

<SMYT>



SMYT PROJECT

**CREATING A COMPANY
CAREER WEBSITE**



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SOFTWARE DESCRIPTION

Our customer is a company specializing in broad-based services in the field of system integration.

As a result of the growing interest in this area, the demand for services of this nature is growing every year. Therefore, our customer faced the problem of personnel lack to satisfy a constantly increasing number of orders, and the human resources department did not manage to process all the incoming letters from applicants at the pre-selection stage. This led to a delay in the entire recruitment cycle and the closure of vacancies in general.

The analysis of the company also revealed that highly qualified employees of the customer's human resources department were forced to spend most of their time processing, responding and monitoring vacancies published at various sites (due to the fact that the customer's company is international, there were more than 40 sites of this kind).

Thus, as a result of the analytical report, we offered several options to improve efficiency and offload human resource staff. The management of the customer's company decided to create a career section on the corporate website.

We needed to develop an easy to understand section interface that reflected all the necessary aspects and advantages of working for the customer's company, including a landing page of vacancies with convenient navigation.

TASKS

- An analysis of the customer's requirements.
- An analysis of the existing recruitment cycle and the provision of analytic report.
- Formation of a technical task.



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- Identification of the technology stack and selection of technical solutions to implement the full range of tasks.
- Designing and prototyping software interfaces in terms of meeting the accepted requirements of UX/UI.
- Implementation of a data storage and processing system using relational databases.
- Programming front-end and back-end parts, creating an administrative part for the company's human resources department.
- Creating documentation on the basic system functions.
- Customer training to use this system.

RESULTS

- When the career section of the site was created, the amount of time spent on monitoring published vacancies on third-party resources has decreased by more than 6 times.
- The convenient interface and the filters system of a landing page of vacancies allowed all company departments (including foreign ones) to use this section.
- Thanks to the proposed and implemented by our company FAQ subsection, now candidates can get answers to basic questions about the company and the selection cycle themselves, thus, the time of highly qualified human resources staff is distributed more effectively.
- All of these improvements resulted in an 8% increase of the customer's company growth, according to the quarterly analytical report after the changes were implemented.



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TECHNOLOGIES

Python, Django, JavaScript, PostgreSQL, jQuery, Bootstrap, django-compressor, django-constance, django-rq, django-ckeditor,.djangorestframework, Fabric3, Redis, nginx.

PROJECT BENCHMARKS



Duration

1 month



Hours spent by developers

300



Количество бизнес-задач

8



Project team

4 developers



Unit-test coverage

50%



Complexity

4 out of 10