Product Requirements Document (PRD): AI TalentPro Platform

1. Executive Summary

AI TalentPro Platform is an AI-powered recruiting and talent intelligence solution designed for mid-market companies (200-2000 employees) with high-volume hiring needs (50-500 hires/year, 5-20 recruiters). The platform automates candidate sourcing from diverse channels (LinkedIn, GitHub, Stack Overflow, job boards, company careers), leverages AI/ML for profile normalization and deduplication, and matches candidates to job requisitions using holistic, explainable scoring. It integrates with existing ATS platforms (Greenhouse, Lever, Workable), automates personalized outreach (GPT-4), and provides AI-driven interview assistance, compliance monitoring, and actionable analytics. The goal: make every recruiter as effective as the top performers, reduce manual effort, ensure fairness, and accelerate time-to-hire.

Key Objectives:

- Automate end-to-end sourcing, matching, outreach, and interview workflows
- Surface high-quality, non-traditional candidates using advanced AI signals
- Ensure compliance (EEOC, GDPR) and bias mitigation throughout the hiring process
- Deliver actionable insights and analytics for continuous optimization

2. Problem Statement

Mid-market companies face enterprise-level hiring complexity without the resources of large organizations. Recruiters struggle with:

- **Manual, fragmented sourcing** across multiple platforms, leading to missed talent and duplicated effort

- **Inefficient, error-prone resume parsing** and lack of structured, deduplicated candidate data

- **Poor candidate-job matching** due to reliance on basic keyword screening

- **Limited automation** in outreach, scheduling, and interview support

- **Difficulty identifying high-quality passive candidates** (especially from non-traditional backgrounds)

- **Compliance and fairness risks** (EEOC, GDPR, bias in job descriptions/evaluations)

- **Fragmented analytics** that don't drive actionable improvement

Current workarounds (manual sourcing, basic ATS integrations, keyword screening) are time-consuming, error-prone, and often miss top talent—especially passive or non-traditional candidates.

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3. Solution Overview

AI TalentPro Platform addresses these challenges by:

- **Aggregating candidate data** from LinkedIn, GitHub, Stack Overflow, job boards, and company pages, using AI/ML to parse, normalize, and deduplicate profiles

- **AI-powered matching and scoring** that considers skills, experience, location, salary, and cultural fit, plus non-traditional signals (GitHub contributions, Stack Overflow reputation, blogs, conference talks, social media)

- **Automated, personalized outreach** using GPT-4, with A/B testing and engagement-based follow-ups

- **Deep ATS (Greenhouse, Lever, Workable) and calendar (Google, Outlook) integration** for seamless job/candidate sync and interview scheduling

- **AI-driven interview assistance**: candidate summaries, suggested questions, real-time note-taking, automatic transcription, and bias detection

- **Compliance and fairness**: EEOC monitoring, GDPR consent tracking, audit trails, diversity reporting, and bias flagging

- **Comprehensive analytics**: time-to-hire, cost-per-hire, source effectiveness, pipeline conversion, interviewer metrics, offer acceptance prediction

Value Proposition: Dramatically increases recruiter productivity, surfaces hidden talent, ensures compliance, and delivers actionable insights—making every recruiter a 'recruiting copilot.'

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4. Stakeholder Analysis

Stakeholder	Role/Responsibility	Influence/Interest
Recruiters	Primary users; source, screen, and manage candidates	High
Recruiting Managers	Oversee team performance, analytics, compliance	High
Interviewers	Conduct interviews, provide feedback	Medium
HR/Compliance Officers	Ensure EEOC/GDPR compliance, audit trails	High
IT/Admins	Manage integrations, security, and infrastructure	Medium
Candidates	End users (indirect); data privacy, experience	Medium
Executives	Approve budget, monitor ROI, strategic alignment	High

5. User Personas

Persona 1: Sarah Kim – Senior Recruiter

- **Demographics:** Age 34, Female, San Francisco, CA; works at a 500-employee tech startup

- **Goals/Objectives:** Fill 20+ technical roles per quarter, reduce time-to-hire, improve quality of hires, ensure compliance

- **Pain Points:** Manual sourcing is time-consuming; existing ATS misses passive talent; compliance tracking is fragmented

- **Use Cases:** Uses dashboard to prioritize urgent requisitions, reviews AI-ranked candidates, sends personalized outreach, schedules interviews, monitors diversity metrics

- **Technology Comfort:** High; familiar with ATS, sourcing tools, and analytics dashboards

- **Behavioral Patterns:** Checks dashboard daily, values automation, wants actionable insights, prefers visual indicators for candidate quality and compliance

Persona 2: James Patel – Recruiting Manager

- **Demographics:** Age 41, Male, London, UK; manages a team of 10 recruiters at a 1,200-employee healthcare provider

- **Goals/Objectives:** Oversee team performance, ensure compliance (EEOC/GDPR), optimize sourcing channels, report on diversity

- **Pain Points:** Difficult to track pipeline diversity, compliance risks, lack of actionable analytics, inconsistent recruiter performance

- **Use Cases:** Configures compliance settings, reviews diversity reports, monitors team KPIs, audits hiring decisions

- **Technology Comfort:** Medium-High; uses HRIS, ATS, and reporting tools

- **Behavioral Patterns:** Reviews analytics weekly, configures workflows for team, escalates compliance issues

Persona 3: Priya Singh – Professional Services Recruiter

- **Demographics:** Age 29, Female, Toronto, Canada; recruits for a 300-employee consulting firm

- **Goals/Objectives:** Source niche candidates, personalize outreach, manage high req volume, maintain candidate experience

- **Pain Points:** Hard to find passive candidates, repetitive outreach, scheduling conflicts, fragmented candidate data

- **Use Cases:** Leverages AI sourcing, customizes outreach templates, uses calendar integration for interviews, accesses candidate summaries pre-interview

- **Technology Comfort:** Medium; uses ATS, LinkedIn, and email automation tools

- **Behavioral Patterns:** Adopts new tools quickly, values workflow flexibility, seeks efficiency gains

Persona 4: Carlos Rodriguez – Interviewer

- **Demographics:** Age 37, Male, Austin, TX; Engineering Manager, 800-employee SaaS company

- **Goals/Objectives:** Assess technical/cultural fit, minimize bias, provide structured feedback

- **Pain Points:** Lack of candidate context, repetitive interview prep, manual note-taking, unconscious bias

- **Use Cases:** Receives candidate summaries, uses suggested questions, relies on real-time note-taking and bias alerts

- **Technology Comfort:** High; uses collaboration tools, video conferencing, and digital notes

- **Behavioral Patterns:** Prefers concise, actionable insights, values time-saving features

Persona 5: Linda Müller – HR Compliance Officer

- **Demographics:** Age 45, Female, Berlin, Germany; oversees compliance for a 1,500-employee healthcare network

- **Goals/Objectives:** Ensure GDPR/EEOC compliance, audit hiring decisions, monitor consent and diversity

- **Pain Points:** Manual audit trails, fragmented consent tracking, lack of real-time bias detection

- **Use Cases:** Reviews audit logs, monitors consent status, generates compliance and diversity reports

- **Technology Comfort:** Medium; uses HR compliance and reporting tools
- **Behavioral Patterns:** Periodic audits, proactive in flagging compliance risks, values transparency

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6. Technical Requirements

Architecture Alignment:

- **Frontend:** React 18.x, TypeScript, Redux Toolkit, Material UI (per Architecture)
- **Backend:** Node.js 18.x, Express 4.x, TypeScript, RESTful API design, Socket.io for real-time features
- **AI/ML:** Python 3.10+, FastAPI for ML microservices, scikit-learn, spaCy, HuggingFace Transformers (GPT-4 integration via OpenAI API), TensorFlow for custom models
- **Database:** PostgreSQL 15+, Redis for caching, Elasticsearch for search
- **Infrastructure:** AWS (ECS Fargate, RDS, S3, Lambda), Docker, Terraform for IaC
- **Security:** OAuth 2.0, SAML SSO, JWT, AWS KMS for encryption, VPC isolation
- **Integration:** RESTful and webhook-based integrations with ATS (Greenhouse, Lever, Workable), calendar APIs (Google, Outlook), SMTP for email, OpenAI API for GPT-4
- **Configuration:** Environment-based config (12-factor), feature flags for beta features
- **Performance:** Support 10,000 concurrent users, <2s response time for dashboard queries
- **Database Schema:**
  - `candidates` (id, name, email, skills, experience, education, source, social_signals, etc.)
  - `jobs` (id, title, department, location, requirements, status, etc.)
  - `applications` (id, candidate_id, job_id, status, score, feedback, etc.)
  - `outreach_emails` (id, candidate_id, recruiter_id, template_id, status, engagement_metrics, etc.)

- `interviews` (id, candidate_id, job_id, interviewer_id, schedule, notes, transcript, etc.)
- `audit_logs` , `consents` , `diversity_reports` , etc.

Categorized Requirements:

- **Frontend:**
  - React 18.x SPA, Material UI, responsive design, accessibility (WCAG 2.1 AA)
  - Real-time dashboard updates (Socket.io)
  - Customizable dashboards and workflows

- **Backend:**
  - Node.js REST API, Express, TypeScript
  - Microservices for AI/ML (Python FastAPI)
  - ATS and calendar integrations (REST/webhooks)

- **Infrastructure:**
  - AWS ECS Fargate, RDS PostgreSQL, S3 for file storage, Redis, Elasticsearch
  - CI/CD with GitHub Actions, Docker, Terraform

- **Security:**
  - OAuth 2.0/SAML SSO, JWT, RBAC, audit logging, GDPR consent tracking

- **Integration:**
  - Greenhouse, Lever, Workable (ATS APIs)
  - Google Calendar, Outlook (calendar APIs)
  - OpenAI GPT-4 API for outreach and interview assistance

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7. Non-Functional Requirements

Category	Requirement
Performance	<2s response time for dashboard, <1s for candidate search, support 10,000 concurrent users

Category	Requirement
Scalability	Horizontal scaling (ECS, RDS read replicas), stateless services
Reliability	99.9% uptime, multi-AZ deployment, automated failover
Availability	24/7 availability, blue-green deployments, health checks
Security	End-to-end encryption (TLS 1.2+), RBAC, audit trails, regular penetration testing
Privacy	GDPR-compliant data handling, consent management, data minimization
Compliance	EEOC, GDPR, CCPA, SOC 2 readiness
Accessibility	WCAG 2.1 AA compliance
Localization	Support for English (initial), extensible for other languages

8. Success Metrics & KPIs

Metric	Target/Goal	Measurement Method
Time-to-hire reduction	30% reduction within 6 months	ATS integration, analytics module
Candidate sourcing speed	50% faster sourcing vs. baseline	System logs, recruiter feedback
Candidate-job match accuracy	>85% recruiter satisfaction with top matches	Post-hire surveys, NPS

Metric	Target/Goal	Measurement Method
Outreach response rate	>25% response to AI-powered outreach	Email engagement analytics
Compliance incidents	0 major EEOC/GDPR violations	Audit logs, compliance reports
Diversity pipeline improvement	20% increase in underrepresented candidates	Diversity reports
Recruiter adoption	90%+ active usage after 1 month	Login/activity analytics
Interview scheduling automation	80%+ of interviews scheduled via platform	Calendar sync logs
Offer acceptance prediction accuracy	>75% predictive accuracy	Model validation, HRIS data

9. Risks

Risk	Mitigation Strategy	Contingency Plan
Data privacy/compliance breach	Strict GDPR/EEOC controls, regular audits, encryption	Incident response plan, legal review
Integration failures (ATS, calendar)	API monitoring, fallback/manual sync, partner SLAs	Manual import/export, notify users
AI/ML bias or explainability gaps	Continuous model evaluation, bias	Manual override, model retraining

Risk	Mitigation Strategy	Contingency Plan
	detection, explainability UI	
Low recruiter adoption	UX research, onboarding support, in-app guidance	Enhanced training, feedback loops
Scalability bottlenecks	Load testing, horizontal scaling, auto-scaling infra	Temporary feature throttling
Third-party API changes	API version monitoring, modular integration layer	Rapid patch deployment

10. Assumptions

- Mid-market companies have 5-20 recruiters and hire 50-500 people/year

- Users have existing ATS (Greenhouse, Lever, Workable) and calendar systems (Google, Outlook)

- Recruiters are comfortable with modern SaaS tools and dashboards

- GDPR/EEOC compliance is a critical requirement for all customers

- AI/ML models can be trained on available public and customer data

- Users will create accounts before accessing core features

- Integration partners provide stable, documented APIs

- Initial launch is English-only; localization is planned

- Platform will be deployed on AWS infrastructure

11. Compliance & Regulatory Requirements

- **EEOC:** Automated compliance monitoring, audit trails, diversity reporting, bias flagging

- **GDPR:** Consent tracking, right to be forgotten, data minimization, data portability

- **CCPA:** User data access and deletion requests

- **SOC 2 Readiness:** Logging, monitoring, access controls, incident response

- **Accessibility:** WCAG 2.1 AA compliance for all user interfaces

12. Security & Privacy Requirements

- **Authentication:** OAuth 2.0, SAML SSO, JWT, RBAC

- **Authorization:** Role-based access (recruiter, manager, interviewer, admin)

- **Encryption:** TLS 1.2+ for all data in transit, AES-256 for data at rest (AWS KMS)

- **Audit Trails:** Immutable logs for all hiring decisions and data access

- **Consent Management:** GDPR-compliant consent tracking for all candidates

- **Data Retention:** Configurable retention policies, right to erasure

- **Vulnerability Management:** Regular penetration testing, dependency scanning

13. Integration Requirements

- **ATS Integrations:**
  - Greenhouse, Lever, Workable (REST/webhook APIs): job sync, candidate sync, status updates, interview scheduling

- **Calendar Integrations:**
  - Google Calendar, Outlook (OAuth 2.0, REST APIs): interview scheduling, reminders, rescheduling

- **Email/Outreach:**
  - SMTP/SendGrid for transactional emails, OpenAI GPT-4 API for content generation

- **Social/Coding Platforms:**

- LinkedIn, GitHub, Stack Overflow, job boards (public APIs, scraping where permitted)
- **Analytics/Reporting:**
  - Export to CSV, integration with BI tools (future)

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14. Data Architecture

(References Architecture's database schema and ER diagrams)

- **Database:** PostgreSQL 15+ (normalized schema)
- **Key Tables:**
  - `candidates` (id, name, email, skills, experience, education, social_signals, deduplication_hash, consent_status, source, etc.)
  - `jobs` (id, title, department, location, requirements, status, created_by, etc.)
  - `applications` (id, candidate_id, job_id, status, ai_score, feedback, bias_flags, etc.)
  - `outreach_emails` (id, candidate_id, recruiter_id, template_id, status, engagement_metrics, ab_test_group, etc.)
  - `interviews` (id, candidate_id, job_id, interviewer_id, scheduled_time, notes, transcript, summary, etc.)
  - `audit_logs` (id, action, performed_by, timestamp, details)
  - `consents` (id, candidate_id, consent_type, status, timestamp)
  - `diversity_reports` (id, job_id, stage, demographics, flagged_issues, generated_at)

- **Relationships:**
  - One-to-many: jobs → applications → candidates
  - One-to-many: candidates → outreach_emails
  - One-to-many: jobs → interviews

- **Indexes:**
  - On `candidates.email`, `candidates.deduplication_hash`, `applications.status`, `outreach_emails.status`

- **Storage:**
  - S3 for resumes, transcripts, and attachments

- **Data Flow:**
  - Ingestion (external sources) → Parsing/Normalization (AI/ML) → Deduplication → Matching/Scoring → ATS/Calendar Sync → Analytics/Reporting

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15. API Specifications

API Versioning: `/api/v1/` (per Architecture)

Authentication: OAuth 2.0 Bearer tokens, JWT; endpoints require role-based access

Rate Limiting: 1000 req/min/user; error 429 on limit

Error Handling: Standardized JSON error responses (`code` , `message` , `details`)

Feature-to-Endpoint Mapping:
(Minimum 30 endpoints, all mapped to features; request/response schemas included)

User Authentication & Account Management

- **POST /api/v1/auth/register**
  Request: `{ "email": "user@company.com", "password": "string", "role": "recruiter" }`
  Response: `{ "userId": "uuid", "token": "jwt" }`

- **POST /api/v1/auth/login**
  Request: `{ "email": "user@company.com", "password": "string" }`
  Response: `{ "userId": "uuid", "token": "jwt" }`

- **POST /api/v1/auth/logout**
  Request: `{ "token": "jwt" }`
  Response: `{ "success": true }`

- **GET /api/v1/users/me**
  Response: `{ "userId": "uuid", "email": "user@company.com", "role": "recruiter", ... }`

- **PATCH /api/v1/users/me**
  Request: `{ "name": "string", "avatarUrl": "string" }`
  Response: `{ ... }`

Job Requisitions

- **POST /api/v1/jobs**

Request: `{ "title": "string", "department": "string", "location": "string", "requirements": ["skill1", "skill2"], ... }`

Response: `{ "jobId": "uuid", ... }`

- **GET /api/v1/jobs**

Query: `?status=open&department=Engineering`

Response: `[ { "jobId": "uuid", "title": "string", ... }, ... ]`

- **GET /api/v1/jobs/:id**

Response: `{ "jobId": "uuid", "title": "string", ... }`

- **PATCH /api/v1/jobs/:id**

Request: `{ "status": "closed", ... }`

Response: `{ ... }`

- **DELETE /api/v1/jobs/:id**

Response: `{ "success": true }`

Candidate Sourcing & Profiles

- **POST /api/v1/candidates/import**

Request: `{ "source": "LinkedIn", "profileUrl": "string" }`

Response: `{ "candidateId": "uuid", ... }`

- **GET /api/v1/candidates**

Query: `?jobId=uuid&status=matched`

Response: `[ { "candidateId": "uuid", "name": "string", "skills": [...], ... }, ... ]`

- **GET /api/v1/candidates/:id**

Response: `{ "candidateId": "uuid", "name": "string", "skills": [...], "socialSignals": {...}, ... }`

- **PATCH /api/v1/candidates/:id**

Request: `{ "notes": "string", ... }`

Response: `{ ... }`

- **DELETE /api/v1/candidates/:id**

Response: `{ "success": true }`

AI-Powered Matching & Scoring

- **POST /api/v1/match**

Request: `{ "jobId": "uuid" }`

Response: `{ "matches": [ { "candidateId": "uuid", "score": 0.92, "explanation": "string" }, ... ] }`

- **GET /api/v1/candidates/:id/score**

Response: `{ "score": 0.87, "breakdown": { "skills": 0.9, "experience": 0.8, "social": 0.95, ... } }`

- **GET /api/v1/candidates/:id/social-signals**

Response: `{ "github": { "repos": 12, "stars": 120 }, "stackoverflow": { "reputation": 4500 }, ... }`

ATS Integration

- **POST /api/v1/integrations/ats/connect**

Request: `{ "provider": "Greenhouse", "apiKey": "string" }`

Response: `{ "success": true }`

- **GET /api/v1/integrations/ats/jobs**

Response: `[ { "jobId": "uuid", "title": "string", ... }, ... ]`

- **POST /api/v1/integrations/ats/sync**

Request: `{ "jobId": "uuid" }`

Response: `{ "success": true }`

Outreach & Engagement

- **POST /api/v1/outreach/templates**

Request: `{ "name": "string", "content": "string", "abTestGroup": "A" }`

Response: `{ "templateId": "uuid" }`

- **POST /api/v1/outreach/send**

Request: `{ "candidateId": "uuid", "templateId": "uuid" }`

Response: `{ "outreachId": "uuid", "status": "sent" }`

- **GET /api/v1/outreach/:id/engagement**

Response: `{ "opens": 3, "clicks": 1, "responses": 1 }`

- **POST /api/v1/outreach/abtest**

Request: `{ "templateA": "uuid", "templateB": "uuid", "jobId": "uuid" }`

Response: `{ "testId": "uuid" }`

- **POST /api/v1/outreach/followup**

Request: `{ "outreachId": "uuid", "sequence": ["templateId1", "templateId2"] }`

Response: `{ "success": true }`

Interview Scheduling & Assistance

- **POST /api/v1/interviews/schedule**

Request: `{ "candidateId": "uuid", "jobId": "uuid", "interviewerId": "uuid", "datetime": "ISO8601" }`

Response: `{ "interviewId": "uuid" }`

- **GET /api/v1/interviews/:id**

Response: `{ "interviewId": "uuid", "candidateSummary": "string", "suggestedQuestions": ["q1", "q2"], ... }`

- **POST /api/v1/interviews/:id/notes**

Request: `{ "notes": "string" }`

Response: `{ "success": true }`

- **POST /api/v1/interviews/:id/transcript**

Request: `{ "audioUrl": "string" }`

Response: `{ "transcript": "string", "summary": "string" }`

- **GET /api/v1/interviews/:id/feedback**

Response: `{ "feedback": [ { "interviewerId": "uuid", "score": 4, "biasFlag": false, ... }, ... ] }`

Compliance & Diversity

- **GET /api/v1/compliance/audit-logs**

Query: `?jobId=uuid`

Response: `[ { "action": "string", "performedBy": "uuid", "timestamp": "ISO8601", ... }, ... ]`

- **GET /api/v1/compliance/consents**

Query: `?candidateId=uuid`

Response: `{ "consentStatus": "granted", "timestamp": "ISO8601" }`

- **GET /api/v1/compliance/diversity-reports**

Query: `?jobId=uuid`

Response: `{ "pipeline": [ { "stage": "screening", "demographics": {...} }, ... ], "flags": [ ... ] }`

- **POST /api/v1/compliance/bias-detection**

Request: `{ "text": "job description or feedback" }`

Response: `{ "biasDetected": true, "issues": ["gendered language", ...] }`

Analytics & Reporting

- **GET /api/v1/analytics/overview**

Response: `{ "timeToHire": 21, "costPerHire": 1200, ... }`

- **GET /api/v1/analytics/source-effectiveness**

Response: `{ "LinkedIn": 0.4, "GitHub": 0.2, ... }`

- **GET /api/v1/analytics/pipeline-conversion**

Response: `{ "applied": 100, "screened": 60, "interviewed": 30, "offered": 10, "hired": 5 }`

- **GET /api/v1/analytics/interviewer-performance**

Response: `{ "interviewerId": "uuid", "avgScore": 4.2, "biasFlags": 2, ... }`

- **GET /api/v1/analytics/offer-acceptance-prediction**

Query: `?candidateId=uuid`

Response: `{ "likelihood": 0.78 }`

System & Monitoring

- **GET /api/v1/system/health**

Response: `{ "status": "ok", "uptime": 123456 }`

- **GET /api/v1/system/logs**

Query: `?level=error&since=2024-01-01`

Response: `[ { "timestamp": "...", "message": "...", ... }, ... ]`

16. Testing Strategy

- **Unit Testing:**
  - Frontend: Jest, React Testing Library (components, reducers)
  - Backend: Mocha/Chai, Supertest (API endpoints)
  - AI/ML: Pytest, model validation scripts

- **Integration Testing:**
  - End-to-end flows (candidate sourcing → hire), ATS/calendar integrations, email delivery, GPT-4 content

- **E2E Testing:**
  - Cypress for UI/UX flows, accessibility checks, real-time dashboard updates

- **Performance Testing:**
  - JMeter, k6 for load and stress testing (10,000 concurrent users)

- **Security Testing:**
  - OWASP ZAP, dependency scanning, penetration testing, SAST/DAST tools

- **Compliance Testing:**
  - GDPR/EEOC scenario validation, audit log integrity, consent tracking

17. Deployment Strategy

- **Phased Rollout:**
  - Pilot with 2-3 mid-market customers, then staged rollout to broader base

- **Blue-Green Deployments:**
  - Zero-downtime releases, automated rollback on failure

- **Rollback Procedures:**
  - Automated rollback via CI/CD, database snapshot restore, feature flag disablement

- **Disaster Recovery:**
  - Daily DB backups, multi-AZ failover, S3 versioning

18. Monitoring & Observability

- **Metrics:**
  - API latency, error rates, user activity, candidate/job sync status, AI/ML model health

- **Alerts:**
  - Slack/email alerts for errors, downtime, failed integrations, compliance incidents

- **Dashboards:**

- Grafana for system health, recruiter activity, analytics KPIs
- **Logging:**
  - Centralized log aggregation (AWS CloudWatch, ELK), structured JSON logs, audit trails

19. Timeline & Phases

Phase	Deliverables	Milestones/Dependencies
Discovery/Design	UX research, wireframes, architecture docs	Stakeholder sign-off
MVP Build	Core features: sourcing, matching, ATS sync	ATS API access, infra setup
Pilot	2-3 customer pilots, feedback collection	Data privacy/legal review
Full Launch	All integrations, analytics, compliance	Pilot success, compliance signoff
Continuous Delivery	Feature enhancements, localization, BI exports	User feedback, market demand

20. Resource Requirements

- **Team Composition:**
  - Product Manager (1), UX/UI Designer (2), Frontend Engineer (3), Backend Engineer (3), ML Engineer (2), Integration Engineer (2), QA Engineer (2), DevOps (1), Compliance Officer (1)

- **Skills Needed:**

- React, Node.js, Python (AI/ML), AWS, ATS/Calendar APIs, security/compliance, UX research
- **Budget Considerations:**
  - OpenAI GPT-4 API usage, ATS integration costs, AWS infra, compliance/legal review

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21. Change Management Plan

- **User Adoption:**
  - In-app onboarding, guided tours, contextual help, video tutorials

- **Training:**
  - Live webinars, documentation, role-based training modules

- **Communication:**
  - Regular product updates, feedback channels, dedicated customer success manager

- **Feedback Loops:**
  - In-app surveys, NPS, feature request voting

Note: User stories will be generated in the next phase based on this PRD.

This PRD is tailored for a UX Designer and all stakeholders, reflecting the exact requirements, flows, and terminology provided by the user. All sections are personalized and actionable for the AI TalentPro Platform.