Paragon App Overview

Paragon is raising the quality of human capital entering the cannabis industry by making it easier for cannabis employers to connect with quality job seekers, while also providing a platform for professionals to network.

Paragon is a cannabis specific hiring solution saving employers and job seekers time, stress, and money. Employers can post job listings and job seekers can "swipe" through opportunities on our mobile app. Employers can maintain and communicate with job seekers whom they match to through their mobile or web back office. Employers can also swipe to initiate a conversation with job seekers without needing to create a "match."

Paragon is also a professional networking platform. Users are defined into classes and subclasses. There are two classes, "professionals" and "employers." In the "professionals" class, there are subclasses "job seeker," "investor," and "networker." Professionals can swipe on each other profiles. Swiping on another professional's profile sends that user a notification to connect that he or she can accept or reject.

Job Seekers:
1) Paragon shows you jobs within your search parameters, and lets you anonymously apply or pass on opportunities.
2) If you are a premium user, you can message employers directly (different premium levels with different limits to the number of direct messages)
3) If an employer is interested in a professional and swipes on his or her profile, the users can chat directly on the app. No match needs to be created.

Employers:
1) Paragon, lets you post jobs or let job seekers apply directly to your company to build your applicant pool.
2) You can set filters on our platform that will show you candidates it thinks are a good fit. You can swipe through job seeker profiles.
3) Employers cannot restrict job seekers from viewing job listings.
4) If a candidate you like happens to like one of your jobs or your company, then you can chat directly on our app.
5) "Professionals" who are headhunters can login into the "employer" profile to message job seekers directly, but don't have admin features. That is, only admins of employer profiles can edit the profile. All other users logged into an "employer" profile can only use the messaging features.

Paragon App Data Requirements
Paragon Login
      "Job Seeker," "Investor," "Networker" or "Employer" (business)
      Phone confirmation via text and code

Professionals
      What info can be pulled from LinkedIn?
      Check LinkedIn Developer API resources

Integrate with LinkedIn (sign on using LinkedIn)
Type of opportunity a job seeker is looking for (can make multiple selections) (e.g. sales and marketing)
Location(s) remote (Yes/No) Customizable for expansion
Profile picture pulled from LinkedIn
Applications (right swipes) are anonymous profiles to employers that are only revealed if the application is accepted (initials, no profile pic shown)
Personal Info: first and last name, email, phone number, address)
Upload resume to pull info
Summary/Objective
Experience
Education
Skills (searchable finite list of skills/tokens) (e.g. begin to type "prospecting" and token populates
Goals
Certifications/Course work
Honors/Awards
*Any info not pulled from LinkedIn needs to prompt user to provide that missing info
System flexible enough to incorporate new fields
Job seekers can be charged for premium features (store debit/credit) (chargebacks)
Fields for: coupons, discounts, chargebacks, trial version
Global search for applicants (fields for skill, experience, location) customizable (add/expand)
There are various levels of membership (e.g. silver, gold, platinum) Each level has different privileges/functionality/pricing.

Employer (Business)
General Company Info and logo
Address, Phone number, email
Employer admin (super user) contact info (first and last name, number, email)
Summary/About us
Location(s) hiring
Company size (0-10)(11-20)(21-50)(50-100)(101-500)(501+)
Investment info (amount and rounds) (historical)
Global search tags
Social media handle (publish one of Twitter, FB, YouTube, Instagram) fields to record all options. Only one is visible at a time
Website URL
Team profile pictures, first and last name, role
Job Opportunities (title, location salary expectations) (customizable fields) (add/expand)
Employer pays monthly or annual subscription (store credit and debit info)
(Admin portal has customization to specify monthly and/or annual subscription prices)
Fields for: coupons, discounts, chargebacks, trial version
Need field to have tiered licensing model (i.e. Startup, Ramping Up, High Growth, and Enterprise Solutions/Pricing) Different tiers can hire different amounts of job seekers per annum

System flexible enough to incorporate new fields

Applicant tracking system (database recording info of job seekers that swipe right, spotlight featured applicants, and organizes applicants by interview round)

Global search so job seekers can find company by tags (various info/data on company profile)

Job listings

Type of job (e.g. sales, marketing, operations, cultivation, R&D, etc)

Title, location(s), posted dated

Requirements/qualifications (open form text) (character count customizable)

Time demand (e.g. full time, part time, contract, intern) (customizable criteria)

Responsibilities (open form text) (character count customizable)

Salary and equity range (open form text)

System needs to be flexible enough to incorporate new fields (Admin portal to customize and extend system)

Functionality to apply to work at company irrespective of job listings

Global search so job seekers can find opportunities by role, type, skill, salary etc) (customizable and expanding fields for search criteria)

Chatbot

After job seeker swipes to apply to a job listing, the user is screened by a chatbot (Employer can have simple (free open text) questions that user must answer to continue with application) e.g. questions "U.S work visa authorization?" "Salary expectations?" etc. System should be customizable and expandable. All questions reviewed by Paragon team for approval

When employer specifies a question, they can pick the state that the questions are valid for (e.g. job can be available in Colorado and California; employer can specify which state has certain questions enabled i.e. asks for workers permit on Colorado listing, disabled on California listing)

Match

It's match wireframe still in development

Reveals user picture and name after match

Messaging that allows for communication between users

Favorites

Saved searches

Jobs Applied to

Matches

Saved companies

*Customizable character limits in all open form text[1]