

SPECIFICATIONS DOCUMENT

PROJECT :

LINKEDIN CLONE



SOMMAIRE

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INTRODUCTION



1. Introduction

1.1 Purpose

The purpose of this document is to specify the system requirements for the development of a jobseeker and organization platform. The platform aims to connect professionals to potential employers using AI-based tools, ensuring an enhanced and personalized user experience. This document outlines the functional and non-functional requirements, user roles, system architecture, and technologies used in the project.

1.2 Project Overview

The jobseeker and organization platform is designed to serve as a comprehensive solution for connecting job seekers and organizations. By leveraging AI technologies, the platform will provide tailored interactions and insights for both job seekers and employers.

The core functionality of the platform includes:

- **User Sign-up and Authentication:** Allowing both job seekers and organizations to create accounts and securely access the platform.
- **Job Search:** A search feature for job seekers to find opportunities that match their skills and interests.
- **Resume Submission:** Job seekers will be able to submit and manage resumes for job applications.
- **Analytics Dashboards:** Both job seekers and organizations will have access to dashboards that provide AI-driven insights into job searches, applications, and recruitment trends.

1.3 Technologies

The platform will be built using:

- **Backend:** Spring Boot for robust backend services.
- **Frontend:** React for a responsive and interactive user interface.
- **AI Tools:** Integrated AI models and algorithms to personalize user experiences, optimize job matching, and provide actionable insights.



02

USERS & FUNCTIONAL REQUIREMENTS

2. Users & Functional Requirements

2.1 Job Seekers

2.1.1 Sign Up/Log In

- **Description:** Users will have the ability to create an account by filling in basic details or using third-party authentication methods such as Google or LinkedIn.
- **Features:**
 - ☐ Email and password authentication for user access.
 - ☐ Option for third-party authentication via Google and LinkedIn to simplify the sign-up process.

2.1.2 Profile Management

- **Description:** A profile section where users can manage their professional information, including resumes, portfolios, and certifications.
- **Features:**
 - ☐ AI-powered tool to autofill profile details from uploaded resumes.
 - ☐ Full CRUD (Create, Read, Update, Delete) functionalities for:
 - Profile bio
 - Resumes
 - Portfolios
 - Certifications
 - ☐ AI-powered bio suggester to assist in crafting a professional biography.

2.1.3 Job Feed & Search

- **Description:** A job feed and search functionality tailored to the user's profile, preferences, and behavior.
- **Features:**
 - ☐ A dynamic job feed that adjusts over time based on the user's preferences and job search behavior.
 - ☐ Advanced filtering options including:
 - Job title
 - Location
 - Experience level
 - Remote/on-site options
 - ☐ AI-powered job suggestions that evolve based on user behavior to improve relevance of search results.



2.1.4 Job Applications

- **Description:** Users can apply for jobs with an enhanced experience, including the ability to answer screening questions.
- **Features:**
 - ☐ AI-enhancer for paragraph responses to screening questions, ensuring clarity, relevance, and professionalism.
 - ☐ Save drafted responses for future applications, enabling efficient reuse of previous answers.

2.1.2 Profile Management

- **Description:** Job seekers can communicate with organizations that allow direct contact.
- **Features:**
 - ☐ In-built email messaging system to contact job posters.
 - ☐ Contact functionality is conditional based on whether the organization allows communication from applicants.

2.1.6 Posts & Achievements

- **Description:** Job seekers can post updates on professional milestones such as certifications, promotions, or achievements.
- **Features:**
 - ☐ Ability to create posts highlighting professional milestones.
 - ☐ Social engagement features allowing users to like and comment on other users' posts.

2.1.7 Analytics Dashboard

- **Description:** Job seekers will have access to a personalized dashboard to track their application and profile performance.
- **Features:**
 - ☐ Track job application response rates.
 - ☐ View interest metrics related to their profile and posts.
 - ☐ Measure engagement on posts (e.g., views, reactions).
 - ☐ Receive AI-powered suggestions for profile improvements based on analytics, such as improving weak fields or enhancing the resume.

2.1.8 Follow System

- **Description:** Job seekers can follow other job seekers or professionals to grow their network.
- **Features:**
 - ☐ Following and follower functionality to enable networking and professional connections.



2.2 Organizations

2.2.1 Account Sign-Up & Management

- **Description:** Organizations can create an account to post job openings and search for candidates based on specific criteria.
- **Features:**
 - ☐ Standard sign-up and authentication flow.
 - ☐ Full CRUD (Create, Read, Update, Delete) functionality for the organization's profile, which includes:
 - Company bio
 - Contact information.
 - Other relevant company details

2.2.2 Job Posting & Management

- **Description:** Organizations can post jobs, manage applications, and invite specific candidates to apply.
- **Features:**
 - ☐ Job posting functionality that allows organizations to define job details such as:
 - Position
 - Salary
 - Job description
 - Location
 - ☐ Ability to invite specific candidates from the platform to apply for posted jobs.
 - ☐ Option to add custom screening questions to filter applications and find the most suitable candidates.

2.2.3 Candidate Search

- **Description:** Organizations can search for potential candidates by applying various filters to find suitable matches.
- **Features:**
 - ☐ Advanced filtering options, including:
 - Skills
 - Experience
 - Location
 - Education level, etc.
 - ☐ AI-enhanced candidate suggestions based on the job post requirements, helping to match candidates who may not have directly applied but meet the criteria.



2.2.4 Communication with Candidates

- **Description:** Organizations can communicate with job seekers either by emailing them directly or inviting them to apply for open positions.
- **Features:**
 - ☐ Direct email messaging to candidates through the platform.
 - ☐ Invitation system to encourage select candidates to apply for jobs.
 - ☐ Permissions settings that allow organizations to control whether candidates can contact them.

2.2.5 Analytics Dashboard

- **Description:** Organizations will have access to analytics that offer insights into the performance of their job posts.
- **Features:**
 - ☐ Track job post reach, including:
Number of views
Number of applications received.
 - ☐ Hire rate based on job posts.
 - ☐ Demographics and behavioral data on candidates interacting with their job posts (e.g., experience level, location).



2.3 Admin

2.3.1 User Management

- **Description:** The admin will have full control over user management for both job seekers and organizations on the platform.

- **Features:**

- ☐ Ability to ban or remove users based on fraud reports or violations of platform policies.

- ☐ Manage user accounts, including:

- View user profiles and activity.
 - Edit user information as necessary.
 - Deactivate accounts of users who no longer comply with platform standards.

2.3.2 Platform Analytics

- **Description:** The admin can monitor the overall activity and performance of the platform.

- **Features:**

- ☐ Access to metrics including:

- Total number of users (both job seekers and organizations).
 - Active user count and the sign-up rate over time.

- ☐ Track and manage fraud reports and the actions taken to address them.

- ☐ Monitor overall engagement with job posts, including:

- Number of views and applications for each job posting.
 - Trends in user engagement and activity patterns.



03

NON-FUNCTIONAL REQUIREMENTS

3. Non-Functional Requirements

Performance

3.1

The platform should be responsive and load quickly, even under heavy traffic.

Security

3.2

The platform should be responsive and load quickly, even under heavy traffic.

3.3

Usability

The interface should be intuitive and easy to navigate for all users.



04

TECHNICAL STACK

4. Technical Stack

4.1 Backend

- **Framework:** [Spring Boot](#)

Utilized for building robust and scalable backend services, leveraging its extensive ecosystem and support for microservices architecture.

- **Database:** [MySQL](#) or [PostgreSQL](#)

Chosen for their reliability and support for complex queries and transactions, allowing for efficient data management.

- **Security:**

[JWT Authentication](#): For secure user authentication, ensuring stateless sessions.

[OAuth2](#): Implemented for third-party login options (e.g., Google, LinkedIn), providing users with a seamless sign-up experience.

- **AI Services:**

Integration with [OpenAI](#) or similar [NLP services](#) to provide functionalities such as:

- Bio enhancement tools for users.
- AI-powered paragraph enhancers for job applications and responses.

4.2 Frontend

- **Framework:** [React.js](#)

Selected for its component-based architecture, facilitating the development of interactive user interfaces.

- **State Management:** [Redux](#) or [Context API](#)

Used for managing application state and ensuring efficient data flow between components.

- **Styling:** [Tailwind CSS](#) or [Bootstrap](#)

For responsive design and simplicity, allowing for rapid UI development and customization.

- **UI Components:** [Material UI](#) or [Ant Design](#)

Providing a library of pre-built, accessible components to enhance user experience and maintain a consistent design throughout the application.



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