Bench Sales Staffing Web Application Overview

Objective: To create a comprehensive web application for managing bench sales staffing operations. The system focuses on an admin portal for metrics visualization, candidate and recruiter performance tracking, onboarding modules, submission tracking, interview tracking, placement tracking, and modules for in-house employee management. Additionally, the system integrates with global bench sales data for enhanced workflows.

Core Features

1. Admin Portal

- **Dashboard Metrics:**
  - Total number of candidates.
  - Active candidates currently in job placements.
  - Number of submissions made by recruiters.
  - Performance analytics of in-house employees.
  - Revenue generation and forecasting from placements (inspired by Bullhorn).
  - **Candidate Activity Monitoring:**
    - Automated notifications if no activity is detected for a candidate within 2 or 4 weeks.
  - **Performance Heatmaps:**
    - Visual representations of recruiter and candidate performance based on KPIs.
- **Graphical Representation:**
  - Charts and graphs to show trends in candidate placements and recruiter performance.
  - Breakdown of submissions by job title, company, recruiter, and industry type.

2. Candidate Management

- **Candidate Profiles:**
  - Name, email, phone number, skills, and status (e.g., On Bench, Active).
  - Resume uploads with advanced parsing for skill extraction (inspired by Ceipal).
  - Historical data and job application history tracking.
  - Comprehensive reports summarizing the candidate's performance, submission history, and activity status.
- **Onboarding Process:**
  - Simplified onboarding with streamlined workflows to assign candidates to recruiters faster.
  - Automated skill mapping and recruiter assignment.
  - Real-time updates to track onboarding progress.
- **Candidate Status Updates:**
  - Real-time updates on job placement, submission, and interview progress.

- o Automatic notifications for status changes to relevant recruiters and administrators.

3. Submission Tracking

- **Submission Management:**
  - o Track submissions made by recruiters.
  - o Details like job title, company name, submission date, and status (e.g., Submitted, Interview Scheduled, Offered, Rejected).
  - o Client-specific notes and requirements (inspired by Conrep).
- **Automated Notifications:**
  - o Notify recruiters of updates to candidate submission statuses.
  - o Notify candidates of submission progress and feedback.
- **Analytics:**
  - o Insights into successful placements by job role, recruiter, and client.
  - o Detailed submission trend reports.

4. Interview Tracking

- **Interview Scheduling:**
  - o Integration with calendars (Google Calendar, Outlook) for seamless scheduling.
  - o Notifications to both candidates and recruiters.
- **Feedback Module:**
  - o Capture detailed feedback from interviewers (inspired by JobDiva).
  - o Automated updates on next steps (e.g., second interview, offer).
- **Real-Time Interview Status:**
  - o Visual tracking of interview stages and outcomes.

5. Placement Tracking

- **Placement Details:**
  - o Information about the role, salary, start date, and company.
  - o Customizable placement status workflows (inspired by Bullhorn).
- **Integration with Admin Metrics:**
  - o Reflect placement data on the admin dashboard with financial analytics.
- **Placement Progress Reports:**
  - o Generate reports showing placement duration, recruiter contribution, and candidate outcomes.

6. In-House Employee Modules

- **Employee Profiles:**
  - o Name, email, role (e.g., Recruiter, Manager), and performance metrics.
  - o Availability and workload tracking (inspired by Conrep).
- **Performance Tracking:**

- o KPIs for recruiters such as the number of submissions, interviews scheduled, and successful placements.
- o Leaderboards and performance reports for employee motivation.
- o Individualized reports summarizing performance metrics, candidate placements, and submission outcomes.
- o **Activity Alerts:**
  - ▪ Immediate alerts for employees showing low activity levels.
- **Training Modules:**
  - o Access to training resources and performance improvement plans.
  - o Automated assignments based on performance metrics.

Workflow Automation:

- o Streamlined data import into the application.
- o AI-based suggestion engine for optimal candidate-job matches (inspired by Ceipal).

Workflow

1. **Admin Portal Initialization:**
   - o Admin views real-time metrics for candidates and recruiters.
   - o Adjusts recruiter assignments based on performance metrics.
   - o Receives alerts for candidates with no activity in the past 2 or 4 weeks.
   - o Reviews heatmaps to identify bottlenecks.
2. **Candidate Management:**
   - o Add new candidates via a form or bulk upload.
   - o Assign recruiters and update statuses.
   - o Review detailed candidate reports to monitor progress.
3. **Submission Lifecycle:**
   - o Recruiters submit candidates for specific job roles.
   - o Submissions are tracked and updated through the workflow.
   - o Generate submission analytics to optimize recruiter strategies.
4. **Interview and Placement:**
   - o Schedule interviews and collect feedback.
   - o Track placement progress and finalize offers.
   - o Monitor interview bottlenecks and address delays.
5. **Automation Integration:**
   - o Use parsed data for quick assignments and workflow automation.

Enhancements and Future Scope

1. **Advanced Analytics:**

- o Predictive analytics for candidate-job matching.
- o Recruiter performance comparison over time.
- o Client demand forecasting based on historical trends (inspired by Conrep).

2. **Machine Learning:**
   - o Automate resume parsing and skillset extraction.
   - o Suggest candidates for specific roles based on historical data.
   - o Improve recruiter-candidate assignment accuracy.

3. **Mobile Support:**
   - o Responsive design for mobile use.
   - o Dedicated mobile app for recruiters with real-time notifications.

4. **Third-Party Integrations:**
   - o LinkedIn and job boards for direct submission.
   - o Calendar integrations (Google Calendar, Outlook).
   - o ATS and CRM integrations (inspired by Bullhorn and Ceipal).

5. **Security Enhancements:**
   - o Role-based access control.
   - o GDPR-compliant data handling.
   - o Multi-factor authentication for secure access.