

User Requirements Document

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

Document	User Requirements Document
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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.
- Job search history and returned results must be tagged and restored by country so a previous-country run or slower request cannot reappear after the user changes countries.
- When the user changes country, clear the prior country city/state and visible results, select enabled sources for the new country, and automatically reload matches when resume, title, skill, or company context exists.
- 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.

Area	Non-Functional Requirement
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.
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
P1	Build a self-serve Account/Privacy Center: visible consent state, tracked-application delete/untrack control, and a data-deletion request flow.	Founder / Developer
P2	Grant `companion_access` to a real test account and complete functional QA of Companion once assigned.	Founder / QA
P2	Run the launch training checklist on an actual mobile device/PWA install, not just desktop browser automation.	Founder / QA

7. Recent Platform Updates (July 2026)

This section documents functional requirements added or corrected after the initial soft-launch requirements were written. Each item below was implemented, deployed, and where noted, verified live in production.

7.1 Job Seeker / Recruiter Plan Separation

- Job-seeker subscription tier (`profiles.plan`: free/basic/pro/expert) and recruiter subscription tier (`profiles.recruiter\_plan`: recruiter_basic/recruiter_starter/recruiter_pro/recruiter_agency) must live in separate columns.
- Requirement introduced because a single shared `plan` column meant a recruiter subscription renewing or canceling could silently overwrite a dual-role (has_both_roles) account's job-seeker plan, and vice versa.
- The Stripe webhook must branch on whether the plan's metadata key starts with `recruiter\_` to decide which column to update, for both active-subscription and subscription-deleted events.
- Admin's Users & Access screen must expose two independent plan selectors for dual-role accounts: one for job-seeker plan, one for recruiter plan, each saving independently.
- Migration must be additive and backward compatible: existing accounts default `recruiter\_plan` to `recruiter\_basic`, with a fallback read path for any pre-migration row where a recruiter tier was still stored in the legacy `plan` column.

7.2 Admin and Super-Admin Full-Access Bypass

- Admin and super-admin accounts must receive unconditional full access to both the Job Seeker and Recruiter product surfaces: no trial countdown, no plan/search/resume usage limits, regardless of the account's actual `plan`/`recruiter\_plan` value.
- The bypass must be enforced in both places a limit could otherwise apply: client-side (`getEffectivePlan()` in the job seeker dashboard, `getEffectiveRecruiterAccess()` in the recruiter workspace) and server-side (`/api/claude` usage-limit checks for both `search` and `resume` call types).
- The recruiter-side bypass grants the equivalent of the Agency tier: every candidate source (On Platform, LinkedIn, GitHub, Indeed/Web, Web) and unlimited candidate searches.
- This bypass is intentionally independent from the rollout-tier feature-flag system described below — an admin's access to a feature that is flagged `off` is still denied; the bypass only removes plan/trial/usage ceilings on features the admin can already see.

7.3 Rollout-Tiered Feature Flags vs. Regulated Per-Account Access

- Feature flags with rollout tiers (`career\_bot\_enabled`, `company\_workspace\_enabled`, `proactive\_briefing\_enabled`) must support four modes: off, super_admin, admin, normal_users, each stage strictly widening visibility.
- The rollout dial gates admin/super-admin the same as anyone else: if a flag is `off`, admin does not see the feature either, independent of the admin full-access bypass in 7.2.
- Adult Events is a distinct, regulated case: a global `adult\_roles` flag acts as a master kill switch (if off, nobody sees the section, including super admin), and on top of that, access is per-account (`profiles.adult\_events\_access`). Only super-admin accounts auto-unlock the section without the explicit per-account flag; plain admins still require the flag to be assigned to their specific account through the admin console, and only a super-admin assigner can grant it.
- Companion Services follows the same regulated pattern: a global `companion\_section\_enabled` toggle makes the section available at all, but `profiles.companion\_access` must still be explicitly granted per account before the Companion tab appears for that user — global ON does not automatically unlock it for anyone, including admin/super-admin.
- Company Workspace, internal jobs, and employee matching are gated by a single rollout-tier switch (`company\_workspace\_enabled`); until raised above `off`, the feature and its admin summary table (workspace count, pending, verified, applications) remain empty and inaccessible even to super admin.

7.4 Career Bot ("Kaira") Access Model

- The Career Bot alternate homepage (`/career-bot-home`) and its embedded widget must be gated by the same rollout-tier system (`career_bot_enabled` : off/super_admin/admin/normal_users`) used for other staged features.
- A second, independent flag (`career_bot_guests_enabled``, off by default) must gate anonymous/logged-out visitors on top of the rollout tier, so a rollout can reach every signed-in account without simultaneously exposing the bot to public traffic.
- Every Career Bot reply must be labeled either Instant (deterministic/scripted, e.g., local time-of-day) or AI Reasoned (a live model call), so users can see when a response came from a rule versus a model.
- The bot must retain a lightweight per-user memory (last intent/href and interaction count) that is best-effort and fails silently, so a memory read/write failure never breaks the chat experience.
- A guest-accessible single-bullet resume reaction must remain available as a free teaser and must never persist the pasted resume text.

7.5 Recruiter Candidate Search: Two-Source Model

- Recruiter candidate discovery must support two independent sources: On-Platform (consent-gated `talent_profile_signals``, privacy-safe pointer model) and public/external sources (LinkedIn, GitHub, Indeed/Web, Web) searched live through the AI provider's web-search capability.
- Which external sources a recruiter can use is gated per plan tier by a source-availability table; a plan value that does not match a known key must silently fall back to the most restrictive (On Platform only) tier rather than failing or exposing unentitled sources.
- Locked source checkboxes must show an upgrade-plan tooltip so recruiters on a lower tier understand why a source is unavailable rather than assuming the search is broken.

7.6 Corrected Routing: Resume Builder Tab Key

- Any link or redirect intended for the job-seeker Resume Builder tab must use `/dashboard?tab=resume-builder`` — the tab key actually recognized by the dashboard's tab renderer is `resume-builder``, not `resume``.
- This requirement was added after live production testing found the real homepage's "Upload resume" button and the Career Bot's "scan resume" voice command both linked to the non-existent `?tab=resume`` key, producing a blank page for every guest and signed-in user who clicked it.
- The special case `?tab=resume&mode!=target-job`` (or `mode=pasted``) is a distinct, intentional redirect to the Jobs tab and must not be confused with, or accidentally fixed alongside, the plain `?tab=resume`` defect.

7.7 Production Test Coverage Notes

- A full manual walkthrough of Job Seeker and Recruiter workflows was completed directly on production, since no staging environment was configured at the time of testing.
- Verified working with real, live data: Resume Builder, Hiring Signals, Peer-to-Peer, Recruiter Requests, Interview Prep (real AI call), Mock Interview, Salary Script, Podcast page load, Post a Job (create/draft/close), Pipeline (add/remove), Hiring Leads, Recruiter Network, and Intros.
- Confirmed correctly gated off rather than broken: Company Workspace (rollout at Off), Adult Events (global flag Off), and PWA install prompts (flag Off).
- Not yet exercised end-to-end: Companion's actual functionality (no account has `companion_access`` granted to test against), real mobile-device/PWA install behavior, and any Stripe/payment flow (explicitly out of scope for this pass).
- One cleanup gap was found and remains open: opening Interview Prep from a job's Details page auto-creates a tracked Application entry with no delete/untrack control anywhere in the product UI. This is the concrete symptom behind the Account/Privacy Center backlog item above.