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| Business Template  **Subject areas** |
| **Logo / Image** |

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# 

# Business Description

## Business background

This model connects job candidates with employers; it evaluates each candidate and makes a record about their current position, can be used in probably every job category

## Problems. Current Situation

Lot of information would need to be put it manually so it is time consuming and querying this especially into candidates and their skills area would be expensive

## the Benefits of implementing a database. Project Vision

This model does the skill matching well and give a lot of freedom to candidates to describe their skills, from the recruiters’ side it gives a great platform to plan the interviews and evaluate the candidates, companies have an easy platform where they can ask for the service of the recruitment company

# Model description

## Definitions & Acronyms

Company- an org that posts jobs for recruitment companies to pick up, POC here means person of contact

Jobs- these are the jobs that the company posts, isActive means if the job listing is still available for recruiters to pick up and is a boolean

Recruiter- these are the recruiters that work with the job applications and interviews

Job\_application- is the application that the candidates submit(application\_CV\_link here should an URL)

Candidates- this table describes general information about the candidates

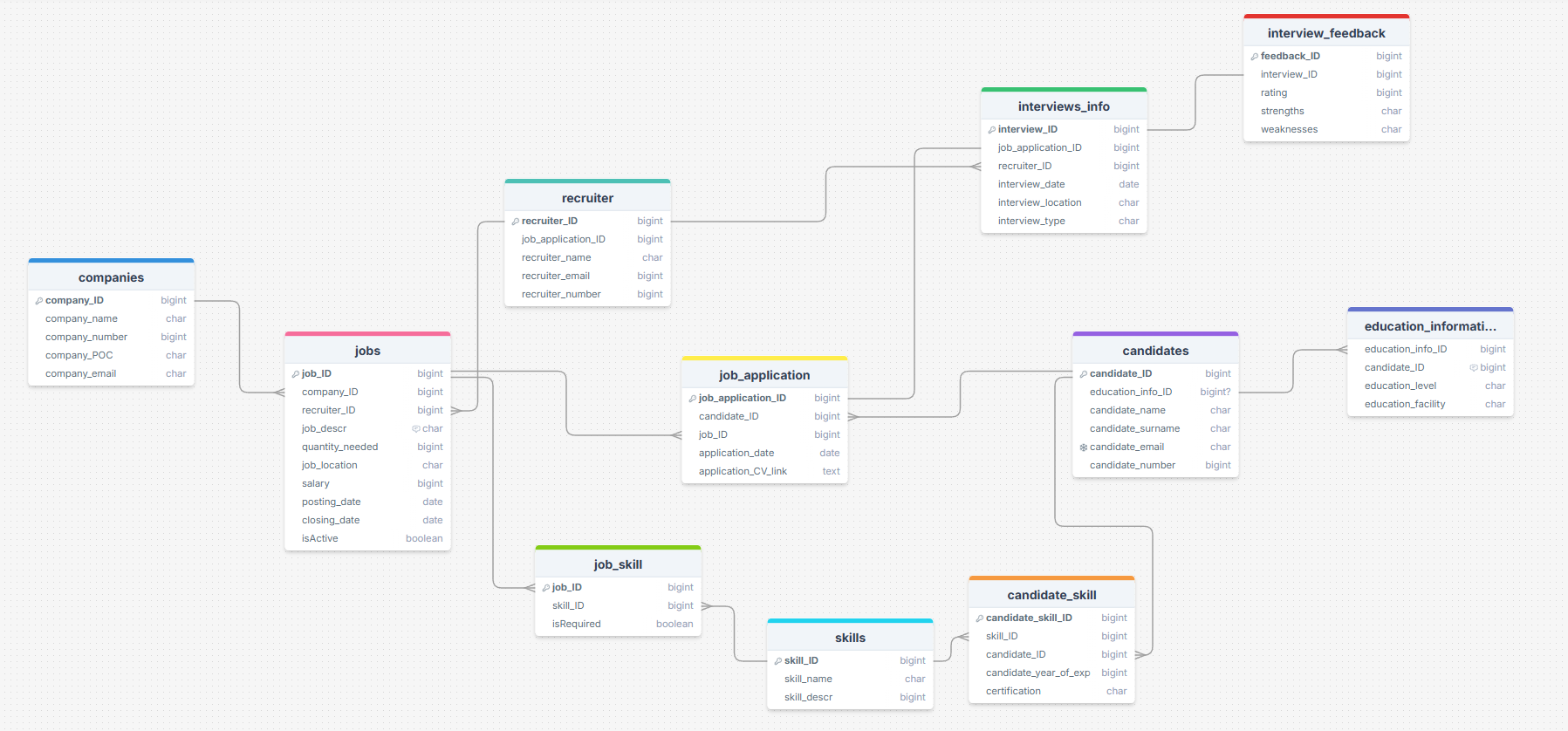
Job\_skill and candidate\_skill- these tables are there to handle m:m relationships (isRequired is a Boolean and means if the skill is required for the job or not

Skills- this table describes candidates skills

Interviews info table has the information about the interview details and interview\_feedback has the evaluation/assessment of the candidate, interview\_type here can mean if it is technical or general or other types

Education\_information table has the info about where the candidate got the education if he got it at all, education level here can mean high-school, university, masters and so on

## Logical Scheme



## Objects

All data types are present on the model itself

Table Description

<description>

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| companies | company\_ID | Autoincrement, PK | Int |
| Company\_name | Name of the company | varchar |
|  | Company\_number | Number of a company | int |
|  | Company\_POC | Company person of contact | char |
|  | Company\_email | Email of the company or a person | char |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name 1 | Company\_name | Company\_number | Company\_poc | Company\_email |
| 1 | abc | 12345678 | alisa | abc@gmail.com |

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| jobs | Job\_ID | Id,PK | Int |
| Company\_ID | Fk | Text |
|  | Recruiter\_ID | Fk | Int |
|  | Job\_descr | Describes the job | Char |
|  | Quantity\_needed | How many jobs they need | Int |
|  | Job\_location | Location of the job | Char |
|  | Salary | Salary avg | Int |
|  | Posting\_date | Posting date | Date |
|  | Closing\_date | Closing date | Date |
|  | IsActive | If the job is open | bool |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Job\_ID | Company\_ID | Recruiter\_ID | Job\_descr | Quantity needed | Job\_location | Salary | Posting\_date | Closing\_date | isACTIVEI |
| 1 | 1 | 1 | electrician | 5 | tbilisi | 5000 | 25/02/2002 | 25/02/2003 | TRUE |

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| recruiter | Recruiter\_ID | Autoincrement, PK | Int |
| Job\_application\_ID | FK | int |
|  | Recruiter\_name | Name of the recruiter | Char |
|  | Recruiter\_email | Recruiter mail | Char |
|  | Recruiter\_number | Number of the recruiter | Int |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Recruiter\_ID | Job\_application\_ID | Recruiter\_name | Recruiter\_email | Company\_number |
| 1 | 1 | John | [John@gmail.com](mailto:John@gmail.com) | 123154616 |

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Interviews\_info | Interview\_ID | Autoincrement, PK | Int |
| Job\_application\_ID | FK | int |
|  | Recruiter\_ID | FK | int |
|  | Interview\_date | Date of an interview | Date |
|  | Interview\_location | Location of the interview | Char |
|  | Interview\_type | Type of an interview | Char |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Interview\_ID | Job\_application\_ID | Recruiter\_ID | Interview\_date | Interview\_location | Interview\_type |
| 1 | 1 | 1 | 25/02/2002 | Tbilisi,bahg 12 | Technical |

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Interviews\_feedback | feedback\_ID | Autoincrement, PK | Int |
| Interview\_ID | FK | int |
|  | rating | Rating out of 100 | int |
|  | Strengths | Strength of an candidate | char |
|  | Weaknesses | Weakness of a candidate | Char |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Feedback\_ID | Interview\_ID | rating | Strengths | Weaknesses |
| 1 | 1 | 81 | Big muscles | Very slow |

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Job\_application | Job\_application\_ID | Autoincrement, PK | Int |
| Candidate\_ID | FK | int |
|  | Job\_ID | FK | Int |
|  | Application\_date | Date that the application was submitted | date |
|  | Application\_CV\_link | Link of a cv | char |

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| --- | --- | --- | --- | --- |
| Job\_application\_ID | Candidate\_ID | Job\_ID | Application\_date | Application\_CV\_link |
| 1 | 1 | 1 | 25/02/2002 | www.cv.com |

|  |  |  |  |
| --- | --- | --- | --- |
| candidates | Candidate\_ID | Autoincrement, PK | Int |
| Education\_info\_ID | FK | int |
|  | Candidate\_name | Candidate name | char |
|  | Candidate\_surname | Surname of the candidate | char |
|  | Candidate\_email | Mail of candidate | Char |
|  | Candidate\_number | Num of candidate | Char |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Candidate\_ID | Education\_info\_ID | Candidate\_name | Candidate\_surname | Candidate\_email | Candidate\_number |
| 1 | 1 | bert | kranski | Bkan1@emai.com | 1235131251 |

|  |  |  |  |
| --- | --- | --- | --- |
| Education\_information | Education\_info\_ID | Autoincrement, PK | Int |
| Candidate\_ID | FK | int |
|  | Education\_level | Level of education they have | char |
|  | Education\_facility | What they graduated from | char |

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| --- | --- | --- | --- |
| Education\_info\_ID | Candidate\_ID | Education\_level | Education\_facility |
| 1 | 1 | High school | N31 public school |

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| --- | --- | --- | --- |
| Job\_skill | Job\_ID | Autoincrement, PK | Int |
| Skill\_ID | FK | int |
|  | isRequired | If the skill is required for job | char |

|  |  |  |
| --- | --- | --- |
| Job\_ID | Skill\_ID | isRequired |
| 1 | 1 | TRUE |

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| --- | --- | --- | --- |
| skills | Skill\_ID | Autoincrement, PK | Int |
| Skill\_name | Underwater electritian | char |
|  | Skill\_descr | Description of the skill | char |

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| --- | --- | --- |
| Skill\_ID | Skill\_name | Skill\_descr |
| 1 | Underwater electritian | Electrician but underwater |

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| --- | --- | --- | --- |
| Candidate\_skill | Candidate\_skill\_ID | Autoincrement, PK | Int |
| Skill\_ID | FK | int |
|  | Candidate\_ID | FK | int |
|  | Candidate\_year\_of\_exp | Year of experience | int |
|  | certification | Certification that candidate has | Char |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Candidate\_ID | Education\_info\_ID | Candidate\_name | Candidate\_surname | Candidate\_email |
| 1 | 1 | 1 | 5 | Certificate of harvard |