

# JOB PORTAL

## Software Requirements Specification

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### **(1) Introduction**

The Software Requirements Specification document specifies the requirements of software development of a job portal. The job portal is a dynamic platform built to bring job seekers and employers closer, simplifying the hiring journey for everyone involved. For job seekers, it's a gateway to discovering opportunities that align with their skills and ambitions, with features to easily search, filter, and apply for jobs. Employers, on the other hand, gain a powerful tool to post openings, explore candidate profiles, and efficiently manage applications.

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## 1.1 Purpose

This platform is intended to provide an easy and user-friendly interface for both job seekers and companies. Job seekers can search and filter job postings, establish and maintain profiles, and apply for jobs, while employers can post job vacancies and view candidate profiles. This document serves as a roadmap in software development to create a visually appealing, responsive, and usable interface. It will show user a list of job openings segregated by Job Title, Company Name and Job Type(full/part time, remote). User will also be able to filter and search based on certain criteria.

## 1.2 Scope

This project focuses on creating a visually engaging and user-centric interface to provide a smooth and efficient experience for both job seekers and employers. Responsiveness will be prioritized, ensuring the portal is fully functional and visually appealing on various devices, including desktops, tablets, and smartphones. The project includes implementing the following key features:

- Job Listings
- Search and Filter Functionality
- User Registration and Login
- Profile Management
- Application Interface

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## (2) Overall Description

### 2.1 Product Perspective

The Job Portal is designed to operate as an application that can be accessed through desktops, laptops, and mobile devices.

- **System Interface:** The platform will integrate with external services for notifications and additional job data sourcing.
- **User Interface:** It focuses on a clean, user-centered design with features such as responsive layouts for mobile users and straightforward navigation to ensure a great user experience.
- **Operating Environment:** Hosted in a scalable cloud infrastructure, the platform ensures high performance and availability.

### 2.2 Product Functions

#### For Job Seekers:

1. **Easy Account Creation:** Sign up quickly using email, social logins (e.g., Google, LinkedIn), or manual registration.
2. **Smart Job Search:** Use filters to narrow down options based on criteria like location, job type, salary expectations, and required qualifications.
3. **Personalized Recommendations:** Receive AI-driven job suggestions based on past searches, skills, and industry preferences.

#### For Employers:

1. **Hassle-Free Job Posting:** Create job advertisements with a few clicks, detailing roles, skills, and compensation.
2. **Candidate Discovery:** Access a database of candidate profiles, filtering by skills, experience, and location.
3. **Streamlined Hiring Tools:** Manage applications, schedule interviews, and communicate with candidates directly on the platform.

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## 2.3 User Documentation

### 1. User Guides:

- Comprehensive user manuals will be provided for both job seekers and employers, covering topics such as registration, profile management, job searches, and application submission.
- The documentation will include screenshots, step-by-step instructions, and troubleshooting tips for common issues.

### 2. Help Center and Support:

- An online help center will offer FAQs, video tutorials, and a searchable knowledge base.
- Users will also have access to live chat support or ticketing systems to resolve more complex issues.

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## **(3) Functional Requirements**

### **3.1 User Registration and Authentication**

- Job seekers and employers must be able to register using email, social accounts (Google), or manual input.
- Passwords must be securely stored using hashing techniques.
- The system should provide account recovery options via email.

### **3.2 Job Search and Filtering**

- Users can search for jobs using criteria like:
  - Keywords (e.g., “Software Engineer”).
  - Location (e.g., city, state, remote options).
  - Salary range.
  - Experience level.
- Advanced filters should allow combination searches (e.g., “Remote jobs paying \$50,000+ in Software Development”).

### **3.3 Job Application**

- Job seekers can apply for jobs by uploading resumes in formats like PDF or DOCX.
- Users should receive confirmation of submitted applications.
- Employers must be able to track received applications in a dashboard.

### **3.4 Notifications**

- Notify job seekers about:
  - Application status (e.g., “Viewed,” “Interview Scheduled”).
  - New job postings matching their preferences.

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- Employers receive notifications about:
    - Applications received.
    - Scheduled candidate interviews

### **3.5 Profile Management**

- Job seekers can create/edit profiles with details like skills, work experience, and certifications.
- Employers can maintain company profiles showcasing job opportunities and organizational details.

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## (4) Non-Functional Requirements

### 4.1 Performance Requirement

- The system should support maximum possible concurrent users without degradation in performance.

### 4.2 Security and Safety Requirements

- All sensitive data (e.g., passwords, payment details) must be encrypted.
- The platform must comply with data protection laws such as General Data Protection Regulation (GDPR).
- Implement two-factor authentication (2FA) for user accounts.

### 4.3 Software Quality Attributes

- **Scalability:** The system should scale horizontally to handle increased traffic, such as during seasonal recruitment periods.
- **Usability:** The portal must provide an intuitive and accessible interface compliant with Web Content Accessibility Guidelines (WCAG) 2.1 standards, ensuring usability. Responsive design should enable seamless operation across all screen sizes and devices.
- **Efficiency:** Optimize database queries and caching mechanisms to reduce server load and improve response times. Employ Content Delivery Network (CDN) services for static assets to ensure fast delivery, regardless of the user's geographic location.

### 4.4 Business Rules

- Only registered employers can post job listings, and they must comply with the platform's content policies.
- Employers must verify their business details before accessing advanced features, such as candidate search or bulk job posting.
- Admins reserve the right to remove any job postings or user profiles that violate terms of service or ethical guidelines.

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- Users can upgrade to premium memberships for features like highlighted job postings (for employers) or priority applications (for job seekers), as per the platform's pricing plans.