

Software Requirement Specification(SRS)

JOB PORTAL SYSTEM

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Table of Contents

Introduction	3
Purpose	3
Scope	3
Objectives	3
Functional Requirements	6
Primary actors of the system	6
Use Case Diagram	11
User Stories	14
Business Process Diagram	18
Non-Functional Requirements	18
Technical Requirements	19
Conclusion	20

JOB PORTAL SYSTEM

Introduction

The Job Portal web application will be designed to connect Job providers and job seekers on a single platform, enabling them to interact effectively. This web application will support various features, including but not limited to, user registration and authentication, job postings by employers, job search functionality for job seekers, resume uploading, and application tracking. The system aims to simplify the recruitment process by offering a user-friendly interface that is accessible from both desktop and mobile devices, ensuring a seamless experience for all users.

Purpose

The purpose of the job portal web application is to create a centralized, and efficient platform that facilitates a trouble-free recruitment process for both Job seekers and Job providers. This can bridge the gap between Job Seekers and Job Providers by providing a solitary platform where job seekers can find opportunities and Job providers can discover talented people. The portal aims to streamline the connection between both the parties, reducing the time and effort involved in traditional job searching and hiring processes.

Scope

The scope of this job portal web application encompasses the full lifecycle of a job-seeking and hiring process. The project includes the development of both the front-end user interface and the back-end server-side logic, along with necessary DB integration and third-party service consolidation in particular email notifications and payment gateways. The system on account of good features such as:

- 1) User Management

- a) Registration and login functionality for both job seekers and job providers.
 - b) Profile management for job seekers (including CV uploading) and job providers.
 - c) Job seekers can bookmark the jobs for applying later.
- 2) Job Posting and Searching
- a) Job providers can post job openings with detailed descriptions and also bestow ATS forms for better sorting of CVs.
 - b) Job seekers can search for jobs using various filters (for instance Type, Skill, Qualification, Location).
 - c) In addition both seekers and providers can post their achievements and images.
- 3) Application Process
- a) Job seekers can apply to jobs directly through the portal.
 - b) Job providers can review applications, short lists and contact corresponding seekers.
 - c) Furthermore, job providers can schedule interviews.
 - d) After the invalidity of the posted job , perform an automatic deletion process.
- 4) Admin
- a) An admin panel to manage users, jobs, and overall site content.
 - b) Reporting tools to monitor platform usage and performance.
 - c) Provide security and reliability to both the users moreover enable transparency in all actions.
- 5) Alerts
- a) Email notifications for job seekers and job providers on various events (new job postings, application status updates).
- 6) Security and Privacy
- a) Secure login mechanisms and data encryption.
 - b) Compliance with relevant data protection regulations.

Objectives

The key goals of the job portal web application, ensuring it meets the needs of both job seekers and job providers while providing a secure, efficient, and engaging user experience.

Facilitate Seamless Job Search and Application

- ❖ Provide job seekers with an intuitive and efficient platform to search for job openings, filter searches based on specific criteria, and apply to multiple positions with ease.
- ❖ Allow users to create and manage detailed profiles, including uploading CVs, and other relevant documents.
- ❖ Job seekers can save the jobs for later.
- ❖ Additionally job seekers can track their application.

Streamline the Recruitment Process for Job providers

- ❖ Enable job providers to post job vacancies rapidly and manage their listings with minimal effort.
- ❖ Offer tools for job providers to filter, review, and manage candidate applications, including features like CV sorting, scheduling, etc.
- ❖ Moreover job providers can schedule with the assistance of this platform, after the date of interview the system will automatically delete that event.

Enhance User Experience Across Devices

- ❖ Design a responsive and user-friendly interface that ensures optimal performance on both desktop and mobile devices, making the platform accessible to a wider audience.

Ensure Data Security and Compliance

- ❖ Implement robust security measures to protect user data, including encryption, secure login, and adherence to data protection regulations.
- ❖ Provide users with control over their personal information and privacy settings.

Promote Effective Matching Between Job Seekers and Employers

- ❖ Utilize intelligent algorithms and search filters to match job seekers with opportunities that align with their skills, experience, and career goals.
- ❖ Help job providers find candidates who meet their specific job requirements more efficiently.

Support Communication and Engagement

- ❖ Facilitate communication between job seekers and job providers through the platform, including messaging systems and notification alerts for job postings, application statuses, and interview invitations.
- ❖ Enhance user engagement by offering personalized job recommendations and relevant content.

Scalability and Future Growth

- ❖ Design the system to be scalable, allowing for future enhancements and the integration of additional features as the user base grows and the job market evolves.

Functional Requirements

Primary actors of the system

Job Seeker

The system is designed to simplify the job search and application process, offer personalized recommendations, and support Job Seekers in their career development.

Registration and Profile Creation: Job Seekers can create an account by registering with their email address or social media accounts. After registration, they can create a detailed profile including personal information, work experience, education, skills, and certifications.

Search: Job Seekers can search for jobs using various filters such as job title, location, industry, company, and employment type (full-time, part-time, freelance, etc.). Advanced search features include keyword search and job alerts based on saved search criteria.

Apply Jobs: Job Seekers can apply to jobs directly through the portal by submitting their profile and relevant documents. They can track the status of their applications (e.g., submitted, in review, interview scheduled) within the portal.

Application Tracking: Job seekers can track the status of each applied job (e.g., under review, shortlisted, interview scheduled).

Alerts: Job Seekers receive notifications for various activities such as new job postings that match their profile, application status updates, and messages from job providers.

Notifications can be received via email, within the portal's notification center.

Bookmark: Job Seekers can save jobs for later review and application. They can also keep track of all jobs they have applied to, along with notes and status updates.

Communication: Job Seekers can receive interview invitations directly through the portal. They can also communicate with job providers using the portal's messaging system, facilitating pre-interview discussions or follow-ups.

Job Provider

The Job Providers is to create an efficient, cost-effective, and streamlined recruitment process. The portal is designed to help employers quickly find and hire the best talent, manage their job postings, track applicants, and communicate with potential hires—all while maintaining control over their brand and recruitment data.

Registration and Company Profile Creation: Job Providers can create an account by registering with their email address. Upon registration, they can create a company profile, including details such as company name, logo, industry, size, location, and a brief description of the company culture and mission.

Job Posting and Management: Job Providers can create detailed job postings that include job titles, descriptions, required qualifications, experience, location, employment type, and application deadlines. They can manage all active job postings from a centralized dashboard, where they can edit, pause, or remove listings as needed. They can also allow an ATS form with the posted job.

Candidate Search: Job Providers have access to a searchable database of Job Seekers, allowing them to find potential candidates by filtering through criteria such as skills, experience, education, location, and keywords.

Filtering of CVs: Job providers can effortlessly sort the CVs with the help of this portal itself.

Application Tracking: The portal provides tools to review and manage applications received for each job posting. Job Providers can track the status of each candidate (e.g., under review, shortlisted, interview scheduled) and add notes or tags for better organization.

Communication and Interview Scheduling: Job Providers can communicate with candidates directly through the portal's messaging system to ask questions, request additional information, or schedule interviews. The portal may also offer interview scheduling features, allowing employers to send interview invitations and manage appointments directly within the system.

Admin

The Admin is responsible for overseeing and managing the overall functionality of the job portal web application. The Admin ensures that the platform operates smoothly, users adhere to guidelines, and both Job Seekers and Job Providers have a positive experience. The Admin has access to all aspects of the system, with the authority to manage content, users, and platform settings.

User Management: The Admin can view, manage, and modify all user accounts, including Job Seekers and Job Providers. They have the ability to approve or reject new user registrations, deactivate or suspend accounts, and manage user permissions. Admin can also reset passwords, assist users with account issues, and monitor user activity to ensure compliance with platform policies.

Job Posting Oversight: Admins can review and approve job postings before they go live on the platform to ensure they meet quality and compliance standards. They can edit, remove, or flag inappropriate job postings, and manage job categories and filters to maintain an organized job listing environment. The Admin also has the ability to feature certain job postings or prioritize them on the platform.

Content Management: The Admin is responsible for managing the content across the platform, including static pages, blogs, FAQs, and help sections. They can create, edit, or delete content,

ensuring that the information provided is accurate, up-to-date, and relevant to users. The Admin can also manage banner ads, announcements, and other promotional content.

Platform Settings and Configuration: Admins can configure various platform settings, such as user registration options, job posting fees, subscription plans, and notification preferences. They have control over platform-wide settings, including security protocols, data retention policies, and integrations with third-party services. The Admin can also customize the platform's appearance and branding elements, ensuring consistency with the organization's identity.

Security and Compliance: The Admin is responsible for ensuring that the platform adheres to relevant security standards and data protection regulations. They can manage user access levels, implement two-factor authentication, and oversee the encryption of sensitive data. Admins can also monitor the platform for security breaches, unauthorized access attempts, and other potential threats, taking action to protect user data.

User Support and Issue Resolution: Admins provide support to users by addressing technical issues, resolving disputes between Job Seekers and Job Providers, and answering queries. They can manage support tickets, oversee the helpdesk, and ensure timely resolution of user issues. The Admin may also manage a team of support staff to assist with these tasks.

System Maintenance and Updates: The Admin is involved in the planning and execution of system updates, including software patches, feature enhancements, and bug fixes. They coordinate with developers and IT staff to ensure the platform is always running the latest version and that any downtime is minimized. Admins also perform regular backups of the platform's data to prevent data loss in case of a system failure.

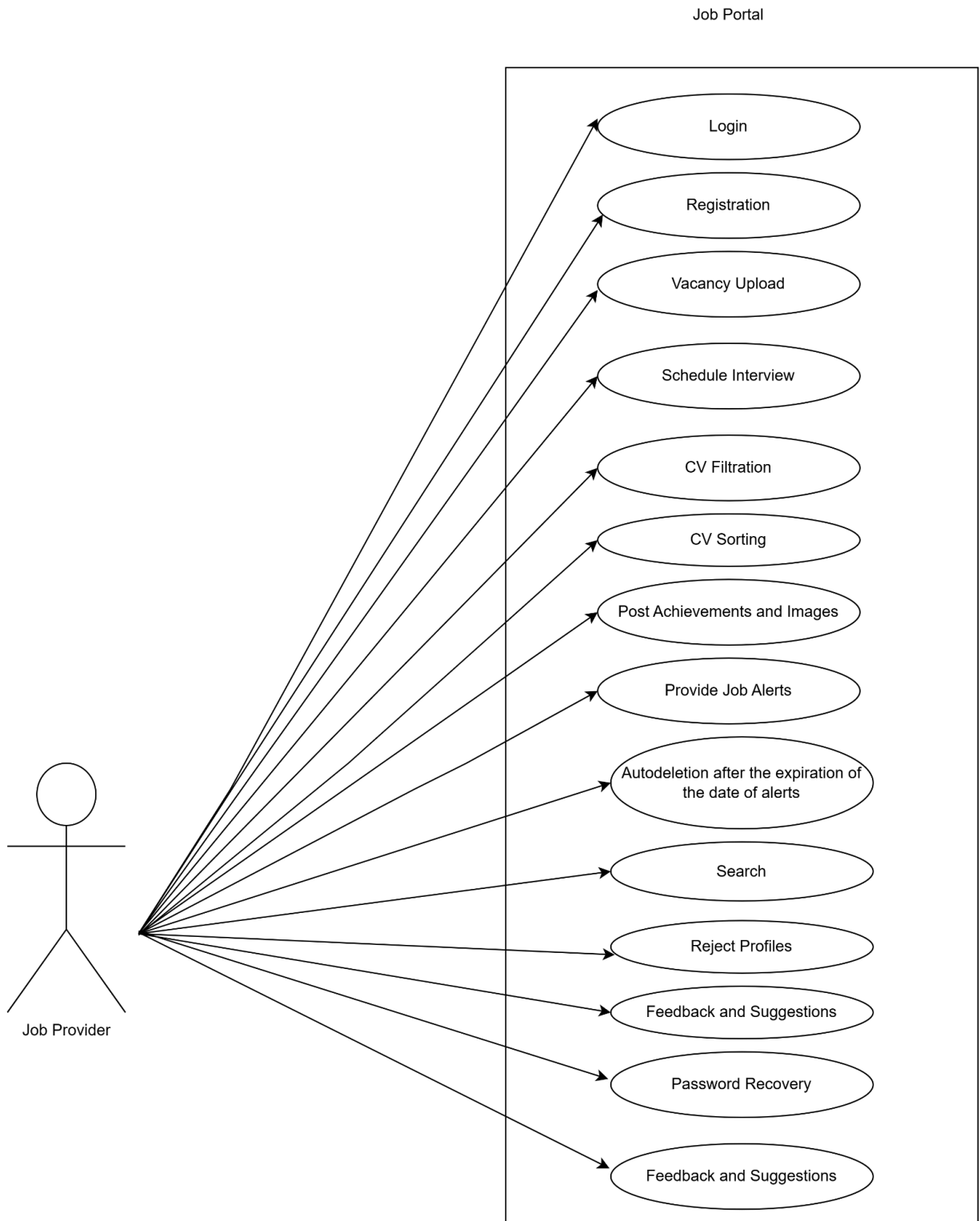
Monitoring and Moderation: The Admin monitors the platform for inappropriate content, spam, and other violations of the platform's terms of service. They have the authority to moderate user interactions, remove offensive content, and ban users who violate platform rules. Admins also ensure that the platform remains a safe and professional environment for all users.

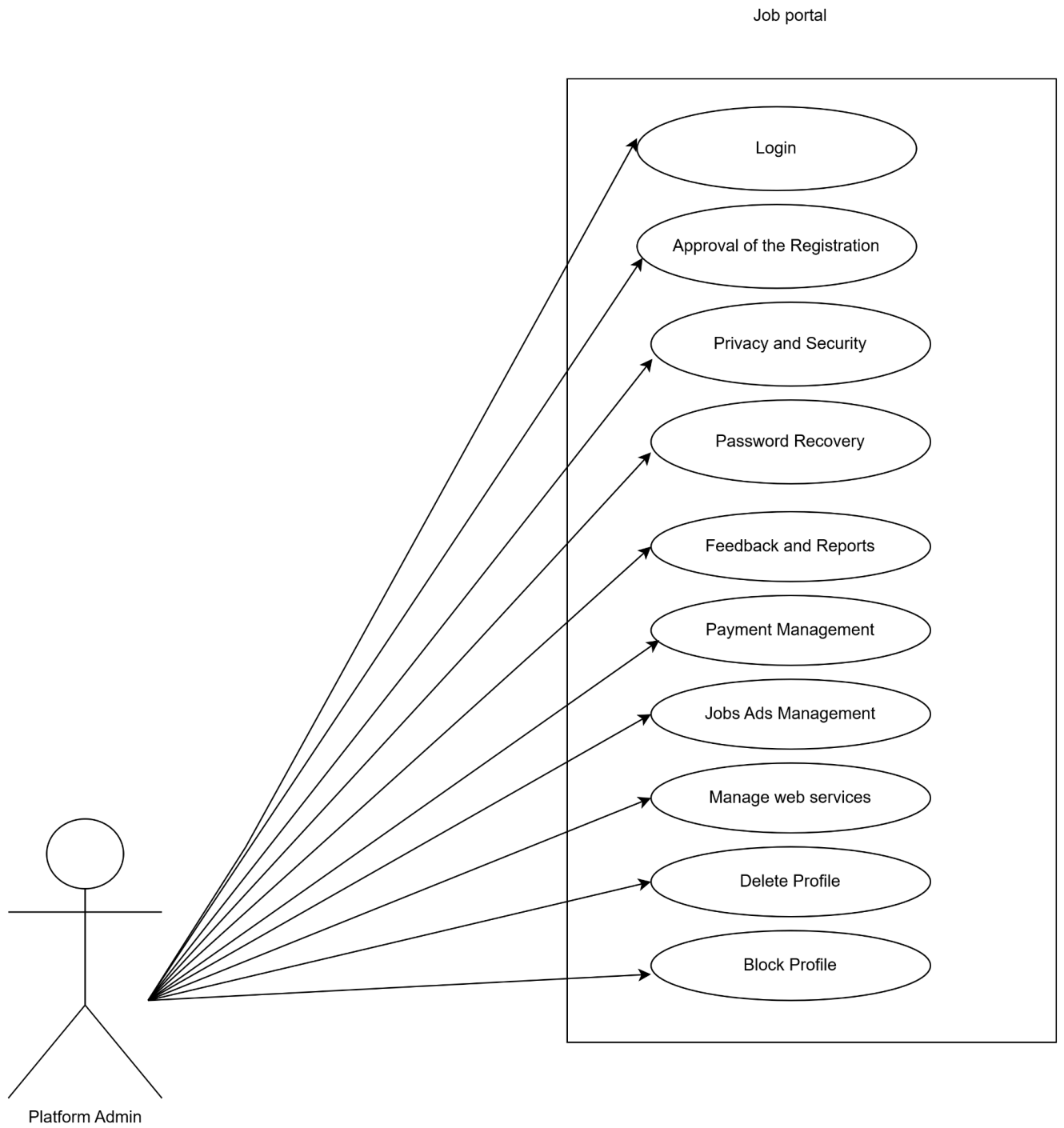
Payment and Financial Management: The Admin can manage and oversee payment transactions, including job posting fees, premium subscriptions, and other financial activities on the platform. They can generate invoices, track payments, and manage refunds or disputes.

Admins may also have access to financial reports and analytics to monitor the platform's revenue streams and ensure financial accuracy.

Use Case Diagrams







User Stories

As a Job Seeker	<u>I need to</u>	<u>So that I can</u>
	Login	Users can login with their email and password
	Registration	The job seeker can create an account using an email address , password and other details.
	Know about the Job	The job seeker can click on a job listing to view detailed information, including job description, required qualifications, benefits, and company information. The job seeker can see the application deadline and contact information for the employer.
	Search , View , Shortlist	The job seeker can search for jobs using various filters such as job title, location, industry, experience level, and salary range. The job seeker can view a list of search results with basic job information (e.g., title, company, location, and posted date). The job seeker can sort the search results by relevance, date, or salary.
	Job Alert	The job seeker can set up job alerts based on specific criteria (e.g., job title, location, industry,Skills and Qualification) to receive notifications of new job postings via email.
	Followers and Activities	Job seekers' activities, achievements and their followers will be shown on their profile page.
	Profile Sharing	Seekers can share their profile or their connections .
	Bookmark	The job seeker can save job listings to a 'Bookmark' for future reference. The job seeker can also remove jobs from this list.

	Job view and Apply	Users can apply for jobs with the help of a button.
	Profile Create, Edit, Delete	<p>The job seeker can create and update a profile with personal information, educational background, work experience, skills, and a resume/CV upload option. Also they can delete their profile if they need to.</p> <p>The job seeker can set privacy settings for their profile.</p>
	Application Tracking	<p>Job seeker can view the status His/Her application (e.g., submitted, under review, interview scheduled, rejected, hired).</p>
	DashBoard	Job seekers have the access to a dashboard summarizing their activity, including recent searches, saved jobs, and application statuses.
	Payment	Make payment for the application securely and safely.
	Feedback and Suggestions	<p>The job seeker can provide feedback on job postings and the application process.</p> <p>The job seeker can rate their experience with the application portal.</p>

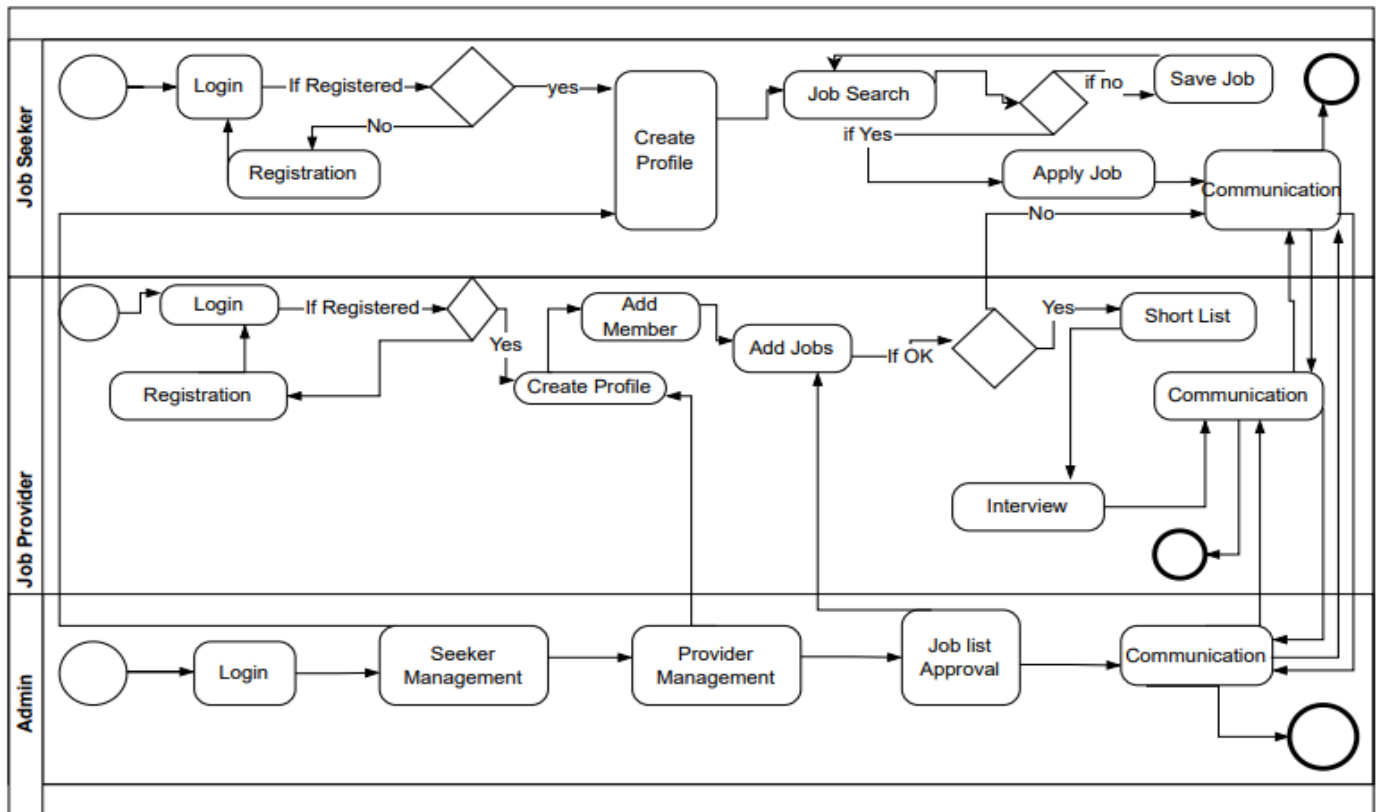
As a Job Provider	<u>I need to</u>	<u>So that I can</u>
	Login	Provider can login with their username and password
	Registration	The job provider can create an account using an email address,password and other details.
	Vacancy Upload	The job provider can upload recent job openings through Vacancy upload.
	Post,Images, Achievements	The job provider can post company achievements, posts and images.
	Automatic deletion after the date	The scheduled interviews will be deleted after the expiry date.

	Search	Providers can search facilities.
	Password recovery	Providers can recover passwords through a request mail.
	CV form	ATS forms will be provided with the job lists.
	Block Profiles	Providers can block unwanted and malicious profiles.
	Reject Candidate	Providers can reject irrelevant candidates .
	CV Filtration	The user can filter the CV's through a sorting mechanism.
	Feedback and Suggestions	The job provider can provide feedback about the applications.
	Recent job openings	Providers can post new job opportunities .
	Interview Schedule	The job provider can schedule interview dates, locations,meetings,etc.

Admin	<u>I need to</u>	<u>So that I can</u>
	Login	Admin can Login with email ID and password
	Registration approval	Approve the registration of job seekers and job providers.
	Security and access Control	Admin could provide the security features and manage the access controls.
	payment management	Managing the payments of job providers and job seekers effortlessly and securely.
	Feedback and reports	Users sent their feedbacks and reports after joining in a company
	Job ads management	Oversee the creation and posting of job ads on the platform, ensuring they adhere to guidelines and formatted correctly
	Manage web services	Regularly check the performance of your web service to ensure they are operating efficiently.
	Delete, Edit, block	Removing users, posts, comments.Admin can make changes to content, user profile, settings, or system configuration.Restricting users from accessing the platform due to inappropriate behavior in terms of service.

Business Process Diagram

[Version1.O.drawio - draw.io \(diagrams.net\)](#)



Non-Functional Requirements

Performance: The system should be able to handle concurrent users without degradation in performance.

Scalability: The application must be scalable to support future growth in user base, data volume, and functionality without requiring major architectural changes.

Security: All user data must be encrypted both in transit and at rest. User accounts should be protected with strong password policies and support multi-factor authentication.

Reliability and Availability: The application must have an uptime of 99.9% or higher, ensuring it is accessible to users at all times, except during scheduled maintenance. The system should include failover mechanisms and backup strategies to minimize downtime in case of system failures.

Usability: The application will be intuitive and user-friendly, allowing users to accomplish tasks with minimal training or assistance. The application should offer a consistent user experience across all devices and browsers, including mobile, tablet, and desktop platforms.

Maintainability: The system will be modular, with well-documented code to facilitate easy maintenance and updates. Future enhancements and bug fixes should be able to be implemented with minimal disruption to the live environment. The application should support version control to manage updates and rollback features if necessary.

Technical Requirements

Processor	Intel Core i3
Hard Disk	40 GB to 80 GB
Memory	16 GB RAM
OS	Windows 10
Data Base	MS SQL
Front End	HTML, CSS, Javascript, Bootstrap and Angular
Frameworks	ASP .Net Core
IDE Visual Studio	Visual Studio

Conclusion

The job portal web application is an essential tool in today's fast-paced, digital job market, designed to simplify and enhance the hiring process for both Job Seekers and Job Providers. By offering a centralized platform with advanced search capabilities, intuitive application management, and personalized recommendations, the portal creates a seamless experience that caters to the unique needs of every user. For Job Seekers, the platform opens up a world of opportunities, allowing them to discover and pursue roles that align with their skills and career aspirations. Moreover, Job Providers offer a powerful suite of tools to attract, evaluate, and hire the best talent efficiently. The Admin plays a pivotal role in ensuring the platform's reliability, security, and continuous improvement, enabling it to evolve alongside market trends and user expectations. In conclusion, this job portal is not just a tool for connecting job providers and job seekers, it is a strategic asset that empowers users to navigate the complexities of the modern job market with confidence and ease.