

Distributed Resume Management System  
(Distrimon)  
Vision Document  
DRAFT

Rahul Karnik

October 10, 2001

**Contents**

<b>1 Objectives</b>	<b>2</b>
<b>2 Scope</b>	<b>2</b>
<b>3 Positioning</b>	<b>2</b>
3.1 Business Opportunity . . . . .	2
3.2 Problem Statement . . . . .	3
3.3 Product Position Statement . . . . .	3
<b>4 User Descriptions</b>	<b>3</b>
4.1 User Profiles . . . . .	3
4.2 User Environments . . . . .	3
4.3 Key User Needs . . . . .	4
4.4 Alternatives and Competition . . . . .	4
<b>5 Product Overview</b>	<b>4</b>
5.1 Product Perspective . . . . .	4
5.2 Summary of Capabilities . . . . .	4
5.3 Assumption and Dependencies . . . . .	4
<b>6 Product Features</b>	<b>4</b>
<b>7 Other Product Requirements</b>	<b>4</b>
<b>8 Documentation Requirements</b>	<b>4</b>

# 1 Objectives

The purpose of this document is to define the high-level requirements of the Distributed Resume Management System (Distrimon).

## 2 Scope

Distrimon will allow subscribing companies to submit job postings and manage any resumes submitted in response to those job postings. The system will allow job seekers to search job postings and submit their resumes both in response to those postings and also to a general resume pool. Lastly, the general resume pool will also be searchable by non-subscribing companies.

## 3 Positioning

### 3.1 Business Opportunity

The hiring of job applicants through the World Wide Web has been growing tremendously in recent years. Web sites that cater to both job applicants and employers are ubiquitous. Some of these web sites confine themselves to a specific area of business, like biotechnology or information technology. Others have a more general nature. All of these web sites have very sophisticated interfaces for the submission of resumes and job postings and facilities to search these two kinds of data. Employers usually pay a small fee in order to post jobs on a typical web site.

The advantages of such job-related web sites are threefold. First, large numbers of applicants access these web sites each day and consequently job postings have great reach. Second, the web sites provide employers with the necessary infrastructure for handling both job postings and resumes, reducing the need for large human resources departments. Finally, job applicants find it easy to deal with a single website with which to interact, instead of having to go through similar application processes for each prospective employer.

There are also significant tradeoffs associated with using a centralized public website. It is usually not possible for employers to dictate the look and feel of job postings. There is both a real and a logical dissociation between the job application website and that of each employer. Also, the cost of not building an in-house solution is offset by the fee charged by the website management.

In order to avoid the problems of centralized resume repositories, some employers prefer to do all hiring through their company website, through an in-house or outsourced custom solution. They list positions for which they are hiring and usually provide an interface for the submission of resumes. In the case of small to medium sized businesses lacking substantial informatics resources, the interface is usually minimal and consists of an e-mail address for the company's human resources department. Obviously, the custom solution approach gives the ability to customize the look and feel of job postings and resume submission interfaces to match the rest of the company website. On the other hand, there are significant costs associated with building a sophisticated custom solution, and simple and economical interfaces require considerable effort in data management by the hiring department. A company website can also never approach the reach of a large centralized job website.

Both the centralized multi-employer website and the single-employer custom solution to manage hiring and to using a custom in-house solution. Obviously, there exists an opportunity for a system that can provide the best of both worlds — providing a customizable and robust infrastructure for resume management to businesses, while at the same time having the reach and sophistication of a specialized resume repository.

### 3.2 Problem Statement

<i>Problems with</i>	<p><b>Centralized resume repositories</b></p> <ul style="list-style-type: none"> <li>- Lack of customizability</li> <li>- Dissociated from business website</li> </ul> <p><b>Custom solution</b></p> <ul style="list-style-type: none"> <li>- Low reach</li> <li>- High technology cost (complex solutions)</li> <li>- High human cost (simple solutions)</li> </ul>
<i>A successful solution would</i>	<ul style="list-style-type: none"> <li>- Allow customization</li> <li>- Allow integration with company website</li> <li>- Provide a sophisticated interface</li> <li>- Provide a robust architecture</li> <li>- Have global reach</li> </ul>

### 3.3 Product Position Statement

<i>For</i>	Job applicants and employers
<i>Who</i>	<ul style="list-style-type: none"> <li>- Search postings and apply for jobs</li> <li>- Post jobs and manage resumes received in response to postings</li> </ul>
<i>DistriMon</i>	<ul style="list-style-type: none"> <li>- Serves as a repository of resumes and job postings</li> <li>- Provides customizable and sophisticated user interfaces</li> <li>- Has global reach through the World Wide Web</li> <li>- Allows searching, viewing and managing of resumes and job postings</li> </ul>

## 4 User Descriptions

DistriMon will have three main classes of users: Partner Employers, Non-Partner Employers and Job Applicants. Each class of users and their specific uses of DistriMon are described below.

### 4.1 User Profiles

#### Partner Employers

Partner Employers are provided with special DistriMon services. They have the ability to post jobs and accept resumes for these job postings. They are provided with a generic setup for the management of job postings and resumes, which can then be customized to fit their own website to varying degrees. If they wish to build further custom solutions, they will also be provided with a software interface to the DistriMon system. Jobs posted will show up both on the company website and on the central DistriMon website. Partner Employers will pay membership fees in return for the services that are provided to them

#### Non-partner Employers

Non-partner Employers are those who do not pay any fees for DistriMon access. These employers access DistriMon through the central DistriMon website, and can search resumes that are part of the general pool. They would then contact the applicant directly, with DistriMon not playing any part in the communications.

#### Job Applicants

Job Applicants can search job postings through the central DistriMon website (all jobs) or through the website of a Partner Employer (only jobs relating to that employer). They can submit resumes in response to a specific posting or for general search by employers. If submitting a resume in response to a specific job posting, the applicant would be asked whether or not the resume should be available for searching by employers.

### 4.2 User Environments

The DistriMon system will be accessed through a web interface by most users. As there will be no control over the particular web browser used by a specific user, the technology used in the web

interface should be compatible with the popular existing web browsers. Some Partner Employers will access the system through a custom user interface developed by them, but this user interface is not necessarily supported by us and as such not a part of the scope of this product.

### 4.3 Key User Needs

<i>Ease of Use</i>	The different DistriMon user interfaces must be intuitive to use and easy to learn, since a wide cross-section of users with different technological sophistication will be using the system.
<i>Flexibility of Presentation</i>	DistriMon should facilitate the customization of user interfaces to various presentation styles, as customizability is one of the key values of the system. Such flexibility will lower the cost of integration into corporate websites of Partner Employers.
<i>High Availability</i>	To fully serve the needs of Partner Employers, it is essential that DistriMon be based upon a robust and stable architecture, both software and hardware.
<i>Global Reach</i>	Considerable effort must be spent on publicizing DistriMon, since Partner Employers will look at reach as a significant value-add of the system.

### 4.4 Alternatives and Competition

As outlined in section 3.1, the main alternatives to DistriMon are centralized job application sites and individual corporate careers websites. We believe that DistriMon offers substantial advantages over either approach to Partner Employers.

## 5 Product Overview

### 5.1 Product Perspective

The DistriMon system will consist of two central repositories, one for resumes and another for job postings. There will be three major classes of clients (interfaces and sub-repositories) accessing these central repositories, corresponding to the three main classes of users. The different interfaces and repositories are shown in Figure 1 below. [System Context Diagram goes here]

### 5.2 Summary of Capabilities

### 5.3 Assumption and Dependencies

## 6 Product Features

## 7 Other Product Requirements

## 8 Documentation Requirements