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1. Introduction

1.1 Document Purpose

Onboard is a web tool designed to expedite companies' recruiting, screening, interviewing, and onboarding processes. Applicants will be able to submit resumes and pertinent application data to Onboard. Onboard will create a profile for an applicant that stores their information and progress throughout the onboarding process. Recruiters, interviewers, and hiring managers will be able to access the profile and view the information as well as add notes about the applicant.

1.2 Product Scope

This tool will only store and manage onboarding information, but there will be an API that allows companies to export user data once the onboarding process has completed. For example, if a company has another system for payroll, they can export the new employee's information to a format that allows their payroll system to add the new employee's information.

1.3 Intended Audience and Document Overview

This document is intended for project managers, development engineers, test engineers, and relevant business management personnel. This document is best read chronologically with a stiff brandy.

1.4 Definitions, Acronyms, and Abbreviations

Acronym	Full Name	Description
-	Applicant	Prospective job candidate
-	Application	The digital job application that a candidate submits. This will probably contain a resume, cover letter, and other pertinent information.
API	Application Programming Interface	Specifies how software components within an application will interact with one another
RoR	Ruby on Rails	Web application framework
SaaS	Software as a service	A software delivery model in which software and associated data are centrally hosted on the cloud.

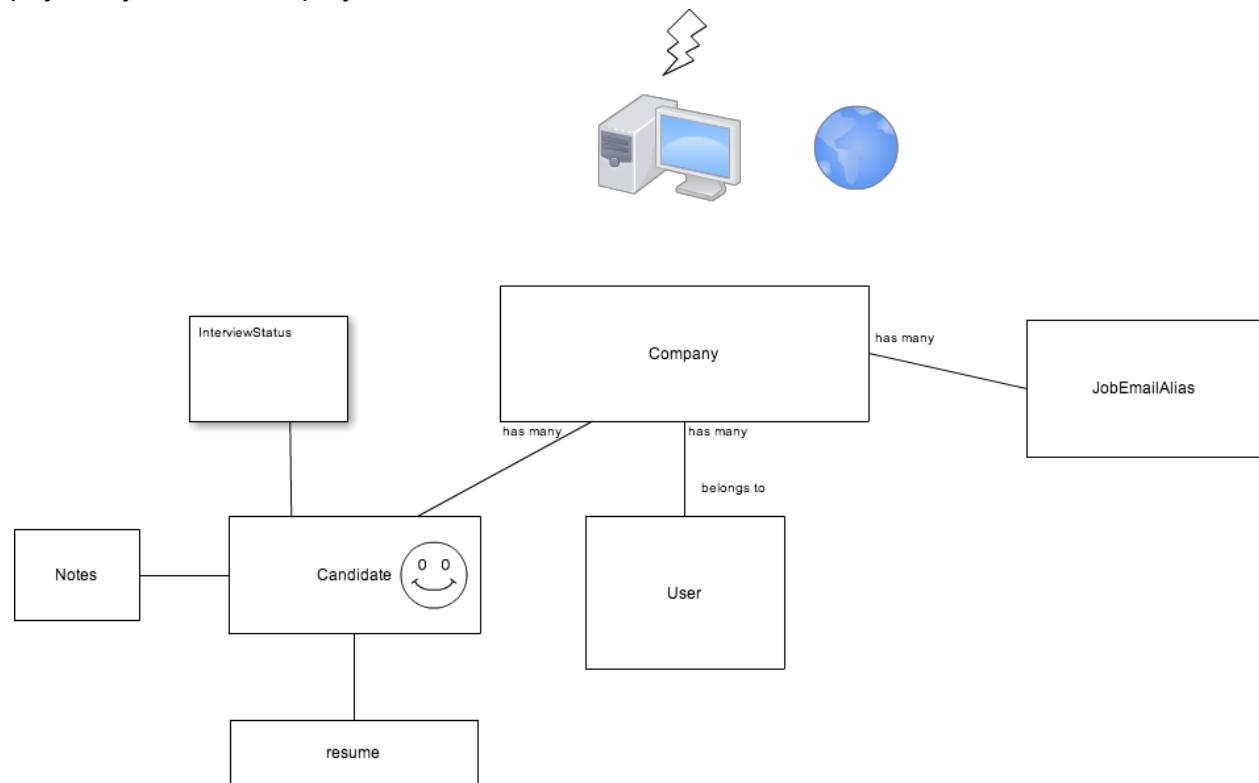
1.5 Document Conventions

1.6 References and Acknowledgements

2. General Description

2.1 Product Perspective

Onboard is a second attempt by Pivotal at creating an applicant management and tracking tool. The goal of this web tool is to revamp the hiring process for business management personnel. Instead of relying on memory and annotated resumes, hiring managers will be able to access the applicant's profile through OnBoard. While OnBoard is meant to be used as a stand-alone tool, the data from this application can also be exported for use in other applications, such as payroll systems or employee databases.



2.2 Product Functionality

- Applicants send resume via e-mail to create a profile
- Hiring managers can access applicant profiles, add notes, and make changes

- Data can be exported for integration with other systems

2.3 Users and Characteristics

So far the only anticipated users (users being those who have privileged access to view and append to applicant account information) are hiring managers, interviewers, and recruiters. At this point, Onboard does not intend on allowing applicants to view their auto-generated profile.

2.4 Operating Environment

The system will be run on a cloud server hosted by Cloud Foundry. The software is being developed on Ubuntu 12.04 using Rails framework version 4 with Ruby 2.1.0 as the backend. The frontend will be created with HTML5, CSS, and Javascript with the help of Bootstrap interfaces. This is a web service that should work on all systems and browsers and has no platform requirements.

2.5 Design and Implementation Constraints

The application must be developed using the Rails framework for Ruby and must be able to be deployed on Cloud Foundry's servers. As of now, these requirements pose no real constraints to the development process.

Applicant information must only be available to hiring managers, interviewers, and recruiters.

Onboard will be maintained by The Capstoners after it is deployed. The clients need not maintain Onboard, as is the case with most SaaS.

2.6 User Documentation

There would need to be simple user manuals/tutorials written in order to specify pathways to get to certain pages. However, the traversal and usage of the website will be set up in such a way as to be intuitive to the user.

2.7 Assumptions and Dependencies

- We assume that the user has access to the Internet.
- We assume the user has access to a computer/laptop/smart phone.
- We depend on Cloud Foundry to be up and running, although we would be capable of deploying our service via another server hosting company.

3. Specification Requirements

3.1 External Interface Requirements

3.1.1 User Interfaces

- Web User Interface
- Mobile Application Interface
- Email Interface
 - Candidates submit resumes via email
 - Candidates receive email updates

3.1.2 Hardware Interfaces

The interfaces will have to be optimized for both desktop and touch devices. This can be achieved by using a responsive interface framework, such as Twitter Bootstrap.

The only hardware component of our web application is mobile devices running Android operating systems.

3.1.3 Software Interfaces

- Ruby 2.1.0
- Rails 4
- PostgreSQL
- Bootstrap
- Cloud Foundry

3.1.4 Communications Interfaces

There will be an email service for receiving and storing applications as they come in. The email service will also send notification emails to relevant users. There will also be an API for interfacing with other managerial API's e.g. financial/employee tracking software services. This interface will make use of data transfer standards such as json, ajax, and http. RoR will handle encryption and other data transfer and security concerns via the Devise gem.

3.2 Functional Requirements

3.2.1 Profile initialization

- An Onboard e-mail address will be able to accept user e-mails and attachments
- Applicants send resume and other important documents via e-mail
- E-mail attachments will be accessed and converted to plain text
- A profile will be created for the applicant along with associated information
 - Resume, e-mail address, and other important information

3.2.2 User interaction

- Hiring managers can access a list of applicant profiles
- Managers can add notes associated with specific applicant profiles
- Managers can change Onboarding status of an applicant
 - Each entry has a timestamp for every transition
- List of applicants can be searched or sorted
- Notifications will be sent via e-mail to alert managers
 - New applicant added to database
 - Important status changes to existing applicants

3.2.3 Exporting data

- Onboarding data can be exported for integration with payroll systems or other employee databases

3.3 Behavior Requirements

3.3.1 Best Case View

See diagram in section 2.1.

4. Other Non-functional Requirements

4.1 Performance Requirements

- Any transaction from one page to another cannot take longer than 15 seconds.
- Website should be available via basic internet connection at all times.
- Applicant profile should be generated within 30-60 minutes of receiving the email.
- Company-end users will receive emails relevant to applicant activity within an hour of the activity's occurrence.
- No user interactions with the software will cause it to catastrophically and irreparably fail.

4.2 Safety and Security Requirements

Our intent is to ensure that only hiring managers and recruiters have the ability to view an applicant's profile. This information will not be available if the user does not have an account with OnBoard that is explicitly associated with the relevant company. This application will have no public data.

We will be using the security associated with RoR.

4.3 Software Quality Attributes

4.3.1 Portability

Hiring managers and recruiters use a myriad of devices to perform their duties. Onboard will be developed first as a web tool used on with a traditional desktop interface, and secondly as a web tool used on mobile devices. Both these concerns are addressed by using Twitter Bootstrap and HTML5, which provide a responsive web interface.

4.3.2 Availability

Since Onboard is a web application intended to be used by hiring managers and interviewers across the globe, Onboard must be available 24 hours a day. To accommodate this, Onboard will be hosted by Cloudfoundry, who will manage any server failures.

4.3.3 Maintainability

Onboard will be written using Ruby on Rails, which forces developers to organize their code. This inherently promotes maintainability.

4.3.4 Reusability

The Rails framework necessitates modular code, so in order to develop Onboard, the code must be reusable.

5. Other Requirements

None.