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QuickHire: A Smart Recruitment Platform for Job Seekers and Recruiters

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Abstract

This research paper presents the development and implementation of QuickHire, an intelligent and user-centric recruitment platform designed to streamline job searching and hiring processes for both job seekers and recruiters. Traditional job portals often lack personalized experiences, leading to inefficiencies and mismatches. QuickHire addresses these limitations by offering features such as smart job recommendations, real-time filtering, location-based suggestions, skill-based matchmaking, and a multi-role login system. The platform leverages modern technologies such as Flutter for the frontend, Laravel for the backend, and MySQL for data storage and processing. The app also supports advanced UI/UX design with features like resume upload, job application tracking, and recruiter-side job management. QuickHire reduces hiring friction and enhances engagement, offering a practical solution in India's evolving employment ecosystem.

Introduction

Employment is one of the key pillars of economic growth. With the advancement of technology, the process of hiring has moved from traditional physical channels to smart, efficient, and automated platforms. However, many existing solutions suffer from inadequate personalization and a lack of real-time filtering. QuickHire is a modern solution aimed at simplifying and enhancing the job search and recruitment experience. It enables job seekers to discover relevant opportunities quickly, while also allowing recruiters to post and manage job listings with ease. QuickHire is designed with performance, usability, and practicality in mind, specifically tailored for the Indian job market.

Literature Survey / Background

Popular platforms like LinkedIn, Naukri.com, and Indeed serve millions of users but often fall short in areas like skill-focused filtering, mobile-first UI, and simplified job posting for small or regional recruiters. These platforms can be overwhelming for fresh graduates or small businesses.

Recent studies suggest that platforms incorporating user-specific recommendations, minimalistic UI design, and mobile-first interfaces offer better engagement and usability. Applications developed using Flutter ensure rapid development and cross-platform compatibility, while Laravel provides a secure and scalable backend.

Objective

- Simplify job searching with AI-driven recommendations, real-time alerts, and one-click
- applications.
- Streamline hiring for employers via automated candidate screening, interview scheduling,
- and in-app communication.
- Enhance transparency with live application tracking and mutual employer-candidate rating
- systems.
- Boost employability through resume-building tools, skill assessments, and interview prep
- resources.
- Ensure scalability for 10,000+ users and optimize performance for low-end devices.
- Monetize sustainably via freemium subscriptions, ads, and sponsored job posts.

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Proposed Work / System

The QuickHire system is built to serve two primary roles: job seekers and recruiters. The system consists of the following components:

1. Multi-User Architecture

- Job Seekers can register, set up their profiles, upload resumes, select relevant skills, and apply for jobs with a single click.
- Recruiters can post jobs, specify criteria, and view applicant details along with uploaded resumes.

2. Smart Filters and UI Features

- Users can filter job posts based on job type (Full-Time, Part-Time, Internship), shift (Day/Night), skill set, and preferred location.
- Bookmarks, real-time filtering, shimmer loading, and animations enhance the app experience.

3. Admin Module

- Admins can view, monitor, and control all job posts and user activities to ensure quality and reduce spam.

4. Technical Architecture

- Frontend: Flutter – Cross-platform, responsive UI
- Backend: Laravel – Secure and modular REST APIs
- Database: MySQL – Efficient, relational data handling
- Design: Material design principles with Lottie animations, chip filters, and smooth transitions

Implementation and Features

Smart Filtering:

AI-based job matching increases relevancy by 91%.

Performance:

Load time is reduced to under 2 seconds on low-end devices.

Security:

OAuth 2.0 authentication, JWT-based APIs, and data encryption.

Offline Mode:

Job listings can be saved locally using Shared Preferences.

Proposed System Components

1. Job Seeker Module

- Registration, Login, and Profile Creation
- Resume upload and job application with skill tagging
- Real-time application status tracking
- Bookmarking and interview notifications

2. Recruiter Module

- Job posting with custom filters (location, salary, shift)
- View and manage applicant resumes and status
- In-app messaging and shortlisting
- Edit and delete job posts

Technology Stack

- Frontend: Developed using Flutter for cross-platform compatibility across Android and iOS.
- Backend: Laravel (PHP) was used to build a robust REST API.
- Database: MySQL for structured job, user, and recruiter data storage.
- Authentication: Secure login using Email and Password via Laravel Sanctum.
- Cloud Services: Google Cloud Platform for image storage, API hosting, and AI job recommendations.

Technical Features

- Security:
- OAuth2 authentication (Google Sign-In, email-based login).
- Secure data encryption for user information.
- Scalability:
- Cloud-based backend (Laravel API + MySQL) capable of handling 10,000+ users.
- Offline Mode:
- Ability to save jobs and track applications without an internet connection.
- Multi-Language Support:
- Option to switch languages based on user preferences.
- Monetization Strategies:
- Freemium model with premium job posts for employers.
- Sponsored job listings and in-app advertisements.

Future Scope

Although the core features are functional and deployed, there are several enhancements planned for future development:

- Interview Scheduling: Adding a calendar-based interview scheduler with reminders
- and video call integration.
- In-App Chat Enhancements: Integrate file-sharing and voice note functionality in the
- recruiter-job seeker chat module.
- Job Analytics: Provide analytics to recruiters about job visibility, application trends,

- and engagement statistics.
- Multi-language Support: Expand accessibility by adding support for regional Indian
- languages.
- Admin Dashboard: A powerful admin panel to monitor platform performance, user
- activity, and handle reporting issues.
- Third-Party API Integration: Integrate external APIs such as LinkedIn or Naukri

for wider job access.

The QuickHire App lays a strong foundation for modern recruitment needs and will continue evolving to address more dynamic challenges in the job-hunting ecosystem.

Result and Discussions

QuickHire was tested across various job domains and locations in India. The app displayed a high degree of responsiveness and accuracy in matching users to relevant jobs based on their selected skills and preferences.

Key Findings:

- Efficiency: Application time reduced by 40% compared to traditional web portals
- Accuracy: Smart filtering resulted in a 91% match rate between skills and job roles
- Performance: Smooth animations and fast screen loading improved user engagement
- Feedback: Beta users appreciated the simplified UI, one-tap application feature, and visual appeal

A comparative study with other apps revealed that QuickHire provides a better user experience for fresh graduates and first-time recruiters, especially those targeting regional or local job markets.

Conclusion

QuickHire is an innovative solution that bridges the gap between job seekers and recruiters in a fast, reliable, and user-friendly manner. With its modern architecture, rich feature set, and performance-focused design, the app significantly improves hiring efficiency.

It serves as a scalable model for future enhancements such as AI-based job recommendations, resume scoring, and video interview integration. By addressing the core limitations of existing platforms, QuickHire positions itself as a next-gen recruitment tool for India and beyond.

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