Recruiters are constantly looking for talent at the college level to fill internship, entry level, and full-time positions. Due to many employers not being able to actively visit universities across the country, universities have created Career Sites that enable employers to post job opportunities along with contact information, so that interested students can apply. The problem with these career sites (including FIU SCIS Career Fair) are:

- Students and employers are not matched based on skills
- Employers are not able to virtually interview a student on the site
- Students are not able to create a profile to showcase their skills and experience.
- Employers are not able to look at student profiles, proactively searching for talent in their own time
- Students do not get notified of new job postings

The system shall...

- Allow students to register and login with FIU, Google, and LinkedIn accounts.
- Allow students to build their profile (basic information, skills, education, experience) from LinkedIn.
- Allow students and employers to register with the system.
- Allow students and employers to take part in a video interview.
- Allow students to upload a resume and video resume.
- Allow students to associate skills to their profile.
- Allow students to apply to open job postings with a cover letter.
- Allow students and employers to send messages within the system.
- Allow employers to post jobs.
- Allow employers to close a job posting.
- Allow employers to search for students based on skills.
- Allow an administrator to disable an account.
- Allow an administrator to close a job posting.
- Allow an administrator to validate an employer registration.
- 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.

Testing tool: Selenium
Selenium is a suite of tools to automate web browsers. It can run on many browsers, operating systems, and can be controlled by many programming languages and frameworks. Testing was performed using Firefox browser and Java.

Implementation

Oath: open protocol to allow secure authorization in a simple and standard method from web, mobile and desktop applications.

Verifications

Virtual Job Fair provides the opportunity for employers and students to be matched based on skills needed for a job. With the 'Virtual Interview' feature, employers can schedule a live online interview on the site with strong candidates for jobs.

Virtual Job Fair also allows students to register and login with existing accounts (Panthermail, Google, LinkedIn). Students have the opportunity to build their profiles automatically with LinkedIn information (Basic Info, Skills, Education, Experience). It provides a notification system that will inform both students and employers of new job posts, job matches, and scheduled interviews.

Using MVC architecture and open source software, the system will be easy to maintain and modify in the future.

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