**500+**



Employees

**1500+**

Digital Solutions

**210+**

Startup Partnerships

Functional Requirement Document

OysterwingsRecruiter

New York | Washington DC | New Delhi

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# Overview

Oysterwings is a technology and services company that provides talent, booking and management solutions for the airline industry. Oysterwings’ software solutions generate operational efficiencies by automating functions while improving customer service.

## User Groups – Platform Personas

The platform has 3 user groups:

* 1. Candidates: Through this platform, the candidate can see various jobs that are being offered to them by different Employer/Recruiters. The candidate can accept the offer or decline it. They also have an option to chat or ask questions to Employer/Recruiters along with calendar feature.
  2. Employer/Recruiters: Employer/Recruiters will have the ability to create different jobs, search candidates, offer job, message or schedule an interview with them. Employer/Recruiters will have the capability to select a right candidate for their company
  3. Admin: Django admin is a crude from of admin management. All the profile editing is accessible using the master password feature from front end but a few major features are included in Django only – Subscriptions, Add candidates using CSV, and add employees ranking and scores using CSV.

## Candidate:

Candidates is at the same level as Employer/Recruiter. The platform is free for candidates i.e. they do not have to subscribe for additional features that are there in the platform.

### Register (1:00hr) (Done)

1. User clicks on ‘Create a New Account’ button, he would be redirected to the registration page where he can set up his account filling the below information
   1. First name
   2. Last name
   3. Email Address
   4. Phone number
   5. Password
2. Once all the mandatory fields are filled, ‘Create New Account’ button will be activated clicking on which a verification code would be sent to the user to verify his registered email
3. Once the user enters the code, his email gets verified and he lands on the steps of on boarding process which he can skip as well

### Complete profile (On Boarding process) (6:00hr) (Done)

1. As soon as the user verifies his email, he will land on a page where he can complete his profile
   1. From the first steps, the user gets an option to invite his peers to the platform. In order to invite the peer, the user has to enter name and email of the peers and then send the invite. There would be an option to select ‘How did you hear about us?’ from where the user can select any option from drop down. If the user clicks on Skip the On Boarding process, he will be redirected to the main screen and if he clicks on continue then another step where he can add his profile details
   2. In the profile details page, there will be following options:
      1. The user will have an option to upload the profile image. The image can be in png, jpg or jpeg format only
      2. Industry Type (Drop Down) – Aviation/Non- Aviation
      3. If the user selects ‘Aviation’ from the drop down, following field would be shown
         1. Organizational Level – X1/X2/X3. The user will be able to select only one option at a time. According to his selection, the fields in the ‘X1 Experience’ section will change
         2. Option to upload Resume. The user will be able to upload resume in pdf, doc, docx format not more than 5MB in size
         3. If the Organizational Level selected is ‘X1’ then following fields would be shown in ‘X1 experience’ section
            1. Title
            2. Function (Multi-select drop down)
            3. X1 Name
            4. Employer/Employer/Recruiter (Single-select drop down)
            5. Roles & Responsibilities (Text area with max 1000 characters
            6. Check box for currently working here. Once this box his checked the end date option would be disabled. However, the user has to fill Start date (Month and year from the drop down)
            7. If X1 is selected at en organizational level, then the user gets an additional field like ‘Pathway to GM’ with options Yes/No. If the user selects Yes, he gets additional drop down for Path to GM selection which is an optional field
         4. If the Organizational Level selected is ‘X2’ then following fields would be shown in ‘X2 experience’ section
            1. Title
            2. Function (Multi-select drop down)
            3. Level (Multi-select drop down)
            4. Employer/Employer/Recruiter (Single –select drop down)
            5. Add X1 along with option to ‘Add another X1’. The user will have option to delete as well
            6. Roles & Responsibilities (Text area with max 1000 characters
            7. Check box for currently working here. Once this box his checked the end date option would be disabled. However, the user has to fill Start date (Month and year from the drop down)
         5. If the Organizational Level selected is ‘X2’ then following fields would be shown in ‘X3 experience’ section
            1. Title
            2. Function (Multi-select drop down)
            3. Level (Multi-select drop down)
            4. Employer/Employer/Recruiter (Single –select drop down)
            5. Roles & Responsibilities (Text area with max 1000 characters
            6. Check box for currently working here. Once this box his checked the end date option would be disabled. However, the user has to fill Start date (Month and year from the drop down)
         6. The user has an option to add new experience as well
         7. In the Education section, the user will get following fields:
            1. Educational Institution
            2. Major/Study
            3. Graduation year (drop down)
            4. Degree
            5. Once the above fields are filled, the user has option to add to education as well. The user will be able to delete the education as well
         8. The user will be able to select language as well with the following fields
            1. Select language (Single select drop down)
            2. Level (Single select drop down)
            3. Once the above fields are filled, the user has option to add to language as well. The user will be able to delete the language as well
         9. The user will be able to select Experience in Aviation as well with following fields
            1. Number of years (drop down)
            2. Key market Experience
         10. In Seeking, the user will get following options:
             1. What type of position(s) are you looking for in your next role? (up to 3)
             2. Willing to Relocate?
             3. Preferred Locations (up to 3) (Optional)
             4. Countries eligible to work in (Optional)
             5. Position types (Optional)
             6. Bio (Optional)
             7. Your Location (Optional)
         11. Social links section where user can copy and paste hi social profile links for the following:
             1. Facebook
             2. Twitter
             3. LinkedIn
             4. Website
         12. Once the user clicks on Continue, he will be redirected to the next step i.e. Add Key Experience. User can anytime skip the same and fill rest of the information from profile section
   3. In the Add Key Experience section, there will be following options:
      1. Hotel product Size (Multi- select drop down)
      2. Hotel size (Multi- select drop down)
      3. Brand Segment Experience (Multi- select drop down)
      4. Ownership (Multi- select drop down)
      5. Real Estate type (Multi- select drop down)
      6. Brand Experience (Multi- select drop down)
      7. Union Status
      8. Geographies (Multi- select drop down)
      9. There will be Change Experience section with following options:
         1. Pre-opening (Yes/No option)
         2. Rebranding (Yes/No option)
         3. Renovation (Yes/No option)
         4. Ownership changes (Yes/No option)
         5. Mergers & Acquisitions(Yes/No option)
         6. Reorganization (Yes/No option)
         7. Key Strategic Initiatives (Yes/No option)
         8. Once the user clicks on Continue, he will be redirected to the next step i.e. Add Key Experience. User can anytime skip the same and fill rest of the information from profile section
   4. In the Add Key Strengths section, there will be following fields:
      1. Area of expertise (Multi-select drop down)
      2. Other strengths
      3. Once the user clicks on Continue, he will be redirected to the next step i.e. Desired Compensation. User can anytime skip the same and fill rest of the information from profile section
   5. In the desired compensation section, there will be following fields:
      1. Currency
      2. Base Salary
      3. Bonus
      4. Benefits
      5. Once the user clicks on Continue, he will be redirected to the next step i.e. Voluntary Self Identification. User can anytime skip the same and fill rest of the information from profile section
   6. The voluntary Self Identification section is completely optional. It will have following fields:
      1. Are you a U.S. Military Veteran or currently serving in the U.S. Armed Forces?
      2. Gender
      3. Race/Ethnicity
      4. Once the user clicks on Continue, a user will be redirected to a preview page, where the user can review the information he has just filled and then Submit it. If the user wants to modify anything then he can click on back button and do the changes required
      5. As soon as the user Submits the form, if the user lands on profile screen for the first time, he will be shown navigation help

### Sign-In: (2:00hr) (Done)

1. There are two options using which the user can sign in.
   1. Using LinkedIn
      1. User clicks on ‘Continue with LinkedIn’ button, a pop up will open where the user has to enter his LinkedIn credentials in order to authenticate the account. If the user is signing in for the first time, then his/her account will be registered into the system using which the user can sign in later
      2. Once LinkedIn credentials are entered, the user will be redirected to a screen where he can continue filling the on boarding details (described above in complete profile). He has an option to skip that as well
      3. The user will have an option to send an invite to his peers as well (max 3)
   2. Using his email and password
      1. The user will enter his registered Email ID and Password.
      2. Clicking on the ‘Eye’ icon, user can see the password he has entered

### Forgot Password: (1:00hr) (Done)

1. The user clicks on the Forgot Password link. User will be redirected to a page which will ask the user to enter the registered email. The user enters the registered email ID and clicks on the Submit button.
   1. User will receive a link on the registered email ID which will give the option to enter the
   2. New Password and Confirm New Password

### Change Password: (1:00hr) (Done)

1. User clicks change password option in the application. The system displays a page to the user wherein the user can enter details in the following fields:
   1. Enter Old Password
   2. Enter New Password and Re-enter New Password
   3. User clicks on the Submit button after entering details in the above- mentioned fields.

### View/Edit Profile (1:00hr) (Done)

1. User clicks View profile option from the drop down in the application. The system displays a page to the user wherein the user can see what all details he has filled while on-boarding into the application. If the user hasn’t filled the personal details while on-boarding process, the user can fill the information from here. The fields will be same as described in ‘Complete profile’ section
2. Once the user has filled or made any changes to the fields, the can Save or cancel the changes
3. Based on the completed section, profile completion strength will be shown

### Invite Peers (1:00hr) (Done)

* 1. User clicks Invite Peers option from the drop down in the application. The system displays a pop up to the user wherein he can fill the following details and invite his peers into the platform
     1. Full name
     2. Email address
     3. How did you hear about us? A drop down from where the user can select a single option
     4. Once the user enters all the mandatory fields, he can click on Invite button. The Invitation will be sent to the user with a link to the platform

### Blocked Employer/Recruiters (3:00hr) (Done)

1. User clicks Blocked Employer/Recruiters option from the drop down in the application. The system displays a slider to the user wherein he see which all Employer/Recruiters the user has already blocked or if he wants to block more Employer/Recruiters
2. The Employer/Recruiters list is pre-defined in the system
3. The user’s current Employer/Recruiters will be blocked by default
4. As soon as the user starts typing in the search box, Employer/Recruiters list will be auto suggested with a Block option with each name. The user can search and block n number of Employer/Recruiters. Once the user clicks on Block, it will ask for the confirmation before blocking the Employer/Employer/Recruiter
5. Once blocked, there will be an option to unblock the Employer/Recruiters as well. Once the user clicks on Unblock, that particular Employer/Recruiter will be unblocked
6. The blocked Employer/Recruiter and its sub- users will not be able to search the candidate
7. Once the user clicks on cross icon, the slider will close

### My Matches (8:00hr) (Done)

* 1. User clicks on My Matches option from the header, the user will be redirected to page where all the interview request sent by different Employer/Recruiters will be shown. The user will have option to accept or decline or counter the request
  2. For every interview request sent there is an expiration time for the request as well within which the candidate can take action
  3. The user can filter the requests by following:
     1. All (By default selected)
     2. Open
     3. Request Accepted
     4. Final Offer received
     5. Offer Accepted
     6. Countered
     7. Offer Declined
     8. Expired
     9. Counter Offer declined
  4. As soon as the request is sent to the candidate, it will appear in the My Matches section with the following details:
     1. Job type
     2. Company name
     3. Image
     4. Location
     5. Salary offered
     6. Bonus
     7. Three buttons – Accept, Counter and Decline along with View Job Details option
        1. If the user clicks on View Job Details option, user will be redirected to a page, where all the information of a job will be displayed. The page will contain the following information
           1. Image along with Job type and status performed by the candidate
           2. Job Description
           3. About Employer/Employer/Recruiter. The user will have option to view Employer/Employer/Recruiter’s profile as well
           4. Job Offer which includes Base salary, bonus percentage,

Long-term incentive, comments if any

* + - * 1. Job Details which includes organizational level, job location, Company Industry, Employment types, languages, Size of hotel, years of experience
        2. Date when was this job posted will be shown as well
    1. If the user Accepts the interview request, following actions will be performed
       1. The status will change to Accepted
       2. Notification will be sent to the Employer/Recruiter, so that he can schedule the interview for the candidate
    2. If the user Counter’s the interview request, following actions will be taken
       1. A pop up will open where the user has to mention the Salary and reason for countering the requesting
       2. User clicks on submit button, the Employer/Recruiter will get the notification for the same
       3. The Employer/Recruiter can accept or decline the counter request
          1. As soon as the Employer/Recruiter accepts the counter request, the salary structure will be updated and candidate will be notified for the same. The candidate can still accept or decline the countered offer request
          2. If the Employer/Recruiter declines the counter request. Once the Employer/Recruiter declines the request, the candidate will be notified
          3. The Employer/Recruiter can further send interview request for the same job or other jobs in future
  1. The status of the request will keep changing as per the action taken by the Employer/Recruiter or candidate

### My Conversations (08:00hr) (Done)

1. User clicks on My Conversations, he will be redirected to a page where all his past and new conversations will be visible done with the Employer/Recruiter
2. If the user gets any new message from a Employer/Recruiter, then My Conversation section will be highlighted with a red bubble. Once the user clicks and see that message, red bubble will disappear
3. If there is no conversation done with the Employer/Recruiter, then the page will be empty and messag will be displayed
4. If the user has conversed with multiple Employer/Recruiters, then list will be displayed with name of the Employer/Recruiter and company on the left hand side
5. Once the user clicks on any of the Employer/Recruiter’s name, then detailed screen will be shown displaying the history of conversation done between them
6. The user will be able to communicate further with the selected Employer/Recruiter by typing in the message in message section
7. Once the user has written the message and clicks on Send message button, the message would be sent to the Employer/Recruiter along with the time stamp

### Calendar (08:00hr)

1. User clicks on Calendar, he will be navigated to a page where the calendar view will be shown
2. If the user navigates to this screen for the first time, then the user will be asked to select the time zone
3. The user will have ability to manage his calendar i.e. by default the while slots will be considered as Not available
4. If the user clicks on any white slot, that will be marked as available indicated in Green
5. The slot indicated in Black will be for interview
6. Once the interview is scheduled from the Employer/Recruiter’s end, it will be visible in the calendar, clicking on which the candidate can view the details with the following information:
   1. Title
   2. Interviewer’s name
   3. Time zone
   4. Duration of the interview
   5. Time of the interview
   6. Interview type (F2F, telephonic or )
   7. Location
   8. Comments if any
   9. There will be View Job details button clicking on which the user can see the job details
7. The user will have the flexibility to view the calendar through week
8. The user also have a flexibility to drag through horizontally, in order to increase the time for available slot. By default, it will be of half an hour
9. As soon as the interview is scheduled, upcoming interviews will be displayed to the candidate

### Questions Asked (4:00hr)

1. All the questions, asked by different Employer/Recruiters will be displayed in this section
2. Once the user clicks on Question Asked section, user will be redirected to a page where all the questions and answers to all those questions will be displayed
3. The user will have option to edit the previously answered questions as well as delete them
4. As soon as the user answers any question by typing in the text area and clicks send button, the reply to that question will be sent to that Employer/Recruiter
5. Once the user clicks on edit, text area will open again with the message the user sent earlier
6. Once the user edits the message and clicks on Update the updated reply will be sent to the Employer/Recruiter. The user will have option to cancel as well
7. Different Employer/Recruiters will be able to see the questions asked from the candidate and answers provided by the candidate for those questions

### Notifications

1. There are multiple instances when the candidate receives the notification in the system wherever an action is performed by the Employer/Recruiter
2. Once a notification is generated, user clicks on the notification, he will be redirected to a specific page so that he can perform necessary actions
3. Following are the events based on which notifications are generated for the candidate:
   1. When an Employer/Recruiter asks a question
   2. When an Employer/Recruiter sends an interview request
   3. When an Employer/Recruiter reject’s the counter request
   4. When an Employer/Recruiter accepts the counter request
   5. When an Employer/Recruiter schedules an interview
   6. When an interview is declined by Employer/Recruiter
   7. When an interview request is cancelled by Employer/Recruiter
   8. When a candidate receives a final offer from Employer/Recruiter

### Language (2:00hr)

1. The user has an option to switch the language as well.
2. By default, the website will open in English.
3. The website can be switched in 4 different languages:
   1. Spanish
   2. Arabic
   3. Chinese
   4. French
4. Once the user chooses any language, only the static content of the website will change

### Logout (Done)

I. User clicks on ‘Logout’, user will be logged out of the portal and redirected to sign in screen

## Employer/Recruiter:

Employer/Recruiter can register into the platform, search the candidate and offer them job. The Employer/Recruiters have to subscribe.

### Register (4:00hr)

1. User clicks on ‘Create a New Account’ button, he would be redirected to the registration page where he can set up his account filling the below information. Out the two radio buttons, he has to select Employer/Recruiter
   1. First name
   2. Last name
   3. Email Address
   4. Phone number
   5. Password
2. Once all the mandatory fields are filled, ‘Create New Account’ button will be activated clicking on which a verification code would be sent to the user to verify his registered email
3. Once the user enters the code, his email get verified and he lands on a page where he needs to choose a X1 segment and request a demo. The selection will be made out of these four
   1. Economy/Independents
   2. Luxury/Lifestyle/Upper Upscale
   3. Upscale/Upper Midscale/Midscale
   4. Non-Aviation
   5. Once the user has chosen any of four options and clicks on Request a Demo button, the request will be sent to the admin from where the admin can quote the price
   6. The Employer/Recruiter will not be able to login unless the quote has been sent by the admin
   7. Once the admin has quoted the price, the Employer/Recruiter will receive an email where all the information will be given along with Pay now button
   8. User clicks on Pay Now, he will be redirected to a page from where the Employer/Recruiter can make payment. The fields will be:
      1. X1 segment chosen by Employer/Recruiter (non-editable)
      2. Amount entered by the admin (non-editable)
      3. Field to enter the card information i.e. Card number, expiry date and CVC
      4. Name on the card
      5. The payment will be auto-deducted yearly
   9. Once the payment is made, the Employer/Recruiter will be redirected to page where they can set their profile

### Sign-In: (1:00hr)



1. There are two options using which the user can sign in.
   1. Using LinkedIn
      1. User clicks on ‘Continue with LinkedIn’ button, a pop up will open where the user has to enter his LinkedIn credentials in order to authenticate the account. If the user is signing in for the first time, then his/her account will be registered into the system using which the user can sign in later
      2. Once LinkedIn credentials are entered, the user will be redirected to a screen where he can choose X1 segment and request for demo (as described above in Registration process)
   2. Using his email and password
      1. The user will enter his registered Email ID and Password.
      2. Clicking on the ‘Eye’ icon, user can see the password he has entered

### Complete Profile: (05:00hr)

1. User registers into the site via LinkedIn or normal process, he will land on this page to set up his basic profile. There would be following options:
   1. Add your profile image
   2. Which of the following best describes your current role? (Single- select Drop down)
   3. What region do you operate in? (Single- select Drop down)
   4. What levels are you hiring for? (Single- select Drop down)
   5. Select the functions you are hiring for? (Multi- select Drop down)
   6. What market are you hiring in? (auto suggestion as soon as user types)
2. Once the user has filled the above fields and clicks on Continue, the user will be navigated to a page to complete the on-boarding process where he has to add Employer/Recruiter details
   1. The user have an option to upload the logo of the company
   2. Once the user selects the Industry type as Aviation, following fields would be populated
      1. Select Organizational level (X1/X2/X3)
         1. User selects X1, following fields will be populated
            1. Employer/Recruiter name will be pre-filled and will be non-editable
            2. X1 name
            3. X1 segment (Drop down)
            4. X1 Size (drop down)
            5. Location
            6. Services (which are provided by the X1)
            7. Employer/Recruiter description (1000 max character limit)
         2. User selects X2, following fields will be populated
            1. Employer/Recruiter name will be pre-filled and will be non-editable
            2. Add X1 where the X1 name can be added

User will have option to add more properties and delete them as well

* + - * 1. Key markets where the location can be entered
        2. Services (which are provided by the X1)
        3. Employer/Recruiter description (1000 max character limit)
      1. User selects X3, following fields will be populated
         1. Employer/Recruiter name will be pre-filled and will be non-editable
         2. X1 segment (Multi select Drop down)
         3. Brands (Multi select Drop down)
         4. Services (which are provided by the X1)
         5. Employer/Recruiter description (1000 max character limit)
  1. If the user selects Non-Aviation as an option, following fields will be populated
     1. Employer/Recruiter name which can be edited
     2. Functional area (multi select drop down)
     3. Services (which are provided by the X1)
     4. Employer/Recruiter description (1000 max character limit)

1. Once the clicks on Continue, he will be redirected to a page from where he can create jobs. The user has an option to skip this step as well and can create jobs later from ‘Jobs’ section which is described later in the FRD
2. As soon as the user completes the process, he will get an email where his license code will be mentioned unless he has mentioned while registering into the system

### Forgot Password: 00:30 hr

1. The user clicks on the Forgot Password link. User will be redirected to a page which will ask the user to enter the registered email. The user enters the registered email ID and clicks on the Submit button.
   1. User will receive a link on the registered email ID which will give the option to enter the
   2. New Password and Confirm New Password

### Change Password: 00:30 hr

1. User clicks change password option in the application. The system displays a page to the user wherein the user can enter details in the following fields:
   1. Enter Old Password
   2. Enter New Password and Re-enter New Password

### Jobs

* 1. User clicks on the Submit button after entering details in the above- mentioned fields.

12:00hr

* + 1. From this section, the user will be able to create jobs, and close them whenever required
    2. The jobs section is divided into three categories:
       1. Active
       2. Draft
       3. Closed
    3. In the active section, all the jobs that has not been closed will be displayed with the following details:
       1. Type of Job
       2. Location of Job
       3. Offered Salary
       4. Count of how many users have viewed this job
       5. Date when was the job posted
       6. Options to View job, Edit, close and Delete
          1. Once the user clicks on View job, user will be redirected to a detail page where he can see all the details of the job he created. The details would be:

Type of Job

Job Description

Employer/Recruiter name

Job offer

Base salary

Bonus

Long term incentive

Job Details

Organization level

Job Location

Company Industry

Employment Type

Languages

Size of Airline

Years of Experience

Option to Edit Job details

Option To close the job

Number of views

* + - * 1. Once the user clicks on Edit, the user will be navigated to page from where he can make changes to the created job. All the fields would be pre-filled, user can make the changes as needed and click on Update Or Cancel

If the user clicks on Update, the changes done will be saved

If the user clicks on cancel, the changes done will be lost

* + - * 1. User clicks on Close, the active job will be closed and moved to closed section. The user will have an option to reopen the job from the closed section
        2. User clicks on delete, the active job will be deleted and will no longer be visible
      1. The user can search the jobs by name and location
    1. In the Draft section, all the jobs whose details are not yet filled completely will be saved in Draft section. Following details will be shown:
       1. Name of the job
       2. Location
       3. Date when was the job created
       4. Option to edit and delete
       5. Once the user clicks on edit, the user will be redirected to a section of a page from where he left. The user can resume from there
          1. User will still have an option to Save for later if he doesn’t to complete the details at that moment
          2. User can discard the job as well
       6. User clicks on delete, the job will be deleted and will be no longer visible in the system
       7. The user can search the jobs by name and location
    2. In the Closed section, all the jobs that has been closed till date will be displayed. Following details will be shown:
       1. Name of the job
       2. Location
       3. Salary Offered
       4. Date when was the job closed
       5. Options to View Job, reopen and delete
          1. If the user clicks on View job, he can see the details of the job he created with following details:

Type of Job

Job Description

Employer/Recruiter name

Job offer

Base salary

Bonus

Long term incentive

Job Details

Organization level

Job Location

Company Industry

Employment Type

Languages

Size of Airline

Years of Experience

Option to Edit Job details

Option To close the job

Number of views

* + - * 1. User clicks on Reopen, then that job would be reopened and move to Active section
        2. User clicks on delete, the job will be deleted
      1. The user can search the jobs by name and location
    1. Through Create jobs button, the user will be able to create new jobs. Once the user clicks on Create jobs, following sections will be shown:
       1. The create jobs is divided into 6 different section. User has to fill all the section (mandatory fields) in order to create a job
          1. Section 1 is to Add basic Job details, with following details:

the user has to select Organizational level out of three (X1/X2/X3)

Job Title which is a pre-defined list where user can search and select from the drop down

Location – as soon as the user starts typing suggestion will be displayed user can choose from the list

Function which is a pre-defined list where user can search and select from the drop down

Desired language drop down from where user can select

Level drop down from where user can select

User will have the ability to add multiple languages and level along with delete option

Hiring team

Type of job from where the user can select where the job he is creating is contractual, full time or part time

At any point of time the user can save the changes and fill rest of the information at the later stage

Once the user clicks on Save & next, user will be redirected to other step

* + - * 1. Section 2 is Job description with the following details:

Select Experience in Aviation where the user can select the experience required for the job

Key market experience where the user can select the location

Job description(max 3000 characters)

Once the user clicks on Previous, user will be redirected to the previous step

Once the user clicks on Save & next, user will be redirected to other step

* + - * 1. Section 3 is Desired Key Experiences with the following details:

Airline type

Hotel size (Multi- select drop down)

Brand Segment Experience (Multi- select drop down)

Ownership (Multi- select drop down)

Real Estate type (Multi- select drop down)

Brand Experience (Multi- select drop down)

Union Status (Single –select drop down)

### Oysterwings Search

Geographies (Multi- select drop down)

1. Once the user clicks on Previous, he will be redirected to previous step
2. Once the user clicks on Save & next, user will be redirected to other step
   * + - 1. Section 4 is Desired Change Experiences with the following fields:

Pre-opening (Yes/No option)

Rebranding (Yes/No option)

Renovation (Yes/No option)

Ownership changes (Yes/No option)

Mergers & Acquisitions(Yes/No option)

Reorganization (Yes/No option)

Key Strategic Initiatives (Yes/No option)

Once the user clicks on Previous, he will be redirected to previous step

Once the user clicks on Save & next, user will be redirected to other step

* + - * 1. Section 5 is Key strength developments with following fields:

Select Area of expertise ( multi select drop down)

Other strengths

Once the user clicks on Previous, he will be redirected to previous step

Once the user clicks on Save & next, user will be redirected to other step

* + - * 1. Section 6 is Proposed Compensation with the following fields:

Currency

Base Salary

Bonus

Benefits

Long term incentives

Check box for relocation package provided

Once the user clicks on Previous, he will be redirected to previous step

Once the user clicks on Publish, user will be redirected to an Active jobs page where all the jobs are listed

1. Current Search Rules: (12:00hr)
   1. There are 3 rules that define the current implementation of OysterwingsEmployer/Recruiter Search
      1. Basic Search: The below three are counted as “must-have” in the search i.e. only the candidates who fulfil all three criteria are displayed in the results.
         1. Key Words: The results have to match at least one of the keywords selected by a Employer/Recruiter. These keywords are matched with candidate skills, strengths, and titles. The

job being searched has to match either the current or the past job titles for that candidate to appear in the search results.

* + - 1. Location Of Job: The results have to match at least one of the defined jobs. These locations are matched with candidates “Candidate Current Location”, “Candidate Preferred Location” and "Key market Experience"
      2. Job Type: The results have to match at least one of the job type(s) defined by a Employer/Recruiter.
    1. Advanced Search: Same as basic search but with additional search attributes. This was included last month with same rules as defined for basic rules
    2. Current Jobs: This section serves as the key for elastic search i.e. displaying the results in on the basis of relevance.
       1. The attributes defined in the job being searched are mapped with candidate profile attributes. The results appear in the chronological order based on the percentage match.
  1. Initially, the search results were based on alphabetic order. During the gold release/regression, we upgraded it to elastic search i.e. the search results are based and arranged on the percentage match with the search criteria.
  2. Below are the attributes that we match based on the candidate profile and the Job being searched. Each job has its own attributes that are defined while creating a job opening. Candidates that fulfill either of the attributes appear in the job search results.

.

|  |  |  |  |
| --- | --- | --- | --- |
| **Candidate** | | **Employer/Recruiter** | |
| ***Onboarding Section*** | **Candidate Onboarding Attributes** | **Employer/Recruiter Job creation attributes** | ***Job section*** |
| *Add Profile Details* | Position\_type | Job Title | *Add Basic job details* |
| *Add Profile Details* | Aviation\_experience (#years) | Experience in Aviation | *Job Description* |
| *Add Profile Details* | Willing\_to\_relocate | Relocation Package Provided | *Proposed Compensation* |
| *Add key experiences* | Pre\_opening | Pre Opening | *Desired Experience Changes* |
| *Add key experiences* | Re\_branding | Rebranding | *Desired Experience Changes* |
| *Add key experiences* | Renovation | Renovation | *Desired Experience Changes* |
| *Add key experiences* | Ownership\_change | Ownership Changes | *Desired Experience Changes* |
| *Add Key Strength* | Other\_strength | Other Strength | *Key Strengths/Development* |
| *Desire Compensation* | Base\_salary | Base Salary (Annual) | *Proposed Compensation* |
| *Desire Compensation* | Currency | Currency | *Proposed Compensation* |

|  |  |  |  |
| --- | --- | --- | --- |
| *Desire Compensation* | Bonus | Bonus | *Proposed Compensation* |
| *Desire Compensation* | Benefits | Benefits | *Proposed Compensation* |
| *Add Profile Details* | Languages | Desired Language | *Add Basic job details* |
| *Add Profile Details* | Key\_market\_experience | Key Market Experience | *Job Description* |
| *Add Key Strength* | expertise\_area | Areas of Expertise | *Key Strengths/Development* |
| *Add Key Experience* | hotel\_type | Hotel Type | *Desired Key Experiences* |
| *Add Key Experience* | hotel\_size | Hotel Size | *Desired Key Experiences* |
| *Add Key Experience* | brand\_segment\_experience | Brand Segment Experience | *Desired Key Experiences* |
| *Add Key Experience* | owner\_ship | Ownership | *Desired Key Experiences* |
| *Add Key Experience* | real\_estate\_type | Real Estate Type | *Desired Key Experiences* |
| *Add Key Experience* | geographies | Geographies | *Desired Key Experiences* |
| *Add Profile Details* | Location, “Candidate Current Location”, “Candidate Preferred Location” and "Key market Experience" | Location | *Add Basic Job Details* |
| *Add Key Experience* | union\_states | Union Status | *Desired Key Experiences* |
| *Add Key Experience* | Brands | Brand Experience | *Desired Key Experiences* |

* 1. Grouping of search titles: Below are the defined positions grouping for the keyword search. Search results would consist of all the candidates belonging to parent and child positions.

X2 POSITONS

LEVEL 1

Area General Manager

* X2 Director of Operations
* X2 Vice President
* Area Vice President
* Senior Vice President of Operations
* Area Manager
* X2 General Manager
* Senior Vice President/Managing Director
* Chief Operating Officer
  + X2 Area Manager
  + X2 General Manager

LEVEL 2

X2 Vice President/Director of Hotel Operations

* X2 Manager
* Vice President & Managing Director
* X2 Operations Manager
* Project Manager
* X3 Director of Operations
* X2 Vice President – Operations
* Senior Vice President of Operations
* Vice President of Operations
* X2 Operations Manager
* Operations Task Force
* X2 Vice President of Operations
* X2 Director of Hotel Operations
* X2 Director of Franchise Operations
* X2 Director of Operations
* Area Director of Operations
* Vice President – Operations
* Vice President – Hotel Operations

X2 Vice President/Director of Sales and Marketing

* Market Director of Sales & Marketing
* Field Sales Manager
* X2 Sales Manager
* Chief Marketing Officer
* Vice President of Sales & Membership Development
* X2 Director of Sales
* Vice President of Sales, Revenue Management and E-commerce
* X2 Revenue Manager
* X2 X3 Director of Sales
* X2 Director of Revenue
* Area Director of Revenue
* Area Director of Revenue Management
* Vice President – Marketing
* National Sales Director
* Senior Manager, Revenue Management X2 Vice President/Director of Finance (Controller)
* Vice President of Asset & Acquisitions Management
* Sr. Vice President – Asset Management
* Vice President, Finance
* Vice President of Budgeting & Financial Analysis
* X3 Controller
* X2 Controller
* X2 Director of Finance
* Area Director of Finance
* Area Controller
* Area Accounting Manager
* X3 Vice President of Hotel Finance
  + Vice President – Accounting
  + Vice President – Finance
  + Vice President – Central Accounting
  + Vice President – Hotel Finance
  + Senior Vice President, Finance

X2 Vice President/Director of Human Resources

* + Vice President of Human Resources
  + Bureau Chief, Bureau of Human Resources
  + Vice President, Human Resources
  + Human Resources Director
  + Human Resources Manager
  + X2 Director of Human Resources
  + Area Director of Human Resources
  + Vice President – Human Resources
  + Vice President, HR
  + Area Manager of People & Culture

X2 Vice President/Director of Information Technology (IT)

* + X2 Director of Information Technology
  + Area Director of IT
  + Vice President – Hotel Technology
  + Vice President – Information Technology X2 Vice President/Director of Food and Beverage
  + X2 Executive Chef
  + Area Catering & Events Coordinator
  + Area Director of Catering
  + Area X3 Catering Sales Manager

X1 POSITIONS

LEVEL 3

General Manager

* President
* Vice President of Aviation
* Managing Director
* Resort Manager
* Hotel Manager
* Complex General Manager
* Hotel General Manager
* Vice President – General Manager
* Senior Executive Director

LEVEL 4 (EXECUTIVE COMMITTEE)

Assistant General Manager

* + Executive Assistant General Manager
  + Vice President
  + Resident Manager

LEVEL 5

Director of Operations or Rooms Division

* Director of Group Rooms
* Director of Room Operations
  + Director of Rooms Relocatable
  + Group Rooms Manager
  + Operations Manager
  + Operations Executive
  + Hotel Operations Manager
  + Operations Director
  + Rooms Division Manager

Director of Housekeeping or Executive Housekeeper

* + Housekeeping Manager
  + Housekeeping Operations Manager
  + Housekeeping Office Manager
  + Director of Housekeeping & Laundry
  + Director of Housekeeping Services

Director of Revenue Management or Revenue Manager

* + Director of Revenue & Distribution
  + Director of Revenue Strategy
  + Revenue Director
  + Revenue & Inventory Manager
  + Revenue Management Director
  + Revenue Executive Director of Sales & Marketing
  + Director of Sales
  + Director of Sales Strategy & Planning
  + Market Director of Sales
  + Sales & Marketing Manager
  + Sales & Marketing Director
  + Sales & Marketing Executive
  + Marketing Director Director of Food & Beverage
  + Food & Beverage Executive
  + Food & Beverage General Manager
  + Director of F&B
  + Food & Beverage Director
  + Food & Beverage Manager
  + F&B Director
  + Director F&B

Director of Events and Catering

* + Events & Banquet Sales Manager
  + Events & Catering Manager
  + Events & Catering Sales Manager
  + Catering Director
  + Catering Events Manager
  + Catering & Events Manager
  + Catering & Events Sales Director
  + Catering Events Sales Director
  + Director of Events
  + Director of Event Planning
  + Director of Catering
  + Director of Catering & Events
  + Events Director Director of Finance
  + Director of Finance & Accounting
  + Director of Finance & Business Support
  + Finance – Manager
  + Finance – Administrator
  + Finance Manager Director of Engineering
  + Director of Engineering & Facilities
  + Director of Engineering Salaried
  + Director of Engineering & Security
  + Engineering Manager
  + Chief Engineer Director of Human Resources
  + Human Resources Director
  + Human Resources Business Director
  + Human Resources Manager
  + Human Resources Executive Chief of Security
  + Chief Security Officer
  + Security Director
  + Security Compliance Manager
  + Security Chief
  + Security Manager
  + Security & Safety Manager Recreation Manager
  + Recreation Activities Director
  + Recreation Director
  + Director of Recreation Information Technology Manager
  + Director of Information Technology
  + Director of IT
  + Manager – Information Technology

LEVEL 6

Front Desk Manager

* Front Desk Night Manager Chief Concierge
* Executive Concierge
* Concierge Manager Restaurant Manager
* Restaurant Director
* Director of Restaurants Executive Chef
* Chef – Executive
* Chef – Manager
* Chef Exécutive
* Head Chef Room Service Manager

1. Based on the above described search, once a Employer/Recruiter selects a job that he has created, candidates will be filtered out according to the matching attributes.
2. The Employer/Recruiter can Send Message or Request Interview
3. User clicks on Send Message, user will be redirected to My conversations page, where the Employer/Recruiter can send the message to selected candidate as described below in My Conversations section
4. User clicks on Request Interview, a pop up with following details will open:
   1. User has to enter the job title
   2. Location
   3. Currency (USD, Euro, etc in the drop down option)
   4. Base Salary (Annual)
   5. Bonus (drop down)
   6. Long Term Incentives (drop down)
   7. Check box for Relocation Package Provided
   8. Text box for Any special mention (500 character limit)
   9. User clicks on Offer to Candidate button, the candidate will received the offer with options to accept, counter or decline. The user has to accept the offer within a time limit of 2 days else the offer will expire
   10. User clicks on Cancel, the pop up will close and the process will be ended

### My Conversations: (03:00hr)

1. User clicks on My Conversations, he will be redirected to a page where all his past and new conversations will be visible done with the candidate
2. If the user gets any reply to a message from a candidate, then My Conversations section will be highlighted with a red bubble. Once the user clicks and see that message, red bubble will disappear
3. If there is no conversation done with the candidate, then the page will be empty and message will be displayed
4. If the user has conversed with multiple candidate, then list will be displayed with name of the candidate and company on the left hand side
5. Once the user clicks on any of the candidate’s name, then detailed screen will be shown displaying the history of conversation done between them
6. The user will be able to communicate further with the selected candidate by typing in the message in message section
7. Once the user has written the message and clicks on Send message button, the message would be sent to the candidate along with the time stamp

### Interviews (14:00hr)

1. User clicks on Interviews, he will be redirected to a page where all the scheduled, selected, declined etc. interview details can be seen
2. The interview section is divided into 4 sections:
   1. Need scheduling
   2. Upcoming Interviews
   3. Selected Candidates
   4. Declined candidates
3. User can search the candidates by name in each of the sections
4. In all the section, a filter is provided using which the Employer/Recruiter can filter the candidates. It has following fields:
   1. Jobs in which all the jobs created by the Employer/Recruiter will be displayed. The user selects any job, interview list gets filtered
   2. Location suggestion will be displayed as soon as the user types in
   3. The user can reset the selected filters as well
5. In Need scheduling section, following information will be displayed:
   1. All the candidates whom the Employer/Recruiter has send the interview request will be listed
   2. The list can be filtered by All requests, accepted, pending and countered
   3. If the candidate has accepted the request, then the Employer/Recruiter will get following options using which the Employer/Recruiter can schedule the interview, send message, move to final offer, and decline
      1. Send message will open the conversation screen
      2. User clicks on Schedule, a pop up will open with the following fields using which the Employer/Recruiter can schedule an interview with the candidate. The fields will be:
         1. Interviewer which will be auto populated
         2. Time will be auto-populated
         3. Duration (drop down)
         4. Select from Candidate Time Slot (available time slot marked by the candidate will be listed) user can choose any of the available time slots
         5. Interview type (F2F, telephonic, video conference and other), user can choose any one of them
         6. Comments (500 character limit)
         7. User clicks on Schedule Interview button, interview gets scheduled at both the ends and the candidate moves to upcoming interviews list. Depending on the candidates acceptance action will be taken
      3. User clicks on Move to final offer, a pop up open with the following details:
         1. User has to enter the job title
         2. Location
         3. Currency (USD, Euro, etc in the drop down option)
         4. Base Salary (Annual)
         5. Bonus (drop down)
         6. Long Term Incentives (drop down)
         7. Check box for Relocation Package Provided
         8. Text box for Any special mention (500 character limit)
         9. User clicks on Offer to Candidate button, the candidate will received the offer with options to accept the final offer, or decline.
            1. If the candidate accept the offer, the candidate moves to selected candidate section
            2. If the candidate rejects the offer, the candidate moves to declined candidates section
            3. Once the user declines, he has to enter the reason why he is declining the offer by selecting the reason from the drop down and can mention the comments if any
         10. User clicks on Cancel, the pop up will close and the process will be ended
      4. User clicks on Decline, the user has to mention the reason (drop down) and that candidate will move to declined candidates section
   4. If the candidate hasn’t responded to the request, the status will be shown along with rest of the information about the candidate like name, image, and position. The Employer/Recruiter has an option to cancel the request as well. It will ask for the confirmation and depending on the action request will be cancelled or kept as-is
   5. If the candidate has countered the request, then View countered offer will be displayed as an option. User clicks on view countered option, a pop up will open where the Employer/Recruiter can view details like position, location, counter salary details, reason for counter, offer salary details
      1. The Employer/Recruiter can accept the counter offer or decline the counter offer
      2. If the Employer/Recruiter accepts the counter offer, then status will change on the candidates end
      3. If the Employer/Recruiter declines, then reason for declining the candidate will be asked and the candidate will be moved to declined candidate section
6. In upcoming interview section, all the interviews that are scheduled with the candidates will be shown along with the following information:
   1. Name of the candidate along with image
   2. Time
   3. Location
   4. Type of interview
7. In the selected candidate section, candidates who have selected the final offer will be listed along with the following details:
   1. Name of the candidate along with image
   2. Position
   3. Date when was the offer accepted
   4. The list can be filtered by All candidates, Acceptance pending, selected
8. In the declined section, all the candidates who have decline the offer, interview etc. will be shown here. The candidates who have been declined by the Employer/Recruiter as well will be listed here with the following details:
   1. Name of the candidate along with image
   2. Declined by (Candidate or Employer/Recruiter)
   3. Date when was it declined
   4. Comment

### Notifications (03:00hr)

1. There are multiple instances when the Employer/Recruiter receives the notification in the system wherever an action is performed by the candidate
2. Once a notification is generated, user clicks on the notification, he will be redirected to a specific page so that he can perform necessary actions
3. Following are the events based on which notifications are generated for the Employer/Recruiter:
   1. When candidate declines the Employer/Recruiter's offer
   2. When candidate accepts Employer/Recruiter's offer
   3. When candidate accepts Employer/Recruiter's final offer
   4. When candidate declines the final offer made by the Employer/Recruiter
   5. When candidate answers the question asked by Employer/Recruiter
   6. When candidate counters the offer made by Employer/Recruiter

### Language

1. The user has an option to switch the language as well.
2. By default, the website will open in English.
3. The website can be switched in 4 different languages:
   1. Spanish
   2. Arabic
   3. Chinese
   4. French
4. Once the user chooses any language, only the dynamic content of the website will change

### View/Edit Profile (06:00hr)

1. The user will be able to view and edit everything he has filled while registering and on-boarding into the platform
2. User clicks on View Profile, he will be navigated to a section where he can see the details he filled during the on-boarding process
3. User has the ability to edit the sections as well

### My Subscription (04:00hr)

* 1. User clicks on Subscription, user will be navigated to the detail page where he can see the subscription details
  2. User can see the amount paid
  3. Service period
  4. When is the next billing cycle due
  5. Card details entered (only last 4 digits)
  6. The user will have the option to change the subscription method. User clicks on Change Subscription method, a pop up will open where the user will have to enter the new card details and save it. The next billing amount will be deducted from the new card details
  7. The user also has an option to cancel subscription.
     1. User clicks on Cancel Subscription, a pop up will open where the user has to enter the current password
     2. User enter current password, then a pop up will where the user has to select points in order to confirm the cancellation. The points are:
        1. Your annual payment will not be refundable
        2. You will not be able to search or connect with candidates
        3. Your account will be deactivated and you will no longer be able to login
     3. The user have to select all the above points then only Confirm cancellation button is activated
     4. The user will have two options:
        1. Back to My subscription clicking on which the user will be redirected to the subscription detail page
        2. Confirm Cancellation clicking on which the user’s subscription will be cancelled

### Logout 00:30 hr

I. User clicks on ‘Logout’, user will be logged out of the portal and redirected to sign in screen

Register:04:00 hr

Sign-in: 01:00 hr

Complete Profile: 05:00 hr

Forgot Password: 00:30 hr

Change Password: 00:30 hr

Jobs: 12:00 hr

Oysterwings Search: 12:00 hr

My Conversations: (03:00hr)

Interviews (12:00hr)

Notifications (03:00hr)

View/Edit Profile: (06:00hr)

My Subscription (04:00hr)

Language:

Logout : 00:30 hr

Total: 7days , 07:30 hr

## Django Admin:

Django Admin can create subscriptions for Employers/Recruiters. They also have the ability of adding candidates manually or through CSV upload.

### Adding Candidates through Django: (2:00hr)

1. Log in to the Django admin using admin credentials and access candidate section. (Account -> CSV Upload)
2. This gives admin the option to upload CSV of users to be onboarded. Admin can download sample CSV and enter data in the sample file before uploading that to Django.
3. The CSV follows a defined format to upload candidates to the system with below fields:
   1. First name
   2. Last name
   3. Email ID
   4. Password
4. These candidates once uploaded can be accessed on front end using admin master password to complete their profiles.
5. These credentials can be shared with corresponding candidates through any media channel to invite them to onboard to Oysterwings Recruiter.

### Badge CSV Upload: (Candidate -> Badge CSV Upload)

1. This CSV is uploaded by admin through Django.
2. The Badge and score added for the defined candidates are used to display the corresponding search results in a defined order.
3. Higher scored Mega Oysterwingss appear first following descending order followed by Rising Oysterwingss and then non scored candidates.
4. Sample CSV:
   1. Email
   2. Score
   3. Badge

### Master Password:

1. Below credentials give master login rights to any candidate account.
2. Admin can open the front end website Oysterwingsrecruiter.com and enter below credentials to log in as a candidate.
3. This gives a list of all the all the candidates that are part of the MR ecosystem (active or non-active both)
4. Admin can pick any user and manage their profile – make edits, add or remove data.
5. The master password is same as the admin password for Django admin. Below is the password that is being used at the time of creation of this document.
   1. Used ID: [admin@Oysterwingsrecruiter.com](mailto:admin@mogulrecruiter.com)
   2. Password: Oysterwings@2019$

### Manage Subscriptions (08:00hr)

1. Once the admin enter into the Django admin, and clicks on Manage Subscriptions, the admin will be redirected to a page where all the details of the users who have paid for the subscription or who have requested for the access will be listed
2. The details would be:
   1. Name
   2. Employer name
   3. Email
   4. Phone number
   5. X1 segment
   6. Subscription Status
   7. Create package
   8. Decline request
   9. Action (Cancel Subscription or Resend)
3. The admin can filter the list by status:
   1. Paid
   2. Shared
   3. Cancelled
   4. Pending
   5. Declined
4. Following are the subscription status meaning according to which data will be filtered
   1. Paid – Employers/Recruiters who have paid for the portal and are using the portal. The admin will have an option to Cancel Subscription for those Employers/Recruiters. Admin clicks on Cancel subscription, the subscription for the Employer/Recruiter will be cancelled immediately and he will no longer be able to use the system
   2. Shared – The Employer/Recruiter has requested a demo from the admin, and admin has created the package for that particular Employer/Recruiter. The admin will have the option to Resend the package information again. Admin clicks on Resend, the email along with the payment details will be send to that particular Employer/Recruiter
   3. Cancelled – Admin has cancelled the subscription for Employer/Recruiter. Once cancelled, user will get an email notifying the same
   4. Pending – The Employer/Recruiter has requested a demo from the admin and admin is yet to create a package for that Employer/Recruiter. The admin will have option to Create package for Employer/Recruiter
   5. Declined - The Employer/Recruiter has requested a demo from the admin and admin has declined that request.
5. Admin clicks on Create package, he will be redirected to a page from where he can create package for that particular Employer/Recruiter. The page will contain following fields:
   1. X1 segment will be pre-populated according to what Employer/Recruiter has selected. The admin will have option to change it
   2. No. of licenses – the admin can set a value of how many sub users can use the portal along with the Employer/recruiter
   3. Amount – the admin can enter the amount he want to set for that particular Employer/recruiter
   4. Name – will be auto populated and will not be editable
   5. The admin can click Make Payment Request and send it right away. Employer/recruiter will get an email with the payment information

### Other Features

I. Below is the list of features which the admin can access, along with the path and fields that admin can edit and perform actions:

|  |  |  |
| --- | --- | --- |
| MODULES | PATH | EDITABLE FIELDS |
| ACCOUNT | | |
| Admin temporary logins | Account->Admin temporary logins | NA |
| CSV Upload | Account->CSV Upload | First name, Last name, Email, Password in CSV format |
| Employer account profiles | Account->Employer account profiles | Subscriber user, User, X1 name, Hotel X1 detail, Stars, Year of inception, Services, Total Strength, No. of location, Company name, City, Job title |
| Oysterwings | Account->Oysterwings | Select and download the Oysterwingss/candidate in csv format |
| Send Notes | Account->Send Notes | Name, Email, Contact number, Country, Messages |
| User Address | Account->User Address | Users, Pin code, city, State, Address, Address type |
| User License code | Account->User License code | User, License code, Subscription status |

|  |  |  |
| --- | --- | --- |
| User page First visit | Account->User page First visit | User, Page |
| Users | Account->Users | User type, Profile image, delete the selected user from action |
| AUTHENTICATION AND AUTHORIZATION | | |
| Groups | Authentication and authorizations-  >Groups | Name, Permission |
| Permissions | Authentication and authorizations-  >Permissions | Name, Content type, codename |
| CANDIDATE | | |
| Badge CSV Upload | Candidate->Badge CSV Upload | Email, Score, Badge |
| Blocked candidate employers | Candidate->Blocked candidate employers | Blocked employer, Blocked by, Category |
| Candidate answers | Candidate-  >Candidate answers | Answered by, Question, Answer |
| Candidate benefits | Candidate-  >Candidate benefits | User, Name |
| Candidate educations | Candidate-  >Candidate educations | User, Degree, School, Study, Graduation year |
| Candidate experiences | Candidate-  >Candidate experiences | User, Hotel type, Hotel size, Brand segment experience, Ownership, Real estate type, Third party partnership, Union states, Geographies, Non hos service sector, Non hos employee management, Non hos revenue management, Non hos pathway management |
| Candidate expertise areas | Candidate-  >Candidate expertise areas | User, name |
| Candidate profile percentages | Candidate-  >Candidate profile percentages | User, Profile details percentage, Key experience percentage, Desired compensation percentage, Key strength percentage, Total completion percentage |
| Candidate profiles | Candidate-  >Candidate profiles | User, Work experience type, Industry type, Aviation experience, Pathway, Bio, Other strength, Position type, Currency, Bonus, Benefits, Base salary, Expertise area, Country, Facebook url, Twitter url, Linkedin url, Website, Seeking keyword, Brands, Score, Badge |
| Candidate questions | Candidate-  >Candidate questions | Recruiter, Candidate, Question, Deleted by, Deleted users |
| Candidate seekings | Candidate-  >Candidate seekings | Name |

|  |  |  |
| --- | --- | --- |
| Candidate work experiences | Candidate-  >Candidate work experiences | Users, Title, Employment type, Company, Start month, Start year, End month, End year, Jobs responsibility, levels, function, X1, organization level |
| Nominees | Candidate-  >Nominees | First name, Last name, email, nominated by, Reference, Reference name |
| Other levels | Candidate->Other levels | Profile, level, level type, other |
| Reference types | Candidate-  >Reference types | Name |
| Resume temporary files | Candidate->Resume temporary files | User, file, user photo |
| User employers | Candidate->User employers | Name |
| DJANGO OAUTH TOOLKIT | | |
| Access tokens | Django oauth toolkit->Access tokens | User, Source refresh token, Token, Application, Expires, Scope |
| Applications | Django oauth toolkit-  >Applications | Client id, users, Redirect URLs, Authorization grant type, Client type, Client secret, name |
| Grants | Django oauth toolkit->Grants | NA |
| Refresh tokens | Django oauth toolkit->Refresh tokens | User, Token, Access token, Application, Revoked |
| EMPLOYERS | | |
| Employer profiles | Employers-  >Employer profiles | Select and download the Recruiter/Employer in csv format |
| HOTEL | | |
| Amenities | Hotel->Amenities | Name, Photo, Url |
| Hotel address | Hotel->Hotel address | Hotel, Latitude, Longitude, Address line 1, Address line 2, City long name, City short name, State long name, State short name, Country long name, Country short name, Postal code |
| Hotel Oysterwingss | Hotel->Hotel Oysterwingss | Hotel, Name, Title, Picture, Summary |
| Hotel users | Hotel->Hotel users | Hotel, User |
| Hotels | Hotel->Hotels | Name, Overview, Description, Photo, Rating, Contact info, Price, Longitude, Latitude, Address, Hotel code, Search rank |
| Photos | Hotel->Photos | Photo, url |
| JOB | | |
| Candidate available slots | Jobs->Candidate available slots | Candidate, Timezone , Start time, End time |
| Candidate job offer responses | Jobs->Candidate job offer responses | Reason, Comment, Counter salary |

|  |  |  |
| --- | --- | --- |
| Candidate job offers | Jobs->Candidate job offers | Candidate, Job, Title, Address, Base salary, Bonus, Currency, Mentioned text, Long term incentive, Offer response, Offered by, Rejected by, Accepted on |
| Candidate time zones | Jobs->Candidate time zones | Candidate, Timezone , Timezone detail |
| Interviews | Jobs->Interviews | Candidate offer, Interview type, Start time, End time, Time zone, Duration |
| Job key experiences | Jobs->Job key experiences | User, Hotel type, Hotel size, Brand segment experience, Ownership, Real estate type, Third party partnership, Union states, Geographies, Non hos service sector, Non hos employee management, Non hos revenue management, Non hos pathway management, Job |
| Job languages | Jobs->Job languages | User, Name, Level, Job |
| Job locations | Jobs->Job locations | User, pin code, City, State. Address, Location, Address type, Job |
| Job visits | Jobs->Job visits | Candidate, Job |
| Jobs | Jobs->Jobs | User, title, Location, Category, Hiring team, Job type, Aviation experience, Description, Long term incentive, Other Strength, Currency, Bonus, Base salary, Expertise area, Active step, Job status, Picture, Expiry time, Responsibility, Published date, Salary type, Organizational level, Brands |
| MESSAGES | | |
| Chat messages | Messages->Chat messages | Chat group, Text, User, Status |
| Notification types | Messages-  >Notification types | Name |
| Notifications | Messages-  >Notifications | Notification type, Sender, Receiver, Title, Interview date |
| Organization Oysterwings maps | Messages-  >Organization Oysterwings maps | Organization, Oysterwings, Status changed on, Last Message time |
| SUBSCRIPTION | | |
| Manage subscriptions | Subscription-  >Manage subscriptions | X1 Segment, No.. of license, Amount |
| Packages | Subscription-  >Packages | User package, Plan id, Interval, Interval count, Product id, Name, Currency |
| Products | Subscription-  >Products | Name, Product id, Description |
| Subscriptions | Subscription-  >Subscriptions | User, Subscription id, Billing period end, Billing period start, Subscription Status, Packages, Remaining Licenses, User Package, Subscription Stripe Status |
| Transactions | Subscription-  >Transactions | Subscription, Amount due, Amount paid, Amount remaining, Fee, Net, Discount, Coupon, Payment method, Currency, |

|  |  |  |
| --- | --- | --- |
|  |  | Stripe customer id, Next payment attempt, Period start, Period end, Receipt number, Status |
| User packages | Subscription->User packages | X1 segment, No.. of license, Amount |
| User subscriptions | Subscription->User subscriptions | Subscription, License code |
| UTILITY | | |
| Country | Utility->Country | Sort name, Name, Phone code, Is active checkbox |
| Languages | Utility->Languages | Users, Name, Level, Is active checkbox |
| Level mappings | Utility->Level mappings | Name, Level type, Parent, Is active checkbox, Is other checkbox |
| Site pages | Utility->Site pages | Name, Is active checkbox |
| States | Utility->States | Country, Name |
| Static contents | Utility->Static contents | Content, Type ,Extra, Contact us |
| Utilities | Utility->Utilities | Name, Utility type, Description, Is active |
| Utility types | Utility->Utility types | Name, Is active |

## Tech Stack

|  |  |
| --- | --- |
| **Component** | **Technology Stack** |
| Web Frontend | HTML 5, CSS 3, Angular 8.3.17 |
| Backend | Python 3.6.8  Backend Framework – Django 3.1 |
| Database | PostgreSQL 11.5 |
| Operating System | Ubuntu 18.04.3 LTS |
| Server | AWS |

3rd Party API used:

* + Sendgrid: Used for mail
  + Stripe: Used for Payment
  + Sovren: Used for resume parsing
  + DerbySoft: Used for fetch the Hotel details

## ERD Diagram

## Network Diagram

Total: 11days 1hour