

User Requirements Document

Functional, administrative, privacy, QA, and rollout requirements for the eWorkConnection soft launch.

Document	User Requirements Document
Version	Soft Launch planning set
Date	June 27, 2026
Audience	Founder, admins, developers, QA employee agent, launch partners

Prepared for launch planning. This document is not legal, tax, employment, immigration, financial, or security advice; local counsel and tax advisors should review country-specific launch materials before paid scale.

1. Executive Summary

eWorkConnection is a role-based platform for job seekers, recruiters, and employer/company workspaces. The soft launch now uses Career Command Center at '/' as the main homepage, with Classic Home retained at '/classic-home' as the original launch page. The launch focuses on Find Jobs for job seekers and Talent Hire for recruiters, with admin-controlled company workspace, job posting, employer verification, consent, promotion, and staging controls. Other marketplace services remain waitlist-only until trust, safety, payment, fulfillment, and support workflows are ready.

2. User Personas

Persona	Primary Need	Success Outcome
Job seeker	Find relevant jobs, prepare applications, track progress, learn missing skills.	Search results, saved applications, resume/cover letter support, interview prep, peer support.
Recruiter / hiring user	Find candidates, post verified jobs, manage candidate discovery, collaborate with other recruiters.	Candidate list, match reasons, outreach, recruiter network, persistent pipeline tracking, job posting, and employer verification.
Company / employer workspace	Manage company hiring visibility and internal job posts where enabled.	Verified workspace, member list, job list, public availability flag, and workspace-scoped pipeline summary.
Admin	Control countries, trial windows, plans, promotions, features, users, event logs, support, and budget.	Safe launch with country-specific access, consent, block controls, employer verification, and visible operational controls.
Super admin	Own sensitive controls such as regulated features, super-admin assignment, API budget, and launch strategy.	Governed expansion with restricted high-risk switches.
Employee agent / QA	Review event logs, run regression, summarize defects, and trigger developer workflow.	Daily issue triage, QA report, P0/P1 summary, email summary, actionable backlog.

3. Functional Requirements

Find Jobs

- Use Career Command Center as the main homepage and keep Classic Home as a secondary link for the original launch experience.
- Career Command Center shows indicative preview content before login and a real personalized Career Briefing after login.
- Personalized Career Briefing must be cached once per user per day so refreshes do not trigger repeated AI spend, while current job/candidate counts can refresh from server records and browser search history.
- Career Command Center briefing cards should be clickable: current matching jobs opens Job Seeker results, candidate/talent signals opens Talent Desk, follow-ups opens applications, and learning focus opens resume/training context.
- Allow guest users during active trial to run AI-assisted job searches and use filters without login.
- Prompt login only for account-specific actions when trial rules require persistence or direct application workflows.
- Default job filters should maximize results: all job types, any work mode, any pay type, and freshness up to three months.
- Changing filters or sorting must filter existing results and must not trigger a new paid search call.

- Each completed job search should be saved as a distinct browser-local search run with query, location, timestamp, count, source summary, and result list so users can choose previous searches intentionally.
- Command Center current matching jobs should reconcile server/database counts with latest browser-local job search history so guest/trial searches are reflected immediately.
- If exact results are zero, show a clear zero-state and suggest similar jobs where possible.
- Include company-posted jobs in normal job seeker search only when the employer workspace is active, verified, explicitly allows public job availability, and the job is active with public visibility.
- Only publish active job listings where the posting appears open and the link is a direct job-detail URL; remove job-not-found, closed, expired, removed, unavailable, search/list/count pages, and similar-jobs-only pages.
- Support resume upload/extraction, keyword summary, match reasons, training recommendations, cover letter, recruiter email, interview prep, salary script, application tracker, and follow-up reminders.

Find Talent

- Allow recruiters to search platform and public candidate profiles based on role, skills, location, country, work type, experience, freshness, and source settings.
- Default candidate filters should maximize results: all role types, any work type, any experience, all enabled sources.
- Changing filters or sorting must filter already listed candidates and must not trigger a new paid search call.
- Each completed talent search should be saved as a distinct browser-local search run with query, location, timestamp, count, source summary, and candidate list so recruiters can choose prior searches intentionally.
- Command Center candidate/talent signal counts should reconcile server/database counts with latest browser-local Talent Desk search history.
- Public candidate results should be actionable: platform candidates require opt-in/contact consent; public profiles require visible job-seeking, availability, resume/CV, or contact-for-opportunities signals.
- Show table-oriented candidate results when no specific recruiter filter is selected.
- Support recruiter network opt-in, public business profiles, connection approval, chat, candidate lead sharing only with consent, and admin moderation.
- Require employer verification review before active public job posts, mediated introductions, and other gated hiring workflows where configured.
- Support recruiter job posting with draft/active/paused/closed/deleted statuses, private/talent desk/public visibility, work mode, employment type, compensation, requirements, benefits, apply URL, and contact email.
- AI-assisted job description drafting and file/import parsing must recommend improvements without inventing employer facts; recruiters must confirm recommendations before saving.

Company Workspace

- Company Workspace is admin-controlled by `company_workspace_enabled` and should be off until schema and operational readiness are complete.
- Company workspaces store company identity, owner, members, verification status, settings, jobs, and pipeline summaries with RLS/service-role protection.
- Normal job seekers can search company-posted jobs only through explicit external availability and public job visibility rules.

Privacy and Consent

- Before users access active service areas, show Privacy/Terms acknowledgment. Store acceptance in local storage and cookie so it does not repeatedly interrupt the user.

- Recruiter visibility is off by default. Users must opt in before limited candidate signals are available to recruiters; users or admins can revoke that consent.
- Users must be able to withdraw consent and request deletion/correction where applicable.
- Only use publicly available data or user-provided/consented data. Public data must be presented as unverified and subject to user validation.

Admin and Platform Controls

- Super admin controls country launch availability, country trial start/end dates, country pricing, regulated feature access, and API budget/maintenance mode.
- Country admins manage users and trial periods only for assigned countries.
- Super admin manages country/global promotion coupons and user-specific promotions. Promotions default to 0% unless explicitly enabled.
- Country pricing should display only the visitor's effective country price and default to USA pricing when a country-specific price is not configured.
- Admins can configure urgent support SMS routing globally or by country without exposing provider credentials in the browser.
- Admins can block/unblock normal users, manage job seeker recruiter-consent, review employer verification, and use User Activity without manual reload when tracking data is available.
- Admin search should let operators jump directly to Feature Flags, Support, Companies, Marketing, Documents, User Activity, and other sections.
- Mobile/PWA install controls should be feature-flagged, and Google Play should be treated as the first native-store target.
- Feature controls should be grouped by Job Seeker, Recruiter, Platform, Other Services, and Super Admin-only controls.
- Diagnostic audit/trace controls should not appear for normal users; they belong in admin/developer mode.

4. Non-Functional Requirements

Area	Non-Functional Requirement
Security	Use same-origin API calls, Supabase RLS, service-role-only server operations, role guards, admin email restrictions, no secret keys in browser code, and super-admin-only controls for sensitive feature switches.
Privacy	Show service-entry acknowledgment; support consent withdrawal/deletion/correction; minimize stored personal data; label public-source data as unverified; avoid unnecessary collection.
Performance	Cache/filter existing results client-side; avoid repeated AI calls on filter changes; keep advanced controls collapsed; use lower-cost model for extraction/search formatting where acceptable.
Scalability	Keep country/pricing/feature controls data-driven; isolate region-specific rules; plan future regional data residency and per-country API budget overrides.
Cost Control	Track AI usage by call type/country/user; enforce configurable budget limit; enter maintenance mode for processing when budget is exceeded; expose admin budget status.
Reliability	Build must pass; QA employee agent must run public, authenticated, admin, and real-time search smoke tests when configured; failures create actionable event-log records.
Observability	Event log, support tickets, downloadable traces, QA artifacts, daily P0/P1 summaries, employee-agent email summaries, and user-reported issue metadata must identify page, country, category, and severity.

Area	Non-Functional Requirement
Usability	Core flows must be clear for guest trial users; Ask Me and feedback must not overlap primary controls; diagnostic audit UI should be hidden from normal users.
Mobile	All primary flows must be usable on phone widths with non-overlapping chat, feedback, menus, and action buttons.
Compliance	Country launch pages, pricing, privacy copy, tax assumptions, and data handling must be reviewed before each country is enabled.

5. Acceptance Criteria

- Guest can search jobs and candidate pages during trial without being forced into login for the initial search.
- Admin and super admin pages remain protected and redirect unauthorized users.
- Privacy acknowledgment appears once per browser for active services and is not shown repeatedly after acceptance.
- Ask Me and Report Issue / Feedback do not overlap each other or core menus on desktop/mobile.
- Event log receives user-reported issues with page, country, category, and screenshot metadata where available.
- Daily high-priority issue summary reads event logs and support tickets, sends P0/P1 items only, and exits cleanly when optional email secrets are missing.
- Country controls display active countries, trial dates, pricing, and admin ownership.
- Search source controls are available as advanced options and are not visually dominant in the core flow.

6. Launch Backlog

Priority	Item	Owner
P0	Run full authenticated QA with eworkconnections@gmail.com and capture defects.	QA employee agent / Founder
P0	Verify Supabase schema migrations for peer profiles, recruiter network, event log, budget, and country pricing.	Developer
P0	Validate production Supabase auth redirect URLs and Vercel environment variables.	Founder / Developer
P1	Add country-specific policy review sign-off before enabling paid launch.	Founder / Counsel
P1	Improve search observability with downloadable trace logs in admin/developer mode.	Developer
P2	Add roadmap/wishlist workflow for approved suggestions.	Employee agent