

UseMyStrengths

Recruitment Website and Android App

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Abstract

UseMyStrengths is a startup company, created by registered occupational psychologist Jonathan Mitchell and owner of Caspian Psychology Ltd. Jonathan (the client) required a recruitment website and mobile app to be built which would match job seekers with currently available positions. The system would help graduate job seekers find available positions based on how well their ratings of their “strengths” matched those of each job and which is the basis of this MSc project. The listed strengths were assessed as the twelve qualities most wanted by employers for a wide spectrum of jobs. Appendix 4 provides a complete list of the twelve strengths and their definitions.

Candidates would interact with the system by rating each of the twelve strengths, have their inputs matched against all positions held on the database and receive a sorted list of appropriate positions and a link to apply for each matching position.

Applying for jobs by matching strengths rather than job titles, meant job seekers would only apply for positions they were suited to and employers would receive applications only from appropriate candidates.

As UseMyStrengths is a startup company there was no preexisting framework to extend, so initially a website had to be built which would contain the full functionality of the system. The client had registered the domain usemystrengths.com with a web hosting company which meant there were some constraints on the languages used to develop the system. The mobile app was subsequently built as a condensed version of the website, holding only essential candidate functionality such as job search, job apply, instructions and strength definitions. Registering, editing details and deleting accounts via the Android App were difficult on the mobile keyboard, and therefore restricted to the website where a full size keyboard and screen could be used.

During the requirements engineering process, it was identified that there should be two main routes through the system: a Candidate route where strengths could be set and appropriate jobs returned, and an Employer route where jobs could be added and managed via the underlying MySQL database which could be accessed securely by registered employers via the employers dashboard. The key functionality of the Candidate route was to allow job seekers to register, login, access their candidate dashboard, start new job searches, receive a list of sorted matching jobs and finally apply for these jobs.

The Employer route would allow businesses to register, login, access their employer dashboard and add new jobs to the system.

It was essential to have both routes built into the system as each sustained the other, employers added jobs for candidates to search for and candidates provided a flow of applications to employers.

The mobile recruitment system was built from scratch using an iterative and agile methodology where the system was first designed, then each part of the functionality was integrated and tested before the next part of functionality was added to the current system. Once the entire system was built and tested on the website, the parts which were to be included in the app were transferred and interpreted into code executable by the mobile device. Like the methodology used when building the website, each part of the app was interpreted and added in iterative stages, allowing the functionality of the app to grow and meet the client's specification while at the same time minimising any programming errors.

The final system meets the client's initial specification and provides users with a mobile and web based solution to search and find jobs which match their selected strength ratings. Future development on the recruitment system will be to add the facility for candidates to receive an email with a link to the job advert they selected. This improvement will allow candidates to visit the advert after leaving UseMyStrengths website and keep a record of the adverts they have applied for.