|  |
| --- |
| Business Template  **Recruitment Agency** |
|  |

CONTENTS

1. [BUSINESS DESCRIPTION 3](#_gjdgxs)
   1. [Business background](#_30j0zll) 3
   2. [Problems. Current Situation](#_1fob9te) 3
   3. [Benefits from implementing a database. Project Vision](#_tyjcwt) 3
2. [MODEL DESCRIPTION 3](#_3dy6vkm)
   1. [Definitions & Acronyms](#_1t3h5sf) 3
   2. [Logical Scheme](#_4d34og8) 4
   3. [Objects](#_2s8eyo1) 4-12

# BUSINESS DESCRIPTION

## BUSINESS BACKGROUND

The recruitment agency is a mid-sized firm that specializes in placing candidates in a range of industries, including finance, healthcare, and technology. The agency was founded in 2015 and has built a strong reputation for delivering high-quality candidates to its clients.

The agency has a team of experienced recruiters who are experts in their respective industries. The recruiters work closely with clients to understand their hiring needs and identify candidates who are a good fit for their organizations.

## PROBLEMS. CURRENT SITUATION

### 

### One of the challenges that the agency faces is managing a large volume of candidate and client data. The agency currently uses a combination of spreadsheets, email, and paper files to track candidate and client information, which can be time-consuming and error-prone.

## BENEFITS FROM IMPLEMENTING A DATABASE. PROJECT VISION

Implementing a database could provide a number of benefits for the recruitment agency, including:

1. Improved data accuracy and consistency
2. Streamlined data entry and updates
3. Enhanced ability to track candidate and client interactions over time
4. Better ability to analyze and extract insights from candidate and client data
5. Reduced risk of data loss or corruption

# MODEL DESCRIPTION

## DEFINITIONS & ACRONYMS

PK: Primary Key

FK: Foreign Key

INT: Integer

VARCHAR: Variable Character

DATETIME: Date and Time

ID: Identification

## LOGICAL SCHEME

### 

## OBJECTS

### **Table Description: Company**

### This entity contains information about companies that are hiring including their name, contact information and other relevant details.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Company | company\_id | a unique identifier for the company, PK | Int |
| name | the company’s name | Varchar |
| email | the company’'s email address | Varchar |
| phone | the company’s phone number | Varchar |
| contact\_person | the company’'s contact person | Varchar |
| address\_id | the ID of the address of the company, FK | Int |

### **Tables Relations Comments**

The company has one-to-many relationships with job\_posting, job\_offer and address tables.

### **Example with filled data**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| company\_id | name | email | phone | contact\_person | address\_id |
| 12345 | Job International | job\_int@gmail.com | +9954317926 | Anna | 6754 |

### **Table Description: Job\_posting**

### This entity contains information about job openings including job title, job description and other relevant details.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Job\_posting | job\_posting\_id | a unique identifier for the job\_posting, PK | Int |
| title | the title of the job being posted | Varchar |
| description | a detailed description of the job duties and responsibilities | Text |
| address\_id | the ID of physical location where the job will be based, FK | Int |
| company\_id | the ID of the company who posted the job, FK | Int |
| industry\_id | the ID of the industry from which this job is, FK | Int |
| salary\_id | the ID of the salary of the job, FK | Int |

### **Tables Relations Comments**

Job\_posting has one-to-many relationships with the address, job\_posting\_candidate, company, industry, salary and job\_posting\_skill tables.

### **Example with filled data**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| job\_posting\_id | title | description | address\_id | company\_id | industry\_id | salary\_id |
| 9876 | Data engineer | Analyze and organize raw data.  Build data systems and pipelines. | 2345 | 1357 | 1234 | 9753 |

### **Table Description: Industry**

### This entity contains information about the industry of the job including name and description.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Industry | industry\_id | a unique identifier for industry, PK | Int |
| name | the name of the industry | Varchar |
| description | the description of the industry | Text |

### **Tables Relations Comments**

Industry has one-to-many relationships with the job\_posting table.

### **Example with filled data**

|  |  |  |
| --- | --- | --- |
| industry\_id | name | description |
| 1234 | IT | An information technology industry, or IT industry, is any business model based on the collection, processing, distribution and use of information. |

### **Table Description: Salary**

### This entity contains information about the salary of the job including amount and currency.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Salary | salary\_id | a unique identifier for salary, PK | Int |
| amount | the amount of compensation offered for the job position | Decimal |
| currency | the currency in which the salary is paid | Varchar |

### 

### **Tables Relations Comments**

Salary has one-to-many relationships with the job\_posting table.

Salary has one-to-one relationships with the job\_offer table.

### **Example with filled data**

|  |  |  |
| --- | --- | --- |
| salary\_id | amount | currency |
| 1470 | 1350 | USD |

### **Table Description: Address**

### This entity contains information about the address of the job, company and candidate’s address.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Address | address\_id | a unique identifier for address, PK | Int |
| street | the name and number of the street | Varchar |
| city | the name of the city | Varchar |
| state | the name of the state/province | Varchar |
| country | the name of the country | Varchar |
| postal\_code | postal code/zip code | Int |

### 

### **Tables Relations Comments**

Address has one-to-many relationships with the job\_posting and company tables.

Address has one-to-one relationships with the candidate.

### **Example with filled data**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| location\_id | address | city | state | country | postal\_code |
| 1029 | 510 Carolina Ave | Miami | Florida | USA | 0162 |

### **Table Description: Job\_posting\_skill**

### This entity contains information about the ID of the job posting and ID of the skill needed for this job.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Job\_posting\_skill | job\_posting\_id | a unique identifier for job, PK, FK1 | Int |
| skill\_set\_id | a unique identifier for skill, PK, FK2 | Int |

### **Tables Relations Comments**

Job\_posting\_skill has one-to-many relationships with the job\_posting and skill\_set tables.

### **Example with filled data**

|  |  |
| --- | --- |
| job\_posting\_id | skill\_set\_id |
| 1209 | 3487 |

### **Table Description: Job\_posting\_candidate**

### This entity contains information about the ID of the job posting and ID of the candidate applying for this job.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Job\_posting\_candidate | job\_posting\_id | a unique identifier for job, PK, FK1 | Int |
| candidate\_id | a unique identifier for candidate, PK, FK2 | Int |

### **Tables Relations Comments**

Job\_posting\_candidate has one-to-many relationships with the job\_posting and candidate tables.

### **Example with filled data**

|  |  |
| --- | --- |
| job\_posting\_id | candidate\_id |
| 12093 | 34874 |

### **Table Description: Skill\_set**

### This entity contains information about the skill set filled by the candidate in the resume and required for the job including name and description.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Skill\_set | skill\_set\_id | a unique identifier for skill, PK | Int |
| name | the name of the skill | Varchar |
| description | the description of the skill | Text |

### 

### **Tables Relations Comments**

Skill\_set has one-to-many relationships with the resume\_skill and job\_posting\_skill tables.

### **Example with filled data**

|  |  |  |
| --- | --- | --- |
| skill\_set\_id | name | description |
| 1937 | SQL | You need to know SQL to extract data from the systems and then work with it. |

### **Table Description: Resume\_skill**

### This entity contains information about the ID of the resume of the candidate and ID of the skill in this resume.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Resume\_skill | skill\_set\_id | a unique identifier for skill, PK, FK1 | Int |
| resume\_id | a unique identifier for resume, PK, FK2 | Int |

### **Tables Relations Comments**

Resume\_skill has one-to-many relationships with the skill\_set\_id and resume\_id table.

### **Example with filled data**

|  |  |
| --- | --- |
| skill\_set\_id | resume\_id |
| 3456 | 1845 |

### **Table Description: Resume**

### This entity contains information about the resume of the candidate including the name, work experience and other relevant details.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Resume | resume\_id | a unique identifier for resume, PK | Int |
| title | a title that describes the content and purpose of the resume | Varchar |
| work\_experience | information about the candidate's previous work experience | Varchar |
| date\_submitted | the date when the job seeker submitted the resume | Datetime |
| education\_id | the ID of the education of candidate, FK | Int |

### **Tables Relations Comments**

Resume has one-to-many relationships with the resume\_skill, education and candidate tables.

### **Example with filled data**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| resume\_id | title | work\_experience | date\_submitted | education\_id |
| 2345 | Software Engineer Resume | 5+ years of professional software development experience. | 23/03/2023 | 3456 |

### **Table Description: Education**

### This entity contains information about the education of the candidate in the resume including the degree, institution and date of obtaining diploma.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Education | education\_id | a unique identifier for education, PK | Int |
| degree | the type of degree earned, such as a Bachelor's, Master's, or Doctorate degree | Varchar |
| institution | the name of the educational institution where the candidate earned the degree or completed coursework | Varchar |
| date\_obtained | the date when the degree was awarded or the coursework was completed | Datetime |

### **Tables Relations Comments**

Education has one-to-many relationships with the resume table.

### **Example with filled data**

|  |  |  |  |
| --- | --- | --- | --- |
| education\_id | degree | institution | date\_submitted |
| 4567 | Bachelor’s | Saint Petersburg State University | 30/06/2015 |

### **Table Description: Candidate**

### This entity contains information about the candidates who look for a job through the agency.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Candidate | candidate\_id | a unique identifier for each candidate, PK | Int |
| first\_name | the candidate's first name | Varchar |
| last\_name | the candidate's last name | Varchar |
| email | the candidate's email address | Varchar |
| resume\_id | the ID of the resume of candidate, FK | Int |

### **Tables Relations Comments**

Candidate has one-to-many relationships with the resume, job\_posting\_candidate, interview\_candidate and job\_offer\_candidate tables.

Candidate has one-to-one relationships with the address table.

### **Example with filled data**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| candidate\_id | first\_name | last\_name | email | resume\_id |
| 4568 | Anna | Smit | anna\_smit@gmail.com | 3466 |

### **Table Description: Job\_offer**

### This entity contains information about the job offers obtained by candidates.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Job\_offer | job\_offer\_id | a unique identifier for each job offer, PK | Int |
| title | the title or name of the job position | Varchar |
| company\_id | the ID of the company of the job suggested, FK | Int |
| salary\_id | the ID of the salary of the job suggested, FK | Int |
| contract\_id | the ID of the contract of the job suggested, FK | Int |

### 

### **Tables Relations Comments**

Job\_offer has one-to-many relationships with the job\_offer\_candidate and company tables.

Job\_offer has one-to-one relationships with the salary and contract tables.

### **Example with filled data**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| job\_offer\_id | title | company\_id | salary\_id | contract\_id |
| 6574 | Junior Data Analyst | 8638 | 3685 | 6674 |

### **Table Description: Job\_offer\_candidate**

### This entity contains information about the ID of the job offer and ID of the candidate for the offer.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Job\_offer\_candidate | job\_offer\_id | a unique identifier for job offer, PK, FK1 | Int |
| candidate\_id | a unique identifier for candidate, PK, FK2 | Int |

### **Tables Relations Comments**

Job\_offer\_candidate has one-to-many relationships with the job\_offer and candidate tables.

### **Example with filled data**

|  |  |
| --- | --- |
| job\_offer\_id | candidate\_id |
| 2098 | 3483 |

### **Table Description: Contract**

### This entity contains information about the contract suggested to candidates who received a job offer.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Contract | contract\_id | a unique identifier for each contract, PK | Int |
| contract\_type | the type of employment contract being offered, such as permanent, temporary, or freelance | Varchar |
| duration | the duration of the contract, which can be specified in days, weeks, months, or years | Varchar |
| start\_date | the date on which the employee is expected to start working | Datetime |

### **Tables Relations Comments**

Contract has one-to-one relationships with the job\_offer table.

### **Example with filled data**

|  |  |  |  |
| --- | --- | --- | --- |
| contract\_id | contract\_type | duration | start\_date |
| 4829 | permanent | 5 years | 24/05/2023 |

### **Table Description: Interview**

### This entity contains information about the various interviews conducted as part of the hiring process.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Interview | interview\_id | a unique identifier for each interview, PK | Int |
| date | the date on which the interview is scheduled to take place | Datetime |
| feedback\_id | the ID of the feedback after interview, FK | Int |

### 

### **Tables Relations Comments**

This entity has one-to-many relationships with the interview\_candidate, interview\_interviewer and feedback tables.

### **Example with filled data**

|  |  |  |
| --- | --- | --- |
| interview\_id | date | feedback\_id |
| 6367 | 22/05/2023 | 4535 |

### **Table Description: Interview\_candidate**

### This entity contains information about the ID of the interview and ID of the candidate for the interview.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Interview\_candidate | interview\_id | a unique identifier for interview, PK, FK1 | Int |
| candidate\_id | a unique identifier for candidate, PK, FK2 | Int |

### **Tables Relations Comments**

Interview\_candidate has one-to-many relationships with the interview and candidate tables.

### **Example with filled data**

|  |  |
| --- | --- |
| interview\_id | candidate\_id |
| 129 | 347 |

### **Table Description: Interview\_interviewer**

### This entity contains information about the ID of the interview and ID of the interviewer who conducts the interview.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Interview\_interviewer | interview\_id | a unique identifier for interview, PK, FK1 | Int |
| interviewer\_id | a unique identifier for interviewer, PK, FK2 | Int |

### **Tables Relations Comments**

Interview\_interviewer has one-to-many relationships with the interview and interviewer tables.

### **Example with filled data**

|  |  |
| --- | --- |
| interview\_id | interviewer\_id |
| 1293 | 3472 |

### **Table Description: Interviewer**

### This entity contains information about the interviewers involved in the hiring process.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Interviewer | interviewer\_id | a unique identifier for each interviewer, PK | Int |
| first\_name | the first name of the interviewer | Varchar |
| last\_name | the last name of the interviewer | Varchar |
| email | the email of the interviewer | Varchar |
| phone\_number | the phone number of the interviewer | Varchar |

### **Tables Relations Comments**

Interviewer has one-to-many relationships with the interview\_interviewer and feedback tables.

### **Example with filled data**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| interviewer\_id | first\_name | last\_name | email | phone\_number |
| 6378 | John | Smit | anna\_smit@gmail.com | +9954317926 |

### **Table Description: Feedback**

### This entity contains information about the feedback provided by interviewers after the interview.

|  |  |  |  |
| --- | --- | --- | --- |
| Table Name | Field name | Field Description | Data Type |
| Feedback | feedback\_id | a unique identifier for each feedback, PK | Int |
| comments | the comments provided by the interviewer after the interview | Text |
| rating | a numerical rating or score from 1 to 10 assigned to the candidate by the interviewer | Int |
| interviewer\_id | the ID of the interviewer who left feedback, FK | Int |

### **Tables Relations Comments**

Feedback has one-to-many relationships with the interview and interviewer tables.

### **Example with filled data**

|  |  |  |  |
| --- | --- | --- | --- |
| feedback\_id | comments | rating | interviewer\_id |
| 2948 | Candidate had excellent communication skills and was well-prepared for the interview. | 8 | 1284 |