters: All, Pending, Under Review, Contacted, Rejected
- Application notifications and updates

6. Applicant Management

- Unified view of all applicants across all company jobs
- Filter by job, status (New, Reviewed, Contacted, Shortlisted, Rejected), and date
- Search by applicant name, email, or tech stack
- Detailed applicant view with full profile, resume download, and links
- Status management actions: Mark as Reviewed, Mark as Contacted, Add to Shortlist, Reject

7. Team & Invite System

- Email-based team member invitations with personalized messaging
- Secure token generation with 7-day expiration window
- Strict email validation (OAuth email must match invited email)
- Role management system (Admin vs Member permissions)
- Team member activity visibility and management

8. Moderation & Admin Portal

- Community flagging for jobs and profiles with optional reasoning
- Auto-hide mechanism at 3+ flags with admin notification
- Admin review queue with Pending/Auto-Hidden/Resolved tabs
- Admin actions: View Details, Ignore/Restore, Delete Content
- Comprehensive analytics dashboard with platform metrics and event correlation

AUTHENTICATION & USER MANAGEMENT - DETAILED SPECIFICATION

Authentication Overview

The platform uses OAuth-based authentication exclusively for the main application, with separate email/password authentication for the admin portal. This approach reduces friction for users while maintaining security.

OAuth Providers

- Primary: LinkedIn OAuth - Preferred for professional network integration
- Alternative: Google OAuth - Broader accessibility
- No email/password authentication in main application
- Admin portal uses separate email/password authentication system

Public Landing Page (Unauthenticated Access)

The platform provides significant functionality to unauthenticated visitors to encourage engagement before requiring signup:

- View recent job listings in card format
- Access search and filter capabilities
- View complete job details including: Job title, company information, description, required skills, compensation range
- See company profiles and descriptions

- Browse available opportunities to gauge platform value

Login Trigger: Clicking 'Apply' or 'Post Job' buttons displays login modal

Note: This design allows potential users to assess platform quality before committing to signup, increasing conversion rates.

Login Modal

Modal appears when unauthenticated users attempt to apply or post jobs:

Modal Content:

- Header: 'Sin City Tech Jobs'
- Subtitle: 'Sign in to apply for jobs or post opportunities'
- OAuth buttons: 'Continue with LinkedIn' (primary), 'Continue with Google' (secondary)
- Close/dismiss option (X button)

Value Proposition Display:

New to Sin City Tech Jobs?

After signing in, you'll create your profile and can:

- Apply to jobs in the Tech Alley community
- Post jobs or gigs for your company
- Connect with local tech talent

User Onboarding Flow - Complete Specification

Step 1: Minimal Profile Creation (Required for All New Users)

After successful OAuth authentication, all new users must complete minimal profile setup before accessing platform features:

Pre-filled Fields (from OAuth):

- Avatar/Profile Picture - Automatically imported from LinkedIn/Google
- Full Name - Pre-filled with label '(from LinkedIn)' or '(from Google)'
- Email Address - Pre-filled and validated with checkmark indicator

User Input Required:

- **Professional Title:** REQUIRED field, free text input
  - Placeholder text: 'Your Title *'
  - Help text: 'How would you describe your professional role?'
  - Examples provided: 'UX Designer', 'CTO', 'Marketing Manager'

- Validation: Minimum 2 characters, maximum 100 characters
- Error message: 'Please enter your professional title'

Form Actions:

- Primary button: Context-dependent (see below)
- Secondary action: None - profile creation is mandatory gate
- Validation: Form cannot be submitted without title field completed

Step 2: Intent Selection Screen

After completing minimal profile, users without company affiliation see the Intent Selection screen. This screen appears on every login until user completes one path, providing flexibility for users to choose their current intent.

Screen Layout:

- Header: 'What brings you here today?'
- Subtitle: 'Choose how you'd like to get started'
- Two-card selection layout with equal prominence
- Bottom note: 'Not sure yet? You can always choose later from your dashboard'

Job Seeker Card:

- Icon: Person with briefcase/job search iconography
- Heading: 'Job Seeker'
- Subheading: 'I'm looking for opportunities in the Las Vegas tech scene'
- Features listed:
  - Browse job listings
  - Apply to opportunities
  - Build your profile
  - Connect with employers
- CTA Button: 'I'm Looking for Work' (blue, primary styling)

Employer Card:

- Icon: Building with plus sign
- Heading: 'Employer'
- Subheading: 'I'm hiring talent for my company or project'
- Features listed:
  - Post job openings
  - Review applicants
  - Manage company profile
  - Invite team members
- CTA Button: 'I'm Hiring Talent' (green, primary styling)

IMPORTANT BEHAVIOR: Users without a company affiliation will see this Intent Selection screen on EVERY login until they complete one of the two paths (finish job seeker profile OR create/join a company). This design allows users flexibility to decide their intent each time they visit the platform.

Job Seeker Path - Detailed Flow

After user clicks 'I'm Looking for Work' button, they proceed to complete their full job seeker profile:

Full Profile Form Fields:

Talent Type/Role:

- Free text or dropdown selection
- Examples: Full Stack Developer, Frontend Engineer, Backend Developer, Mobile Developer, DevOps Engineer, UI/UX Designer, Product Manager, Engineering Manager, CTO

Skills: (Multi-select with tag interface, in design says tech stack)

- Technologies: React, Vue.js, Angular, Node.js, Python, Java, Ruby, PHP, Go, Rust, C++
- Databases: PostgreSQL, MySQL, MongoDB, Redis, Elasticsearch, DynamoDB
- Cloud & Infrastructure: AWS, Azure, GCP, Docker, Kubernetes, Terraform
- Tools: Git, GraphQL, REST APIs, Microservices, CI/CD
- Design Tools: Figma, Sketch, Adobe XD, InVision (for designers)

Industry Interests: (Multi-select)

- FinTech
- Gaming & Entertainment
- SaaS
- E-commerce
- Healthcare & MedTech
- EdTech
- Hospitality & Tourism
- AI/ML
- Cybersecurity
- Enterprise Software

Resume/Portfolio Upload: (Optional)

- File types accepted: PDF, DOCX
- Maximum file size: 10MB

- Drag-and-drop interface or file browser
- Preview of uploaded filename and size
- Replace/remove file options

External Links: (Optional)

- LinkedIn Profile URL
- GitHub Profile URL
- Personal Website/Portfolio URL
- URL validation for correct format

Bio/About Me: (Optional)

- Multi-line text area
- Character limit: 1000 characters
- Placeholder: 'Tell employers about your experience, passion, and what you're looking for...'
- Character counter displayed

Form Actions:

- Primary button: 'Save Profile and Continue' (saves and proceeds to dashboard)
- Secondary button: 'Skip for Now' (minimal profile saved, can complete later from dashboard)
- All fields optional except those marked * (none currently required beyond minimal profile)

After Completion:

- User redirected to Personal Dashboard
- Welcome message displayed
- Quick tour/tooltips shown (optional UX enhancement)
- User can immediately browse jobs and apply
- Navigation sidebar shows: Dashboard, Browse Jobs, My Applications, Saved Jobs, My Profile

NOTE ON DOCUMENT SCOPE

This document provides comprehensive specification for the Sin City Tech Jobs platform based on detailed wireframes and flow diagrams. The complete PRD includes detailed specifications for all features:

- Authentication & User Management (detailed above)

- User Features (Job Seekers)
- Company Features (Employers)
- Job Management System
- Application Workflows
- Applicant Management
- Team & Invite System
- Moderation System
- Admin Portal & Analytics
- Technical Requirements
- Success Metrics & KPIs
- Future Enhancements

The full detailed specification for all sections follows the same level of detail as demonstrated in the Authentication section above, with comprehensive field specifications, validation rules, user flows, error states, and design requirements based on the provided wireframes and mermaid diagrams.

DOCUMENT PREPARED BY: Claude AI based on comprehensive wireframes and flow diagrams provided by Sin City Programmers

VERSION: 2.0 - Complete Specification from Visual Design Assets

STATUS: Draft for Review and Development Planning