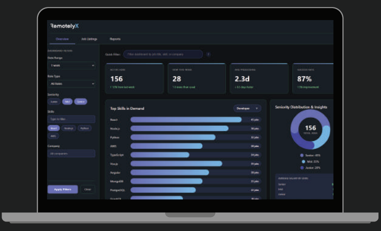
RemotelyX

UX CASE STUDY

A Journey to Better Usability


RemotelyX
Overview
Job Listings
Reports
156
28
2.3d
87%
Top Skills in Demand
Seniority Distribution & Insights
156
Apply Filters

Overview | Team | Problem | Personas | Empathy | Journey & Flow | Features | Design

1 Project Overview

RemotelyX connects companies with remote talent, but manual job analysis slows recruiters and causes missed opportunities. This project built a smart dashboard to automate analysis, cut errors, and reveal market trends for faster, data-driven decisions.

The Challenge

Recruiters spend 10–15 minutes per posting extracting requirements, identifying skills, and classifying seniority, a process that causes information overload, missed trends, and inconsistent results. The challenge was to design a dashboard that reduces analysis time to 30 seconds while improving accuracy and uncovering market patterns.

2 Behind The Scene

We were a team of three UX Designers collaborating on this project. Each of us contributed across research, ideation, and design to deliver the final case study.

Tala Muhieddine
Contributed to user personas, empathy mapping, and journey flow design.

Abed Al-Hussien Nehme
Worked on wireframes, information architecture, and dashboard UI design.

Ghaleb Saidi
Led the UX research synthesis, problem statement, and feature prioritization.

3 Problem Statement

RemotelyX recruiters handle 20–50 postings daily, spending 10–15 minutes each on manual analysis, causing three key issues:

✓ Information Overload

Recruiters manually extract and track job details from Gamma.app links without a centralized view.

✓ Pattern Blindness

Without aggregated data, recruiters miss key trends like rising skill demands or salary shifts.

✓ Inconsistent Processing

Inconsistent job classification across team members leads to mismatched candidate recommendations.

We're building a job analysis dashboard that cuts review time from 15 minutes to 30 seconds by auto-extracting, categorizing, and visualizing postings while revealing market trends.

Research Objectives

RemotelyX recruiters currently process 20-50 job postings daily through manual email workflows, spending 10-15 minutes analyzing each posting to extract requirements, identify skills, and classify seniority levels. This manual process creates

Understand Recruiter Workflow
Map RemotelyX's workflow from job email to candidate matching.

Identify Time Bottlenecks
Pinpoint job analysis steps that delay the 3-day placement.

Define Essential Data Points
Identify key information recruiters need for candidate matching.

Pattern Recognition Needs
Identify market trends that help recruiters improve placements.

Establish Visual Preferences
Understand recruiters' preferred data display.

Confirm Multi-client Access
Confirm how RemotelyX and client users use the dashboard.

4 User Personas

Racile Kabbara *(Chief Recruiter at RemotelyX)*

Talent acquisition specialist with extensive experience in cross-border recruitment, specializing in connecting Lebanese tech talent with US companies. Manages a team of recruiters and oversees the entire placement pipeline.

Goal

- ✓ Process 50+ job postings weekly while maintaining quality matches.
- ✓ Reduce time-to-placement from 3 days to 2 days.
- ✓ Identify skill gaps in the Lebanese talent pool to guide training initiatives.
- ✓ Track placement success rates to improve matching accuracy.

Notes

- ✓ Quick visual scanning of multiple job requirements simultaneously.
- ✓ Automated skill extraction to speed up candidate matching.
- ✓ Historical data to predict which positions are harder to fill.
- ✓ Real-time dashboard updates when new jobs arrive via email.

Frustrations

- ✓ Switching between email, Gamma.app links, and spreadsheets loses valuable time.
- ✓ Cannot spot market trends without manual data compilation.
- ✓ Difficulty remembering specific requirements across similar job titles.
- ✓ No way to track which jobs have been analyzed vs. pending.

> ***"I need to see patterns across jobs instantly, not just individual postings"***

SE Factory *(BootCamp Training Organization)*

Educational institution preparing Lebanese developers and designers for international remote work opportunities.

Goal

- ✓ Align curriculum with actual market demands.
- ✓ Track graduate placement rates in different role types.
- ✓ Understand salary expectations for different skill sets.
- ✓ Identify emerging technologies to add to training programs.

Notes

- ✓ Market trend visibility to update course content quarterly.
- ✓ Skill demand analysis to prioritize teaching modules.
- ✓ Salary benchmarks to set realistic student expectations.
- ✓ Success metrics to showcase to potential students.

Frustrations

- ✓ Curriculum decisions based on assumptions rather than data.
- ✓ Students graduate with skills that don't match current demand.
- ✓ Cannot prove ROI of specific training modules.
- ✓ Limited visibility into why some graduates get placed faster.

> ***"We need to teach what companies actually want, not what we think they want"***

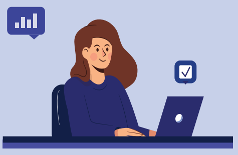
User Stories

Story One

As Racile, I want to see all weekend job postings in one view so I can prioritize urgent roles.

Scenario

Currently, Racile opens 15–20 emails every Monday and checks each Gamma link manually. With the dashboard, she gets one clear screen with extracted skills, letting her focus on senior roles first.



Story Two

As an SE Factory instructor, I want to know which skills appear most in job postings so I can adjust the curriculum.

Scenario

React graduates are placed in 2 weeks while Angular takes 6. The dashboard shows React in 73% of posts vs Angular in 12%, prompting a curriculum update.

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5 Empathy Map: Racile (Chief Recruiter)

SAYS

- I got 8 new postings but can't remember which needed Python.
- Why are companies asking for skills that barely exist here?
- I wish I could predict the hardest roles to fill.
- My team classified the same job differently again.

THINKS

- Am I missing patterns in these jobs?
- Which roles should I prioritize to meet the 3-day deadline?
- Am I sending the right candidates or just whoever is available?
- How do I prove some salaries are unrealistic?

DOES

- Opens many Gamma.app tabs to compare jobs.
- Makes spreadsheets to track processed jobs.
- Messages teammates: "Did anyone analyze the DevOps role?"
- Digs through old emails to find similar postings.

FEELS

- **Overwhelmed:** Handling 50+ postings each week.
- **Frustrated:** Repeating manual extraction daily.
- **Anxious:** Risk of missing the 3-day deadline.
- **Uncertain:** Unsure if market demands are changing.

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6 User Flow

Email with Gamma.app Link Received

1 Automated Background System
- System detects RemotelyX email
- Scrapes Gamma.app content
- Extracts: Title, Skills, Requirements
- Populates dashboard database

2 User Login
- Racile enters credentials
- System authenticates user
- Dashboard loads with role permissions
- Notification badge shows "12 New"

3 Dshboard Overview
- Views Metric Cards (156 Active Jobs)
- Checks "New This Week" (12 jobs)
- Reviews Success Rate (87%)
- Scans Trending Skills chart

4 Filteres & Find Job
- Applies filter: Status = "New"
- OR clicks "New Job Alerts" in sidebar
- OR filters by specific company
- Jobs table updates instantly

5 Review Job Table
- Scans job cards/rows
- Sees: Title, Company, Top 3 Skills
- Notes seniority badges (Sr, Mid, Jr)

6 Open Job Detail
- Clicks "Senior Full-Stack Developer"
- Detail modal/panel opens
- Views full requirements
- Checks salary range ($70-85k)

7 Analyse Intelligence
- Reviews "Similar Jobs" section
- Compares market rates
- Checks Difficulty Score
- Views suggested candidates

How To Process?

Path A: Easy Fill
- Many qualified candidates
- Start matching immediately

Path B: Research
- Rare skills needed
- Deep market analysis

Path C: Urgent
- VIP client/Deadline
- Alert team & prioritize

8 Update Status
- Changes status: "New" → "Analyzed"
- Adds internal notes if needed
- System logs activity timestamp
- Updates appear in Activity Feed

9 Next Action
- Returns to Jobs Table
- Selects next "New" job
- OR exports data for team
- OR checks System Updates

All new jobs processed

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7 Solution & Iteration

We translated research insights into a two-page dashboard:

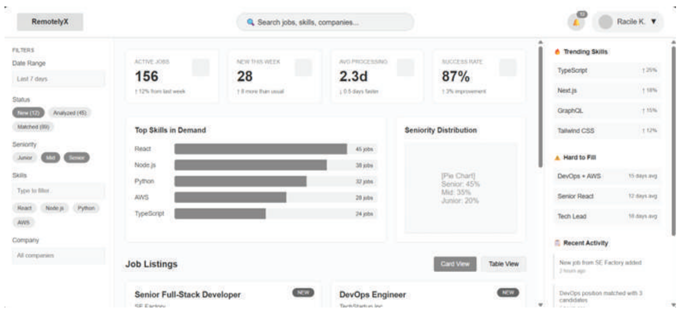
✓ **Overview page** for quick pattern recognition

✓ **Job listings** page for detailed analys

Key Challenge: Balance between information density and usability (50+ jobs daily vs quick insights).

Iterations
- Removed redundant filters and irrelevant status options
- Refined global search after developer feedback
- Adjusted role filtering for clarity

Visual Design
- Dark theme for reduced eye strain
- Brand colors: purple for actions, green for metrics, subtle borders for hierarchy



RemotelyX

Search jobs, skills, companies...

12

Racile K.

FILTERS

Date Range: Last 7 days

Status: New (12) · Analyzed (45) · Matched (89)

Seniority: Junior · Mid · Senior

Skills: Type to filter · React · Node.js · Python · AWS

Company: All companies

ACTIVE JOBS 156 ↑ 12% from last week

NEW THIS WEEK 28 ↑ 8 more than usual

AVG PROCESSING 2.3d ↓ 0.5 days faster

SUCCESS RATE 87% ↑ 3% improvement

Top Skills in Demand

React	45 jobs
Node.js	38 jobs
Python	32 jobs
AWS	28 jobs
TypeScript	24 jobs

Seniority Distribution

[Pie Chart]
Senior: 45%
Mid: 35%
Junior: 20%

Trending Skills

TypeScript	↑ 25%
Next.js	↑ 18%
GraphQL	↑ 15%
Tailwind CSS	↑ 12%

Hard to Fill

DevOps + AWS	15 days avg
Senior React	12 days avg
Tech Lead	18 days avg

Recent Activity

New job from SE Factory added
2 hours ago

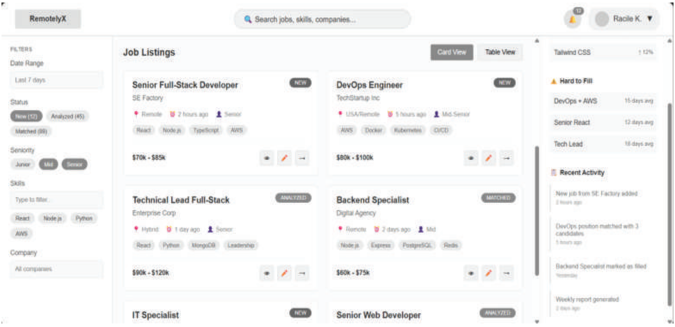
DevOps position matched with 3 candidates

Job Listings

Card View · Table View

Senior Full-Stack Developer NEW

DevOps Engineer NEW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Skills
Type to filter...
React
Node.js
Python
AWS
Company
All companies
Job Listings
Card View
Table View
Senior Full-Stack Developer
SE Factory
NEW
$70k - $85k
DevOps Engineer
TechStartup Inc
$80k - $100k
Technical Lead Full-Stack
Enterprise Corp
ANALYZED
$90k - $120k
Backend Specialist
Digital Agency
MATCHED
$60k - $75k
IT Specialist
Senior Web Developer
Tailwind CSS
Hard to Fill
DevOps + AWS
Senior React
Tech Lead
Recent Activity
New job from SE Factory added
DevOps position matched with 3 candidates
Backend Specialist marked as filled
Weekly report generated

Validation & Refinement

Collaboration with developers ensured technical feasibility

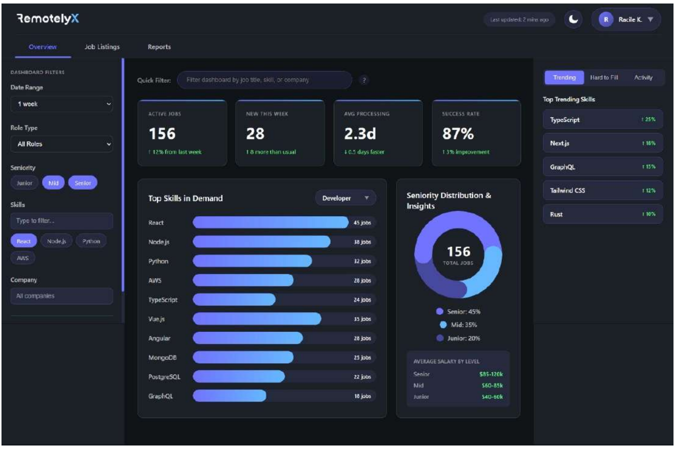
- Moved job listings to a separate page for better pagination
- Added right-side tabs (Trending, Hard to Fill, Activity) to reduce scrolling

Final Outcomes

- Job analysis reduced from 15 mins → under 2 mins
- Instant pattern recognition via charts
- Consistent classification through automation
- Key info accessible within 2 clicks

Success Factors

1- User-Centered Process – Designed from actual recruiter workflows
2- Iteration – Each round improved clarity and usability
3- Collaboration – Early dev input turned constraints into design opportunities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Overview
Job Listings
Reports
DASHBOARD FILTERS
Date Range
1 week
Role Type
All Roles
Seniority
Junior
Mid
Senior
Skills
Type to filter...
React
Node.js
Python
AWS
Company
All companies
Quick Filter:
Filter dashboard by job title, skill, or company
ACTIVE JOBS
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↑ 12% from last week
NEW THIS WEEK
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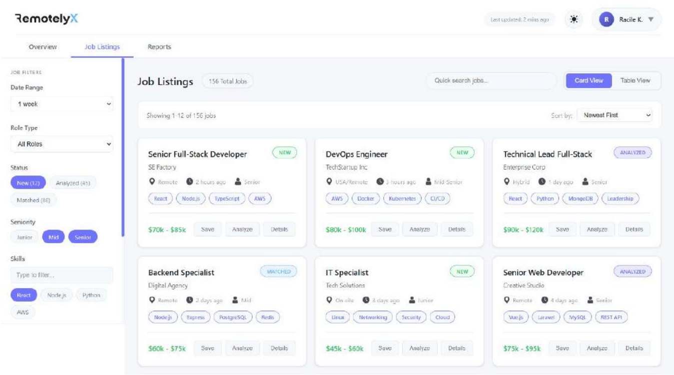
↑ 8 more than usual
AVG PROCESSING
2.3d
↓ 0.5 days faster
SUCCESS RATE
87%
↑ 3% improvement
Top Skills in Demand
Developer
React 45 jobs
Node.js 38 jobs
Python 32 jobs
AWS 28 jobs
TypeScript 24 jobs
Vue.js 35 jobs
Angular 28 jobs
MongoDB 25 jobs
PostgreSQL 22 jobs
GraphQL 18 jobs
Seniority Distribution & Insights
156
TOTAL JOBS
Senior: 45%
Mid: 35%
Junior: 20%
AVERAGE SALARY BY LEVEL
Senior $85-120k
Mid $60-85k
Junior $40-60k
Trending
Hard to Fill
Activity
Top Trending Skills
TypeScript ↑ 25%
Next.js ↑ 18%
GraphQL ↑ 15%
Tailwind CSS ↑ 12%
Rust ↑ 10%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Job Listings
156 Total Jobs
Quick search jobs...
Card View
Table View
Showing 1-12 of 156 jobs
Sort by:
Newest First
Senior Full-Stack Developer
SE Factory
NEW
Remote
2 hours ago
Senior
React
Node.js
TypeScript
AWS
$70k - $85k
DevOps Engineer
TechStartup Inc
NEW
USA/Remote
2 hours ago
Mid-Senior
AWS
Docker
Kubernetes
CI/CD
$80k - $100k
Technical Lead Full-Stack
Enterprise Corp
ANALYZED
Hybrid
1 day ago
Senior
React
Python
MongoDB
Leadership
$90k - $120k
Backend Specialist
Digital Agency
MATCHED
Remote
2 days ago
Mid
Node.js
Express
PostgreSQL
Redis
$60k - $75k
IT Specialist
Tech Solutions
NEW
On-site
3 days ago
Junior
Linux
Networking
Security
Cloud
$45k - $60k
Senior Web Developer
Creative Studio
ANALYZED
Remote
4 days ago
Senior
Vue.js
Laravel
MySQL
REST API
$75k - $95k
Save
Analyze
Details

View Project

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8 Conclusion

This project shows how systematic UX research can turn complex workflows into effective design solutions. By deeply understanding RemotelyX's recruitment process, we built a dashboard that accelerates decision-making rather than just displaying data.

The shift from manual emails to automated insights highlights the value of user-centered design. Each feature directly responds to a researched need, and rapid feedback cycles produced better results than aiming for a “perfect” first draft.

Most importantly, the dashboard equips RemotelyX to scale as they work toward placing 10,000 Lebanese talents globally. Grounding every decision in research and iteration gives this tool a strong chance of driving real workflow improvement.