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 do not get notified of new job postings

The system shall…

- 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.
- 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.

Testing tool: Selenium. Selenium is a suite of tools to automate web browsers across many platforms. 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.

Finding the right candidate for a job has always been a big issue. Companies spend time and money researching the best technique to efficiently hire good employees.

Interviewing the candidates before a decision is made is essential to make a good assessment. However some companies do not have the resources to travel far enough to find a large number of candidates and interview them all.

The ability for employers to virtually interview candidates is the key feature of the virtual job fair application. By allowing employers to virtually conduct interviews it saves them time and money and allows them to cover more ground in less time.

This feature is definitely a great tool not just for employers but also for students. Because it allows the students to make connections with more employers than just the local companies.