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Stage 3: Requirements

Introduction

This section defines the key specifications for the implementation of an ATS to serve the strategic staffing needs of MTC. The requirements have been developed through interviews with stakeholders and assessments of existing issues that MTC is facing while recruiting. The needs of the key stakeholders are summarized in the following tables, as well as the functional and performance requirements necessary for the success of an ATS.

Stakeholder Interests Table

Stakeholder	Specific Problem	Solution Through Technology
CEO	To effectively meet the client's requirements and continue to maintain competitiveness for MTC, need to be recruited on time.	ATS optimizes the hiring process thus cutting down on time thus time to hire thus ensure client's projects are not held up.
CIO	Lacks a specific system but desires one that fits perfectly with other systems they already have in place for data protection and management of operations.	The present system of MTC is incorporated with ATS while maintaining data anonymity and the current functionality of all other tools.
Hiring Manager	A situation where employers do not have a fast method of sorting through good candidates and thus take longer than necessary to hire.	ATS offers resume filtering according to the stated qualification requirements to yield a prompted list for fast screening.
Recruiter	Suffers from a long manual review of the resume and lacks proper communication.	ATS helps in the sorting of the candidates and gives real-time status of the candidates which in turn makes the recruiter more efficient and responsive.

HR Assistant	Sends a large amount of time setting interview schedules and dealing with applicants' documents.	ATS drastically reduces the time spent on interview scheduling and successful applicant documentation as they are done electronically.
Job Applicants	Long time taken to respond to the candidates and lack of feedback in the recruitment process thus candidate experience is poor.	ATS provides communication of the status of applications to the applicants, which is good for the applicant.

Defining Requirements Table

Requirement Type	Requirement
User Requirements	
	1. It must allow candidates to submit their applications online directly from a page on MTC's website.
	2. Recruiters must be able to browse through candidates, per se, and select them depending on previously set standards of employee qualification and experience.
	3. For the system, there should be integration of features that allow candidates to choose interview time through scheduling.
	4. The system has to enable the hiring managers to view the applicant, their details, and any feedback that may be provided in the same system.
	5. Recruiters and HR staff demand regular monthly hiring reports from the system to monitor the hiring process and its results.
System Performance Requirements	

	1. The system landscape must be capable of supporting 200 concurrent users at the minimum.
	2. All applicant data must be encrypted to meet data protection requirements within the context of the system.
	3. The ideas should flow with other existing HRIS software to ensure it adopts the same concept and data entry.
	4. The system must be avails for use right through the year with an availability percentage of 99.9%.
	5. The system must control or limit the levels of users, that is, only some people should be able to access some applicant's information.

Conclusion

Based on MTC's analysis of the requirements for its strategic direction and stakeholders' needs, the following needs have been defined in this section. By meeting these aspects of user and system performance, the ATS will help MTC minimize the time it takes to hire, guarantee the protection of information, and engage candidates. The adoption of this system will assist MTC in improving the efficiency of operations and recruiting and retaining excellent employees to assist MTC in expanding within the IT consulting industry.