Software Requirements Specification (SRS)

Application: Biz Hire

Version: 1.0
Date: [Date]

1. INTRODUCTION

1.1 Purpose
The purpose of this document is to provide a detailed specification for the **Biz Hire application**. The application's primary goal is to function as a stand-alone, end-to-end talent acquisition platform. Operating under the BizTech brand, it will serve as a dedicated job board and Applicant Tracking System (ATS) to connect businesses (**Employers**) with professionals (**Job Seekers**). The intended stakeholders are the Biz Hire **Admin** team, client businesses seeking to hire, and professionals seeking employment.

1.2 Scope
The scope of this application for Version 1.0 includes the following key functionalities:

- **For Employers:** A dedicated account creation process, job posting, an ATS dashboard to view and manage applicants, applicant status tagging, and a success-fee-based monetization model processed via a dedicated payment gateway.

- **For Job Seekers:** A dedicated account creation process, profile creation (via CV upload or manual entry), job searching with filters, and a streamlined application process.

- **For Admins:** Management of multiple admin accounts and complete oversight of the stand-alone platform.

Explicitly Excluded from Scope for Version 1.0:

- User account integration or sharing with any other BizTech-branded modules.

- Subscription-based pricing plans.

- The human-powered "Screening Service."

1.3 Definitions, Acronyms, and Abbreviations

- **SRS:** Software Requirements Specification

- **ATS:** Applicant Tracking System

- **UI/UX:** User Interface / User Experience

- **API:** Application Programming Interface

- **Admin:** The platform owner/administrator with top-level access to the Biz Hire application.

- **Employer:** A business entity or user who posts jobs and manages applicants within Biz Hire.

- **Job Seeker:** An individual professional who creates a profile and applies for jobs within Biz Hire.

1.4 References

- Client Requirements Gathering Questionnaire: Module 6 – Biz Hire (Completed Version)

- BizTech Brand Style Guide

1.5 Overview

This document is structured into four main sections. Section 1 provides an introduction and overview. Section 2 gives an overall description of the application, its users, and constraints. Section 3 details the specific functional and non-functional requirements. Section 4 outlines the conceptual data model.

2. OVERALL DESCRIPTION

2.1 Product Perspective

Biz Hire is a **stand-alone web application** that operates under the BizTech brand umbrella. It is not an integrated module and will not share a common database or user accounts with other BizTech products (e.g., Biz Finance, Biz Tenders). The application will maintain its own separate user database, authentication system, and payment gateway integration.

2.2 Product Functions (Summary)

- **User Account Management:** Self-contained user registration, login, and password reset functionality for all roles.

- **Employer Functionality:** Create and manage company profiles, post job vacancies for free, track applicants through a centralized dashboard, update applicant statuses, and complete payment of a success fee upon hiring a candidate.

- **Job Seeker Functionality:** Create and manage a professional profile, search and filter available jobs, and apply to positions.

- **Admin Functionality:** Manage platform settings, oversee all user accounts, and monitor transactions.

2.3 User Characteristics

- **Admin:** Technical or business administrators of the Biz Hire platform. They require full oversight and management capabilities and are expected to have a high level of technical expertise.

- **Employer:** Business owners, hiring managers, or HR professionals. Their primary objective is to efficiently find and hire qualified talent. They are expected to have standard business software proficiency.

- **Job Seeker:** Professionals from various industries seeking employment. Their objective is to find and apply for suitable jobs easily. They are expected to have basic web user skills.

2.4 Constraints

- **Monetization Model:** The application must be built around a "Success Fee" model, where job posting is free, and a fee is triggered only when an employer marks a candidate as "Hired."

- **Branding:** The UI/UX must be visually consistent with the established BizTech brand identity.

- **Independent Operation:** The system must function entirely on its own without dependencies on other BizTech applications for core features like authentication or payments.

- **Payment Gateway:** The system must integrate a dedicated, third-party payment gateway (e.g., Stripe, PayPal) for all financial transactions.

2.5 Assumptions and Dependencies

- **New User Acquisition:** It is assumed that users, even those from other BizTech-branded modules, will need to create a new, separate account for Biz Hire.

- **Third-Party Dependency:** The application will be dependent on the API and reliability of the chosen third-party payment gateway for processing success fees.

3. SPECIFIC REQUIREMENTS

3.1 Functional Requirements

System & User Management (FR-S-xxx)

- **FR-S-001: User Registration**

  - The system shall provide a single registration form where a user can sign up as either an 'Employer' or a 'Job Seeker'. Required fields: Name, Email, Password.

- **FR-S-002: User Authentication**

  - The system shall authenticate users via their registered email and password.

- **FR-S-003: Password Reset**

  - The system shall provide a secure "Forgot Password" functionality that sends a reset link to the user's registered email.

- **FR-S-004: Payment Gateway Integration**

  - The system shall integrate with a third-party payment gateway to securely process success fee payments from Employers.

Employer Role (FR-E-xxx)

- **FR-E-001: Employer Profile Creation**

  - After registration, the system shall prompt Employer-role users to create a company profile.

  - **Mandatory fields:** Company Name, Industry Type, Website, Contact Person, Email, Phone.

  - **Optional fields:** Logo, Description, Company Size, Address.

- **FR-E-002: Job Posting**

  - The system shall provide a form for Employers to create and post a new job listing for free.

  - **Mandatory fields:** Job Title, Description, Location, Employment Type.

  - **Optional fields:** Salary Range, Skills Tags, Experience Level.

- **FR-E-003: Applicant Tracking System (ATS) Dashboard**

  - For each job post, the system shall provide a dashboard view listing all applicants.

- **FR-E-004: Applicant Status Management**

  - The system shall allow Employers to assign and update a status for each applicant (e.g., New, Shortlisted, Interviewing, Hired, Rejected).

- **FR-E-005: Success Fee Trigger & Payment**

  - When an Employer changes an applicant's status to "Hired," the system shall mark the job post as "Filled" and direct the Employer to the payment gateway to complete the success fee transaction.

Job Seeker Role (FR-JS-xxx)

- **FR-JS-001: Job Seeker Profile Creation (Hybrid)**

  - After registration, the system shall prompt Job Seeker-role users to create a profile using one of two methods:

    1. **Quick Upload:** Uploading a CV/Resume document.

    2. **Structured Profile:** Manually entering details for Work Experience, Skills, and Education.

- **FR-JS-002: Job Search and Filtering**

  - The system shall provide a searchable list of all active job postings.

- **FR-JS-003: Job Application**

  - The system shall allow Job Seekers to apply for a job using their saved profile or uploaded CV.

Admin Role (FR-A-xxx)

- **FR-A-001: Multi-Admin Support**

  - The system shall support the creation and management of multiple Admin accounts.

- **FR-A-002: User Management**

  - The system shall allow Admins to view, manage, and deactivate any user account.

- **FR-A-003: Job Post Management**

  - The system shall allow Admins to view, edit, or remove any job posting.

- **FR-A-004: Transaction Oversight**

  - The system shall provide Admins with a dashboard to view all success fee transactions processed through the payment gateway.

3.2 Non-Functional Requirements

- **NFR-P-001:** Average page load time for job listings and the ATS dashboard shall not exceed 3 seconds.

- **NFR-P-002:** API response time shall remain below 500 ms for 95% of requests.

- **NFR-SC-001:** The architecture shall be capable of handling a 10x increase in job postings and applications over one year.

- **NFR-SC-002:** The database shall be indexed appropriately to ensure efficient querying.

- **NFR-SE-001:** All user passwords shall be securely hashed. All other sensitive data shall be encrypted.

- **NFR-SE-002:** Implement Role-Based Access Control (RBAC) to enforce strict separation of permissions.

- **NFR-SE-003:** An Employer must only be able to view applicants for their own job postings.

- **NFR-SE-004:** All communications must use HTTPS.

- **NFR-U-001:** The UI shall be responsive and provide a consistent experience across major web browsers and devices.

- **NFR-U-002:** The UI shall follow the clean, two-column layout design for job browsing and applicant management.

- **NFR-R-001:** System uptime shall be maintained at a minimum of 99.5%.

- **NFR-R-002:** The system shall have automated daily backups of its database.

3.3 Interface Requirements

3.3.1 User Interface (UI)

- The UI shall be built using a modern frontend framework using React and Tailwind.

- The design will be visually aligned with the BizTech Brand Style Guide.

3.3.2 API Interface

- All backend services shall be exposed through RESTful APIs.

- APIs must use JSON for all request and response payloads.

- Authentication shall be handled via JWT tokens generated and managed by the Biz Hire application itself.

3.3.3 Database Interface

- The system will use a relational database (MySQL) to ensure data integrity and manage relationships between users, companies, jobs, and applications.

4. DATA MODEL (CONCEPTUAL)

4.1 Key Entities

- **Users:** (userId, email, passwordHash, role ['Admin', 'Employer', 'Job Seeker'], createdAt)

- **EmployerProfiles:** (profileId, userId FK, companyName, industry, website, logoUrl, description, createdAt)

- **JobSeekerProfiles:** (profileId, userId FK, fullName, cvUrl, structuredProfileData [JSON], createdAt)

- **Jobs:** (jobId, employerProfileId FK, title, description, location, employmentType, status ['Active', 'Filled', 'Closed'], createdAt)

- **Applications:** (applicationId, jobId FK, jobSeekerProfileId FK, status ['New', 'Shortlisted', 'Hired', etc.], appliedAt)

- **Transactions:** (transactionId, employerProfileId FK, jobId FK, amount, paymentGatewayRefId, status ['Pending', 'Completed', 'Failed'], createdAt)

4.2 Relationships

- A **User** can have one **EmployerProfile** OR one **JobSeekerProfile**.

- An **EmployerProfile** can have many **Jobs**.

- A **Job** can have many **Applications**.

- A **JobSeekerProfile** can have many **Applications**.

- A **Job** is linked to one **Transaction** upon being filled.