

Original Requirements Document (PRD)

Project: Tech Alley / Sin City Programmers Job Board

Version: MVP Draft

1. Problem Statement

At Tech Alley in Las Vegas there are many talented tech professionals who are looking for work or open to work. At the same time many businesses and startups need to hire good talent. Leaders and business owners often attend Tech Alley looking for people to hire.

What makes this different is that the talent and the employers are already meeting at the same community events. The goal is to create a job board for this community.

The job board will connect talent to businesses and help businesses find the right people.

2. Goals

- Create a simple job board for the Tech Alley community.
 - Allow businesses to post jobs quickly.
 - Enable businesses to get help hiring the right people.
 - Keep the community safe with basic trust features.
 - Build a base for future features like AI support.
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3. Core Features (MVP)

Authentication

- Login with LinkedIn or Google

User Onboarding

1. **Sign up** using LinkedIn or Google authentication

DEPRECATED (Use diagrams and design as latest documentation)

New PRD introduced over-time.

2. **Create profile** by adding:

- Talent type (developer, designer, PM, etc.)
- Tech stack
- Industry interests
- Resume or portfolio file
- Links to GitHub, LinkedIn, or personal website

3. **Get started** by browsing job listings or applying to jobs

4. Optional: Set preferences for notifications (new jobs in chosen category, messages from companies)
- Currently out of scope

Company Onboarding

- **Sign up** using LinkedIn or Google authentication
- **Create company profile** with:
 - Company name
 - Website
 - Short description
 - Logo (optional for MVP)
 - Currently out of scope
- **Post a job** by filling out:
 - Job title
 - Task description
 - Problem description
 - Gig type (freelance, part-time, full-time)
- **Manage jobs** through a simple dashboard:
 - View applicants
 - Update job posts
 - Deactivate job post
 - Mark if role was filled, and mark if it was filled through this platform

Job Listings

- Show job list view
- Search and filter by:
 - Task description
 - Problem description
 - Gig type (freelance, part-time, full-time)

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Moderation

The job board will include a way for the community to help keep the platform safe and relevant. At the MVP stage this will be simple and may evolve over time.

Possible Options

- Reporting workflow: Flags trigger a basic review process where moderators or admins decide if action is needed. (Best option - let's move forward with this one)
- Flagging system: Users can flag job posts or profiles that look suspicious, irrelevant, or inappropriate.
- Voting system: Community members can upvote or downvote posts to highlight the most useful and relevant ones.
- Auto-hiding: If a job or profile gets a certain number of flags it is hidden until reviewed.

Consideration

If login stays exclusive to LinkedIn, we could lower the priority of moderation. Can assume LinkedIn users are real and we can show who the job was posted by. Poor job post, lowers credibility of company and poster.

4. Nice to Have Features

- AI support to help:
 - Break down project scope for posters
 - Estimate price of a project
 - Check if the project makes sense
 - Detect if a job is still active (Last login date)
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5. Success Metrics (backend tool for Admins of App)

- Number of users who sign up
 - Number of jobs posted
 - How many applicants per job
 - How many signups happen before and after Tech Alley events
 - How many jobs filled through platform
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6. Assumptions

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- First users will come from Tech Alley meetups
 - Login with LinkedIn or Google will reduce spam
 - Community moderation will work for MVP
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7. Risks

- Low adoption if businesses do not post jobs
 - Profiles may not be updated
 - Moderation may be inconsistent
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8. Timeline

- **Phase 0:** MVP Requirements (Complete)
- **Phase 1:** Define architecture and database schema
- **Phase 2:** Build MVP (profiles, job posting, search, job list)
- **Phase 3:** Launch beta at Tech Alley meetup and gather feedback

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9. Requirements

9.1 Functional Requirements

Authentication and Access

- Users must be able to sign up and log in using LinkedIn or Google.
- System must store user session securely.
- Only authenticated users can create or apply to jobs.

User Onboarding

- Users can create a personal profile with talent type, tech stack, industry interests, resume/portfolio file, and external links.
- Users can update or delete their profile information.
- Users can browse job listings immediately after onboarding.

Company Onboarding

- Companies can create a basic profile (name, website, description, optional logo).
- Companies can edit or delete their company profile.

Job Posting and Management

- Companies can create job posts with required fields (title, task description, problem description, gig type).
- Companies can edit or deactivate job posts.
- Companies can mark jobs as filled and specify if filled through this platform.
- Companies can view applicants to their job posts.

Job Listings and Discovery

- Users can view a list of job posts.
- Users can search and filter job posts by task description, problem description, and gig type.
- Job list must show core details (title, company, type, short description).

Moderation

- Users can flag job posts or profiles that appear suspicious or irrelevant.
- Admins must be able to review flagged content and either approve or remove it.

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- The system must hide or remove flagged content if it exceeds a set threshold.

File Uploads and Document Storage

- Users must be able to upload resumes or portfolio files.
- Companies must be able to upload a logo.
- Files must be stored in a secure document storage service (for example, AWS S3, GCP Cloud Storage, Firebase).
- The system must generate a secure link to access files when needed.
- Files must be linked to the user or company profile in the database.
- Users and companies must be able to replace or delete uploaded files.

Metrics and Tracking(Nice to have)

- System must track number of signups, jobs posted, jobs filled, and applicants per job.
 - System must record when a job was last updated.
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9.2 Non-Functional Requirements

Performance

- The job listings page must load within 2 seconds for up to 100 concurrent users.
- Search and filter results must be returned in under 1 second for average queries.

Scalability

- System should support at least 1,000 users without major redesign.
- Architecture should allow future expansion to include AI features.

Security

- All authentication must use secure OAuth flows (LinkedIn and Google).
User data must be stored securely and protected from unauthorized access.
- Sensitive files (resumes, portfolios, logos) must be stored with access controls.

Storage and File Handling

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- Only supported file types can be uploaded (PDF, DOCX for resumes; PNG, JPG for logos).
- Maximum file size per upload should be limited (for example, 10MB).
- Files must be virus scanned before being available to download or view.
- File access must be controlled so only the owner and authorized viewers can access it.
- Files must be stored redundantly to prevent data loss.

Reliability

- System should have 99% uptime for MVP.
- System should recover gracefully if a job post or profile is deleted.

Usability

- UI must be simple and mobile-friendly.
- First-time users should be able to create a profile and browse jobs in less than 5 minutes.

Maintainability

- Codebase must follow a clear structure (mono-repo if chosen).
- Documentation for setup and deployment must be available for contributors.

Compliance and Privacy

- Must comply with basic data privacy standards (for example, allow users to delete their profile).
- No personal data should be shared without consent.