

XENELSOFT

TECHNOLOGIES & CONSULTING SERVICES

REVOLUTIONIZING HIRING

AI Matching for Jobs & Freelance Gigs

CLIENT

JobsAndGigs App — A Dual-Marketplace for Careers and Freelance Gigs

ENGAGEMENT

Ongoing — React Native Architecture, AI Algorithm Integration & Managed Infrastructure

1. Executive Summary & Strategic Platform Vision

JobsAndGigs set out to solve a problem most hiring platforms never touch: full-time career recruitment and freelance gig work have always lived on separate software, forcing employers and candidates to juggle disconnected tools. XenelSoft Technologies was engaged to design and build a single, AI-driven ecosystem that brings both worlds together in one React Native application.

The Hiring Fragmentation Challenge

- **Platform Fragmentation:** Employers relied on entirely different platforms to hire full-time staff versus temporary freelancers, duplicating tools, listings, and admin overhead.
- **Poor Salary & Skill Alignment:** Candidates routinely applied to roles that did not match their real experience or compensation expectations, wasting hours on the wrong opportunities.
- **Recruitment Bottlenecks:** Manual resume screening slowed recruiters down and stretched time-to-hire across every open role.
- **Disjointed Gig Payments:** Freelancers had no unified way to bid on projects, track milestones, or receive payment securely.
- **Clunky User Experience:** Legacy career portals felt dated next to modern, mobile-first apps, discouraging quick gig applications.

XenelSoft's Unified Solution

XenelSoft architected a single dual-purpose ecosystem — one React Native codebase serving both a traditional career job board and a freelance gig marketplace — unified by an AI matching layer that aligns each candidate's experience and salary expectations to the right opportunity automatically.

50%+ Faster Candidate Screening	2-in-1 Career & Gig Marketplace	Real-Time Messaging & Notifications	Secure Stripe Milestone Payouts
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Core Platform Pillars

AI Profile Matching Aligns candidate experience to the right roles and gigs automatically.	Career Job Board Full-time listings with structured application workflows.
Freelance Gig Engine Bidding, milestones, and project-based work discovery.	Salary Alignment Matches pay expectations to real offer ranges before applying.
Employer Dashboards AI-ranked candidates, posting tools, and hiring analytics.	Instant Messaging Real-time chat between employers, candidates, and freelancers.
Premium UX/UI Modern, mobile-first design across the entire journey.	Secure Cloud Backend Scalable Firebase infrastructure supporting both marketplaces.

2. Platform Architecture: Career Board vs. Freelance Gig Engine

Rather than bolting a gig marketplace onto a career portal, XenelSoft designed both experiences natively into the same React Native app, sharing one AI matching core while keeping each journey purpose-built for how people actually look for work.

Career Job Board (Full-Time Hiring)

- Structured full-time listings with role, seniority, and compensation band filters.
- AI-ranked candidate shortlists surfaced directly to employer dashboards.
- Application tracking from submission through interview to offer.

Freelance Gig Engine (Project-Based Work)

- Milestone-based project listings with open bidding for freelancers.
- Skill-tagged gig discovery so freelancers see only relevant, well-matched work.
- Escrowed payments tied to milestone completion rather than a single lump sum.

Shared Real-Time Engine

Both experiences run on a unified secure cloud backend: a shared Firebase data layer, instant messaging between employers and candidates or freelancers, and automated push notifications for new matches, messages, and gig milestones — all scaled to support thousands of concurrent users across iOS and Android.

3. AI Profile & Salary Matching Engine

At the center of JobsAndGigs is a matching algorithm that reads a candidate's professional profile — experience, skills, and stated compensation — and instantly recommends the roles and gigs most likely to be a genuine fit, for both full-time positions and freelance projects.

How the Matching Model Weighs a Candidate

- **Experience Fit:** Compares years of experience and role history against each listing's requirements before it is ever surfaced.
- **Salary Alignment:** Cross-checks a candidate's stated pay expectations against an employer's offered range to avoid mismatched applications.
- **Skill & Keyword Match:** Reads tagged skills and certifications on both career and gig listings to prioritize the closest technical match.
- **Work-Type Preference:** Factors in whether a candidate is open to full-time work, freelance gigs, or both, so recommendations reflect real intent.

What This Delivers

- Candidates see fewer, better-targeted opportunities instead of scrolling an unfiltered feed.
- Employers receive a pre-ranked shortlist rather than a raw stack of applications.
- Manual initial screening time dropped by more than 50% for participating recruiters.

4. Employer Dashboards & Candidate Workflow

XenelSoft built interactive employer tools that turn AI matching into an actionable hiring workflow — from posting a role or gig to messaging a shortlisted candidate, all from a single dashboard.



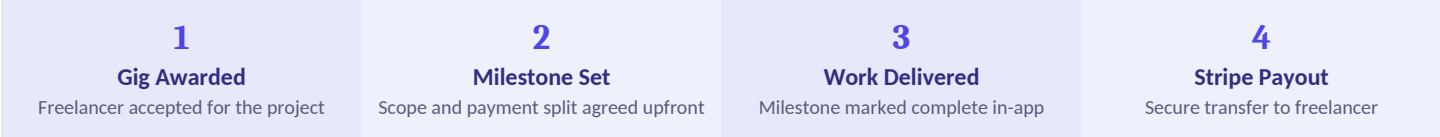
Dashboard Capabilities

- Side-by-side visibility into both full-time applicants and freelance bidders from one screen.
- AI-ranked candidate lists that update as new applications and bids arrive.
- Built-in real-time messaging so employers never need to leave the platform to reach a candidate.
- A single posting workflow that replaced the need for separate full-time and freelance hiring tools.

5. Secure Digital Payouts & Milestone Escrow

Freelance work lives and dies on trust in payment. XenelSoft engineered a secure financial gateway using Stripe to process gig milestone payments and give freelancers a transparent, reliable way to track earnings.

Milestone Payment Flow



Why It Matters

- Freelancers can bid on projects with confidence that payment is tracked and secured per milestone.
- Employers only release funds against completed, agreed-upon work.
- A single financial gateway replaced the disjointed, ad-hoc payment arrangements freelancers relied on before.

6. Real-Time Messaging & Notification Infrastructure

Hiring and gig work move fast, so JobsAndGigs was built with communication as a first-class feature rather than an afterthought.

- **Instant Messaging:** In-app instant messaging connects employers directly with candidates and freelancers, on both the career and gig sides of the platform.
- **Push Notifications:** Automated push notifications alert users the moment a new AI match, message, or gig milestone update arrives.
- **Cross-Platform Sync:** A shared Firebase backend keeps conversations and match data in sync in real time across iOS and Android.
- **Built to Scale:** Notification and messaging infrastructure was built to scale to thousands of concurrent users without added latency.

7. Technical Challenge: One App, Two Very Different Hiring Journeys

The Problem

Full-time hiring and freelance gig work behave differently — different listing structures, different application flows, different payment models — yet JobsAndGigs needed both to feel native inside a single app rather than like two products stitched together.

XenelSoft's Approach

- **Unified Dual Job Board:** Designed a unified dual job board in React Native with dedicated, purpose-built screens that filter cleanly between full-time listings and freelance gigs.
- **Shared Core Services:** Kept the AI matching core, messaging system, and notification pipeline shared across both experiences to avoid duplicated logic and inconsistent behavior.
- **Divergent Flows, Shared Foundation:** Built distinct application and payment flows for each side — structured applications for career roles, milestone bidding and escrow for gigs — without fragmenting the underlying architecture.
- **Consistent, Premium UX:** Delivered a single, premium mobile-first UX so switching between career and gig modes feels seamless rather than like two apps in one.

8. Technical Challenge: An AI Matching Engine Both Sides Trust

The Problem

For AI matching to genuinely reduce screening time, it has to be accurate on two very different kinds of listings — structured full-time roles with salary bands, and freelance gigs priced by project or milestone — without recommending mismatched opportunities to either side.

XenelSoft's Approach

- **Unified Candidate & Listing Model:** Normalized experience, skills, and compensation data from both career and gig listings into a common matching model so the same engine could serve both marketplaces.
- **Multi-Factor Scoring:** Weighted experience and skill fit alongside salary or rate alignment so candidates only see roles and gigs within a realistic range.
- **Continuous Refinement:** Fed employer feedback (shortlists, hires, and declined matches) back into the ranking logic to keep recommendations improving over time.
- **Actionable Output:** Delivered ranked shortlists directly to employer dashboards in place of raw, unranked application lists.

9. Technology Stack & Infrastructure

JobsAndGigs runs on a modern, cloud-native stack chosen for cross-platform reach, real-time responsiveness, and the ability to scale as the marketplace grows.

Layer	Technology	Purpose
Mobile Client	React Native (iOS & Android)	Single codebase for career and gig experiences
Backend & Data	Firebase	Real-time data sync, scaling to thousands of users
Payments	Stripe	Milestone escrow, secure freelancer payouts
Messaging	In-App Chat + Push Notifications	Real-time employer/candidate communication
Matching	AI Profile & Salary Matching Algorithm	Experience, skill & compensation alignment

- **Cross-Platform:** High-performance React Native architecture delivers a consistent experience across iOS and Android from one codebase.
- **Scalable:** Advanced Firebase backend scales to thousands of concurrent users without architectural rework.
- **Performant:** Complex algorithmic integrations power matching without slowing down the candidate or employer experience.

10. Platform Impact & Business Outcomes

The JobsAndGigs platform delivered immediate operational efficiencies for recruiters and gig workers alike, across three dimensions.

Operational

- AI matching reduced initial candidate screening time by over 50%.
- Single-platform posting drastically cut employer recruitment friction.
- In-app milestone tracking streamlined the freelance gig lifecycle.
- Salary alignment improved offer-acceptance rates dramatically.

Technical

- High-performance React Native architecture spanning iOS and Android.
- Advanced Firebase backend scaling to thousands of concurrent users.
- Complex algorithmic integrations for matching criteria.
- Integrated chat and automated push notification systems.

Strategic

- Established JobsAndGigs as an innovative all-in-one hiring hub.
- Empowered freelancers with reliable, transparent payout tools.
- Scalable framework prepared to expand into global hiring markets.
- Long-term technological advantage in the recruiting space.

11. Why XenelSoft — A Trusted, Long-Term Technology Partner

Rather than delivering a one-time coding project, XenelSoft became JobsAndGigs' long-term digital partner. By combining strategic consulting with advanced technical execution — integrating AI profile matching and dual-bidding systems into React Native — XenelSoft allowed the JobsAndGigs team to focus on growing their marketplace and connecting people with their next career move or project.

As the gig economy and full-time hiring continue to merge, fragmented software is no longer competitive. Through a meticulously executed React Native strategy, XenelSoft unified the entire JobsAndGigs lifecycle — from AI-driven salary matching to gig milestone payments — into a single scalable ecosystem, with continuous innovation, proactive maintenance, enterprise-grade security, and dedicated technical support.

Key Highlights

Complex Marketplace Architecture Dual career + gig ecosystem in one app.	AI Profile & Salary Matching Algorithmic alignment across both marketplaces.
Real-Time Messaging & Notifications Instant communication, built to scale.	Gig Milestone & Payment Tracking Secure, transparent Stripe-powered payouts.

Secure Enterprise-Grade Security	Scalable Thousands of Concurrent Users	User-Focused Premium Mobile-First UX	Long-Term Ongoing Technology Partnership
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