Recruiters everywhere are always looking for talent at the college level to fill in internship and entry level roles. Since not all employers have the resources to actively visit schools searching for talent, universities have provided Career Sites that enable employers to post jobs along with contact info, so that students can apply. The problem with these career sites (including FIU SCIS Career Fair) are:

- Employers are not able to virtually interview a student
- Employers are not able to look at student profiles, proactively searching for talent in their own time
- Students are not able to exchange messages with interested employers
- Students do not get notified of new job postings

The Virtual Job Fair shall:
- Allow students and employers to register.
- Allow students and employers to take part in a video interview.
- Allow students to upload a resume.
- Allow students to associate skills to their profile.
- Allow students to integrate with their LinkedIn account.
- Allow students to apply to open job postings with a cover letter.
- Allow students to reply to an employer’s message.
- Allow employers to post jobs.
- Allow employers to close a job posting.
- Allow employers to associate skills to a job posting.
- Allow employers to search for students based on skills.
- Allow employers to view student profiles.
- Allow employers to send messages to students.
- Allow employers to give students a “virtual handshake” to show interest in the student.
- Allow an administrator to disable an account.
- Allow an administrator to close a job posting.
- Allow an administrator to validate an employer registration.

The Selenium testing framework was used to verify that the messaging system conforms to the specification. Multiple automated tests were run to verify all aspects of dealing with messages, with an emphasis on the functionality of composing and replying to a message.

The Messaging system implemented provided a solution for the problem of employers not being able to communicate directly to students and at any time.

The Messaging system allows both students and employers to easily compose messages either by clicking on the appropriate profile icon or navigating to the messaging page. Typical functionality necessary for any messaging system was also implemented: ability to reply to messages, select and delete messages, and send to trash.

Furthermore, the messaging system works together with the Notification system so that both students and employers are notified when new messages arrive.