

# Manage REQs

This application is made for internal company users/ recruiters who can make their team/companies / recruitment data easily.

Since 1991, this company helped Fortune 500 and mid-size clients achieve their business goals by providing high-quality IT and professional talent globally. They're all about finding the right people, with the right skills, for the right job.

From contract, contract-to-hire, direct hire placements, and Executive Search reach out to them today for help finding the best talent.



## Date – Duration

The project was already required in a shorter time, but after the discovery session with stakeholders, I asked them to give me a week to make goal plan with different phases.

I require 6 – 7 months to design the whole application with 3 phases.

There are 10,000 users using this app for requirements & managing 5 – 10 years old data for searching new talents for IBM, Mastercard & Microsoft.

On May 20 – 2019 we started the project after 1 month of negotiations and approvals.

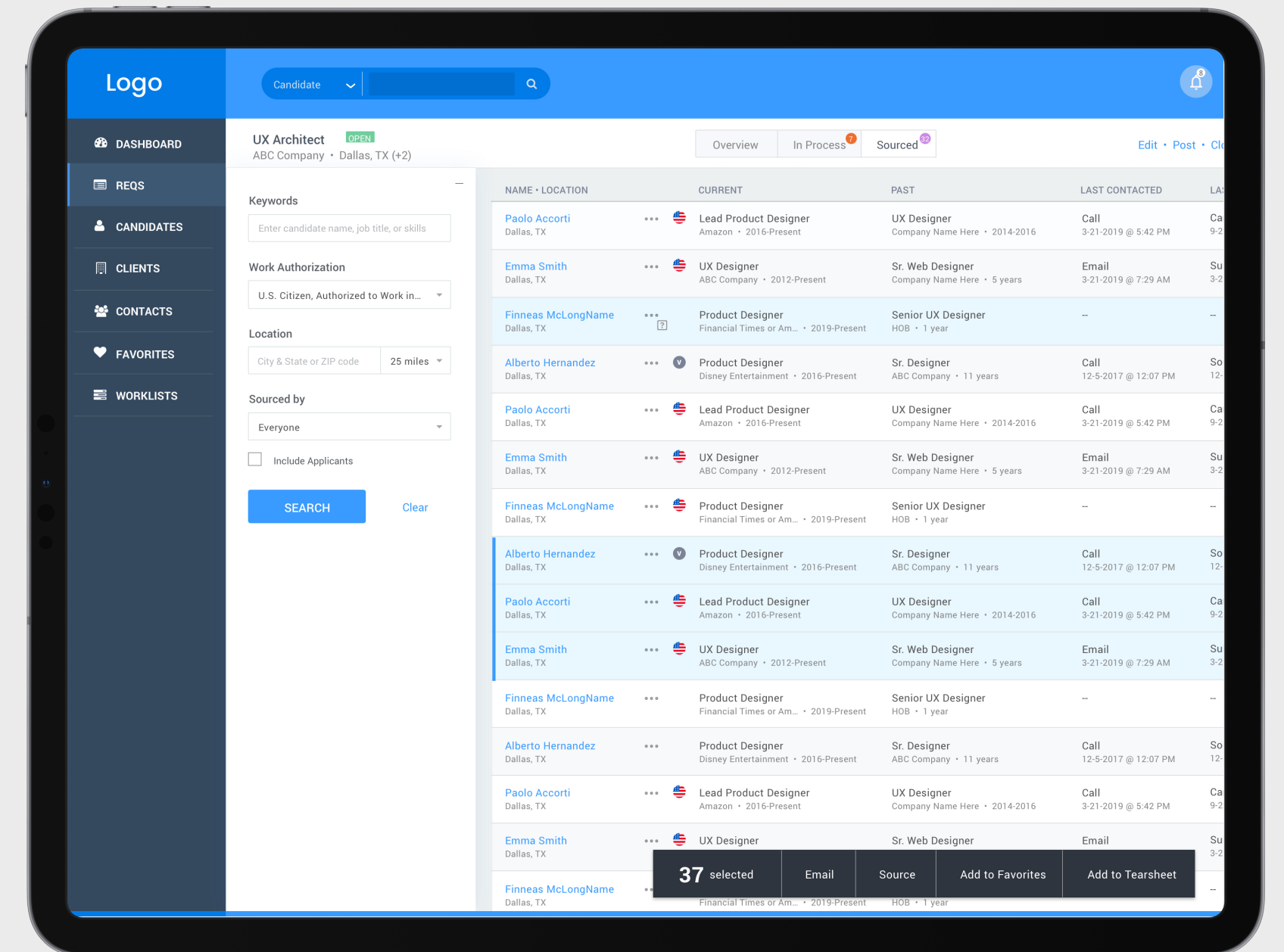


# My Role

Before any other team, our team ( UI / UX ) is highly responsible to know the business, development flow & user requirements for this project.

Working as lead designer for this project we started with empathy from stakeholders & users to know their basic requirements & pain points for the application usability.

I personally rollout from Scratch-like user research, wireframing, high fidelity design, interaction for stakeholders & developers, dev assets, changes & requirement flow during development, end results & finally usability testing.



# Project Summary

Manage REQS is the web application for the HR team, stakeholders, candidates, and new clients.

This application has data for all candidates throughout all countries, industries, experience type, legal contract documentation, etc.

The screenshot displays the Manage REQS web application interface. The top navigation bar is blue and contains a 'Logo' on the left, a search bar with a 'Candidate' dropdown and a magnifying glass icon, and three icons on the right: a notification bell with '8', a plus sign, and a user profile icon labeled 'AM'. The left sidebar is dark blue and lists navigation options: DASHBOARD, REQS, CANDIDATES, CLIENTS, CONTACTS, FAVORITES, and WORKLISTS. The main content area is white and shows a search filter for 'MY REQS' with '7 Reqs • 52 Candidates'. The search filters include: Keywords (input field), Req Status (Open, Wired), Sourced by (Everyone), and Location (City & State or ZIP code, 25 miles). A 'SEARCH' button and a 'Clear' link are at the bottom of the filters. The main content area displays a list of candidates for a specific request: 'UX Architect • ABC Company • Dallas, TX • 3-21-2019 (7 candidates)'. The candidates are listed in a table with columns for 'CANDIDATES', 'REQ', and 'INTERVIEW'. The 'CANDIDATES' column shows 'In Process' and 'Sourced' status. The 'REQ' column shows 'Edit', 'Post', 'Overview', and 'Clone' actions. The 'INTERVIEW' column shows 'Called' and '2nd In-Per' (2nd In-Process) status. The first candidate is 'Jonathon Adam McLongname...' (Sr. Designer, Company Name Here, Dallas, TX) with a 'Called' status on 9-23-2018 at 4:21 PM and a '2nd In-Per' status on 10-17-2018 at 2:30 PM. The second candidate is 'Frank Silva' (Sr. Designer, Company Name Here, Dallas, TX) with a 'Left Message' status on 9-23-2018 at 4:21 PM. The third candidate is 'Derek Patel' (Sr. Designer, Company Name Here, Dallas, TX) with a 'Called' status on 9-23-2018 at 4:21 PM and a '2nd In-Per' status on 10-17-2018 at 2:30 PM. A fourth candidate, 'Fay Williams' (Sr. Designer, Company Name Here, Dallas, TX), is partially visible with a 'Called' status on 9-23-2018 at 4:21 PM. A dropdown menu for 'Mical Knight • Rebekah Smith' is open, showing 'LAST CONTACT' on 10-23-2018 at 11:06 AM, a phone number '949-555-1212', an email address 'r.smith@abccompany.net', and a 'View all activity' link. The interface also shows a 'Submitted to Client' status for each candidate, such as 'Submitted to Client • 1 day' for Jonathon Adam McLongname... and 'Submitted to Client • 9 days' for Frank Silva.

# The challenge

Any of these kinds of applications having a huge database, grid, filters, multiple actions are the main issues. Stakeholders, clients, candidates need to manage the database for many years & need to update the candidate data monthly / yearly.

Designing a grid with larger data with popups, cards, drag & drop and multiple actions are major points for this project.

**Req Row**

— UX Architect • ABC Company • Dallas, TX • 3-21-2019 (7 candidates) Mical Knight • Rebekah Smith

**Data Rows (styling)**

Alberto Hernandez Dallas, TX	...	Product Designer Disney Entertainment • 2016-Present	Sr. Designer ABC Company • 11 years	Call 12-5-2017 @ 12:07 PM	Sourced 12-5-2017 by Daria Patel	Hover state
Emma Smith Dallas, TX	...	UX Designer ABC Company • 2012-Present	Sr. Web Designer Company Name Here • 5 years	Email 3-21-2019 @ 7:29 AM	Submit 3-21-2019 by Emmet Meyerson	Alt Row - White
Finneas McLongName Dallas, TX	...	Product Designer Financial Times or Am... • 2019-Present	Senior UX Designer HOB • 1 year	--	--	Alt Row - Gray
Alberto Hernandez Dallas, TX	...	Product Designer Disney Entertainment • 2016-Present	Sr. Designer ABC Company • 11 years	Call 12-5-2017 @ 12:07 PM	Sourced 12-5-2017 by Daria Patel	Selected Row

**Candidate Cards**

- Derek Patel (Sr. Designer, Company Name Here, Dallas, TX)
- Fay Williams (Sr. Designer, Company Name Here, Dallas, TX)

**Client Cards**

- Sony Entertainment (Los Angeles, CA, Owner, Last Contact)

**Contact Cards**

- John Parker (Sr Mgr Data Engineering, Informatica LLC)

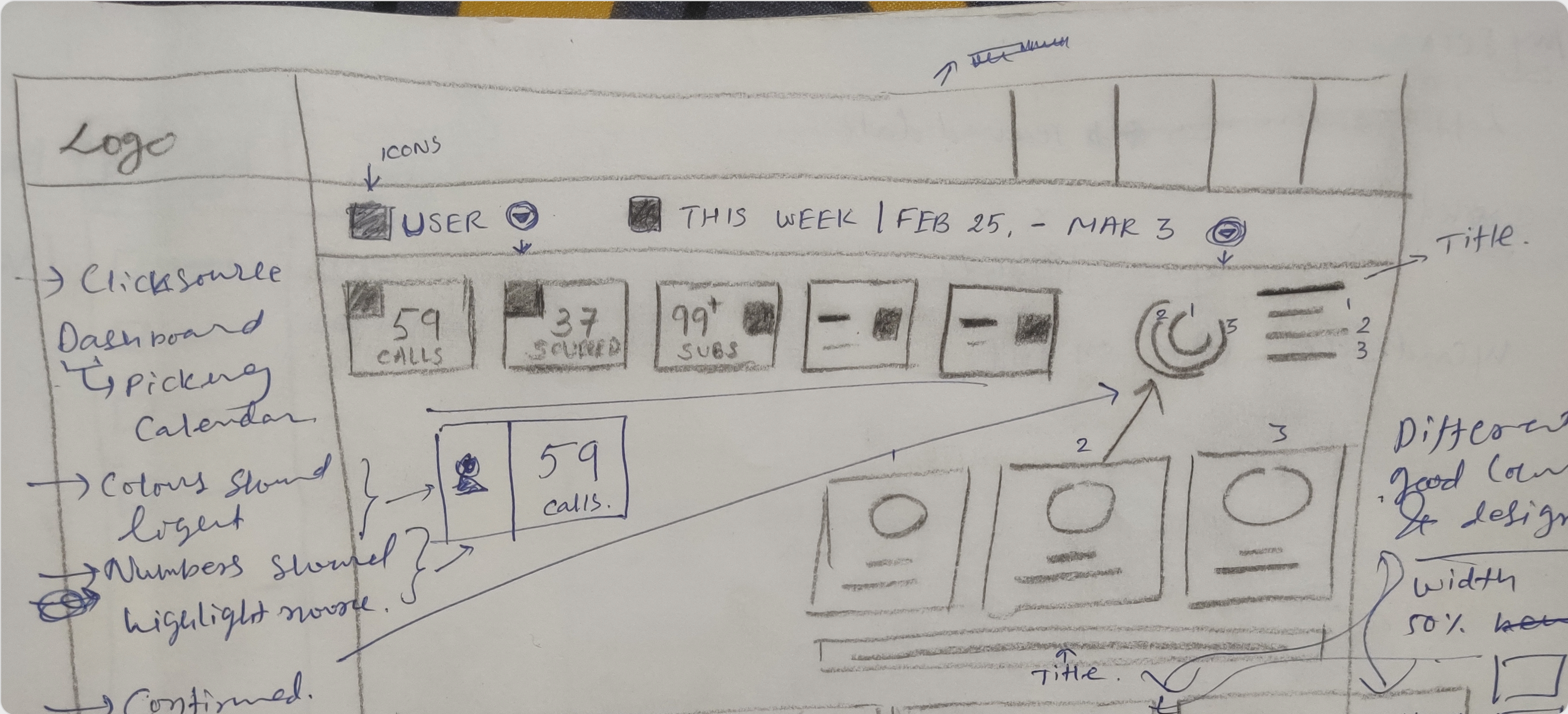
# Solutions

- Multiple data on the grid - Name / Address, Designation / Company ( Single line data grid )
- Actions, Filter and action bar - set the all actions / links as blue, Left (filter) & right ( action bar)
- Drag & drop cards - Candidate interview process through drag & drop cards.
- Row selection - multiple row selection & actions on it directly
- Right action bar wizard - in right side actions having wizard process

The screenshot displays a recruitment software interface. On the left is a dark blue sidebar with navigation options: DASHBOARD, REQS, CANDIDATES, CLIENTS, CONTACTS, FAVORITES, and WORKLISTS. The top header is blue with a 'Logo' and a search bar containing 'Candidate'. The main content area shows a job listing for 'UX Architect' at 'ABC Company' in 'Dallas, TX (+2)'. The job is marked as 'OPEN'. Below the job title are filters for 'Keywords', 'Work Authorization' (U.S. Citizen, Authorized to Work in...), 'Location' (City & State or ZIP code, 25 miles), and 'Sourced by' (Everyone). A 'SUBMITTED' section shows a grid of candidate cards. The first card is for 'James Pham', Sr. Designer, with contact info and a 'Submitted to Client' date of 1 day. The second card is for 'Jonathon Adan', Sr. Designer, with contact info and a 'Called' date of 9-23-2018. The third card is for 'Frank Silva', Sr. Designer, with contact info and a 'Left Message' date of 9-23-2018. The fourth card is for 'Derek Patel', Sr. Designer, with contact info and a 'Called' date of 9-23-2018. On the right, a 'Candidate Outline' for 'Emma Smith' is open, showing tabs for 'Candidate', 'Assignment', and 'Career Notes'. The 'Candidate' tab is active, displaying a form with questions: 'What type of position are you looking for?' (1%), 'Have you ever worked a contracting job?', and 'Why are you looking for a new opportunity?'. There are also fields for 'Estimated Project End Date' and 'Candidate a FTE for current'.

# Solutions

Dashboard wireframing - Before high-fidelity, we try to make it on paper sketch wireframing to understand from development cycle & stakeholders.





# Results

After completion of the project design ( 7 months ) we just go through the development phase where we find some database flow issues of user role, drag & drop cards & some small functionality.

After development 10,000 plus users are using this application & we are also in the phase of 2nd version of this application.

The screenshot displays a recruitment dashboard interface. On the left is a dark sidebar with navigation items: DASHBOARD, REQS, CANDIDATES, CLIENTS, CONTACTS, FAVORITES, and WORKLISTS. The main content area has a blue header with a 'Logo' and a search bar containing 'Candidate'. Below the header, the job listing 'UX Architect' is shown with an 'OPEN' status and 'ABC Company • Dallas, TX (+2)'. It includes tabs for 'Overview', 'In Process' (7), and 'Sourced' (32), along with action links 'Edit • Post • Clone • Rebekah Smith'. A filter sidebar on the left includes sections for 'Keywords', 'Work Authorization' (U.S. Citizen), 'Location' (Dallas, TX, 25 miles), and 'Sourced by' (Everyone). The main table lists candidates with columns for NAME • LOCATION, CURRENT, PAST, LAST CONTACTED, and LAST ACTION.

NAME • LOCATION	CURRENT	PAST	LAST CONTACTED	LAST ACTION
<a href="#">Paolo Accorti</a> Dallas, TX	Lead Product Designer Amazon • 2016-Present	UX Designer Company Name Here • 2014-2016	Call 3-21-2019 @ 5:42 PM	Candidate Outline 9-23-2018 by Ana Trujillo
<a href="#">Emma Smith</a> Dallas, TX	UX Designer ABC Company • 2012-Present	Sr. Web Designer Company Name Here • 5 years	Email 3-21-2019 @ 7:29 AM	Submit 3-21-2019 by Emmet Meyerson
<a href="#">Finneas McLongName</a> Dallas, TX	Product Designer Financial Times or Am... • 2019-Present	Senior UX Designer HOB • 1 year	--	--
<a href="#">Alberto Hernandez</a> Dallas, TX	Product Designer Disney Entertainment • 2016-Present	Sr. Designer ABC Company • 11 years	Call 12-5-2017 @ 12:07 PM	Sourced 12-5-2017 by Daria Patel
<a href="#">Paolo Accorti</a> Dallas, TX	Lead Product Designer Amazon • 2016-Present	UX Designer Company Name Here • 2014-2016	Call 3-21-2019 @ 5:42 PM	Candidate Outline 9-23-2018 by Ana Trujillo
<a href="#">Emma Smith</a>	UX Designer	Sr. Web Designer	Email	Submit

# Thank You

Not only Visual design, In User Experience Design which works for Users and Businesses

- + Data-Driven Web App
- + User-Centered Design
- + HCI - Human-Computer Interaction

