

# User Stories : AI TalentPro Platform

## Initial Project Setup and Infrastructure

This epic covers foundational setup tasks including repository initialization, development environment setup, CI/CD pipeline, database migration framework, testing framework, code quality tools, and documentation framework to establish a robust development foundation.

7 stories

### Spike: Documentation Framework Setup

medium

As a technical writer, I want to set up documentation frameworks, so that API docs and user guides are maintained effectively.

Dependencies:

acall60d...

Acceptance Criteria:

- API documentation generated automatically from code annotations (e.g., Swagger/OpenAPI).
- User guides and developer docs hosted and versioned.
- Documentation accessible via project portal.

Story Points: 5

Estimated Effort: 10 hours

### Spike: Code Quality Tools Setup (ESLint, Prettier)

high

As a developer, I want to set up code quality tools like ESLint and Prettier, so that code style and quality are consistent.

Dependencies:

acall60d...

Acceptance Criteria:

- ESLint configured with project-specific rules.
- Prettier integrated for code formatting.
- Pre-commit hooks enforce linting and formatting.
- Tools integrated into CI pipeline.

Story Points: 3

Estimated Effort: 8 hours

## Spike: Testing Framework Setup for Frontend and Backend

high

As a QA engineer, I need to set up testing frameworks for unit, integration, and E2E tests, so that code quality is ensured.

↳ Dependencies:

acall160d...

Acceptance Criteria:

- ✓ Frontend uses Jest and React Testing Library for unit tests.
- ✓ Backend uses Mocha/Chai and Supertest for API tests.
- ✓ E2E tests configured with Cypress.
- ✓ Tests integrated into CI/CD pipeline.

Story Points: 8

Estimated Effort: 15 hours

## Spike: Database Migration Framework Setup

high

As a backend developer, I need to set up a database migration framework, so that schema changes can be versioned and applied safely.

↳ Dependencies:

acall160d...

Acceptance Criteria:

- ✓ Migration tool configured for PostgreSQL (e.g., Flyway or Liquibase).
- ✓ Initial schema migration scripts created.
- ✓ Migrations integrated into CI/CD pipeline.

Story Points: 5

Estimated Effort: 10 hours

## Spike: CI/CD Pipeline Setup with GitHub Actions

high

As a DevOps engineer, I need to set up CI/CD pipelines for automated build, test, and deployment, so that code changes are delivered reliably.

↳ Dependencies:

acall160d...

Acceptance Criteria:

- ✓ Pipeline runs automated tests on pull requests.
- ✓ Successful builds trigger deployment to staging environment.
- ✓ Pipeline includes linting, security scanning, and code quality checks.

Story Points: 8

Estimated Effort: 15 hours

### Spike: Development Environment Setup with Docker

high

As a developer, I need a consistent local development environment using Docker, so that all team members have parity.

dependencies:

acall160d...

Acceptance Criteria:

- Dockerfiles and docker-compose configured for frontend, backend, and database.
- Developers can start full stack locally with one command.
- Environment variables and secrets managed securely.

Story Points: 5

Estimated Effort: 12 hours

### Spike: Repository Initialization and Project Scaffolding

high

As a developer, I need to set up the initial code repositories and scaffolding for frontend and backend projects, so that development can start efficiently.

Acceptance Criteria:

- Repository created with standard branching strategy.
- Basic project structure scaffolded for frontend (React/TypeScript) and backend (Node.js/Express).
- README and contribution guidelines documented.

Story Points: 3

Estimated Effort: 8 hours

## ⚡ Performance and Reliability

This epic ensures the platform is performant with fast response times, highly available, and reliable to support continuous recruitment activities with robust error handling and recovery.

3 stories

### Implement Robust Error Handling and Recovery Mechanisms

high

As the system, I want to handle errors gracefully and recover automatically, so that user experience is not disrupted.

Acceptance Criteria:

- ✓ Functional: System logs errors and retries transient failures.
- ✓ Technical: User-facing errors provide meaningful messages.
- ✓ Technical: System recovers from service crashes without data loss.

Story Points: 8

Estimated Effort: 15 hours

### Ensure High Uptime and Availability with Automated Failover

high

As the system, I want to maintain 99.9% uptime with multi-AZ deployment and automated failover, so that the platform is reliable.

↳ Dependencies:

[f8799e09...](#)

Acceptance Criteria:

- ✓ Functional: System remains available during AZ failures.
- ✓ Technical: Uses multi-AZ RDS and ECS clusters with health checks.
- ✓ Technical: Automated failover triggers within 5 minutes.

Story Points: 8

Estimated Effort: 15 hours

### Optimize Backend Processing for Fast Response Times

high

As the system, I want backend APIs and services to respond within 2 seconds for dashboard queries and 1 second for candidate search, so that users have a smooth experience.

↳ Dependencies:

[94285d45...](#)

[d1f4df97...](#)

Acceptance Criteria:

- ✓ Functional: Dashboard API responses under 2 seconds under normal load.
- ✓ Technical: Candidate search API responses under 1 second.
- ✓ Technical: Uses caching and query optimization.

Story Points: 8

Estimated Effort: 18 hours

## 🛡️ Security and Privacy Compliance

This epic ensures platform security and compliance with data privacy regulations including GDPR, with secure data storage, encryption, access controls, and audit trails to

protect user data and build trust.

3 stories

### Maintain Comprehensive Audit Logs for Data Access and Changes

high

As the system, I want to maintain immutable audit logs for all data access and changes, so that compliance and forensic analysis are supported.

↳ Dependencies:

1f236ea8...

Acceptance Criteria:

- Functional: Logs include user ID, action, timestamp, and affected data.
- Technical: Logs are tamper-proof and stored securely.
- Technical: Logs accessible for compliance audits.

Story Points: 8

Estimated Effort: 15 hours

### Implement Role-Based Access Control and Authentication

high

As the system, I want to enforce RBAC and secure authentication mechanisms, so that only authorized users can access sensitive data and features.

↳ Dependencies:

90e72001...

e10e9169...

Acceptance Criteria:

- Functional: Users authenticate via OAuth 2.0 or SAML SSO.
- Technical: RBAC enforced at API and UI layers.
- Technical: JWT tokens used for session management with expiration.

Story Points: 8

Estimated Effort: 18 hours

### Implement Data Encryption at Rest and In Transit

high

As the system, I want to encrypt all candidate and recruiter data at rest and in transit, so that data privacy and security are ensured.

Acceptance Criteria:

- Functional: All data stored in databases and S3 buckets is encrypted using AES-256.
- Technical: All API communications use TLS 1.2 or higher.
- Technical: Encryption keys managed securely with AWS KMS.

Story Points: 8

Estimated Effort: 15 hours

## -scalable High-Volume Hiring Support

This epic ensures the platform supports multiple roles and hundreds of candidates simultaneously while maintaining performance and quality through scalable cloud infrastructure, load balancing, and efficient data storage.

3 stories

### Optimize Data Storage and Retrieval for Large Candidate Datasets

high

As the system, I want to efficiently store and retrieve large volumes of candidate data, so that user interactions remain responsive.

↳ Dependencies:

e8415f32... d1f4df97...

Acceptance Criteria:

- Functional: Candidate search and profile retrieval complete within 1 second.
- Technical: Uses PostgreSQL with proper indexing and Elasticsearch for search.
- Technical: Implements caching with Redis.

Story Points: 13

Estimated Effort: 20 hours

### Implement Load Balancing and Horizontal Scaling

high

As the system, I want to balance load across service instances and scale horizontally, so that performance and availability are maintained.

↳ Dependencies:

f8799e09...

Acceptance Criteria:

- Functional: Load balancer distributes traffic evenly across service instances.
- Technical: Auto-scaling triggers based on CPU and memory metrics.
- Technical: System maintains <2s response time under load.

Story Points: 8

Estimated Effort: 15 hours

### Design and Implement Cloud-Based Scalable Infrastructure

high

As the system architect, I want to deploy the platform on scalable cloud infrastructure, so that it can handle high-volume hiring workloads.

Acceptance Criteria:

- ✓ Functional: Platform scales horizontally to support increasing user load.
- ✓ Technical: Uses AWS ECS Fargate with auto-scaling policies.
- ✓ Technical: Infrastructure as Code implemented with Terraform.

Story Points: 13

Estimated Effort: 25 hours

## ⚡ AI Language Model Integration

This epic covers integration with GPT-4 or similar AI language models to generate personalized outreach emails and messaging templates, enabling automated, personalized candidate engagement at scale.

2 stories

### Support Customization and A/B Testing of GPT-4 Generated Messages

high

As a recruiter, I want to customize GPT-4 generated messages and run A/B tests, so that I can optimize outreach effectiveness.

↳ Dependencies:

3dbc7461... 1249c162...

Acceptance Criteria:

- ✓ Functional: Recruiters can edit generated messages before sending.
- ✓ Technical: System supports A/B testing with performance tracking.
- ✓ Technical: UI displays analytics for message variants.

Story Points: 8

Estimated Effort: 18 hours

### Integrate GPT-4 API for Dynamic Email Content Generation

high

As the system, I want to generate dynamic and personalized email content using GPT-4, so that outreach messages are engaging and relevant.

↳ Dependencies:

f3f93051...

Acceptance Criteria:

- ✓ Functional: System generates email content based on candidate and job data.
- ✓ Technical: Securely calls OpenAI GPT-4 API with rate limiting and error handling.
- ✓ Technical: Supports fallback content generation on API failure.

Story Points: 8

Estimated Effort: 15 hours

## ⌚ Calendar Integration

This epic covers integration with calendar services such as Google Calendar and Outlook to schedule interviews, send reminders, and handle rescheduling, simplifying interview coordination and improving communication.

3 stories

### Implement Automated Interview Reminder Notifications high

As a recruiter and candidate, I want to receive automated reminders for upcoming interviews, so that I am notified timely.

↳ Dependencies:

6b48b34d... f3e2f7e8...

Acceptance Criteria:

- Functional: System sends reminders 24 hours and 1 hour before interviews.
- Technical: Reminders configurable per user preferences.
- Technical: Logs reminder delivery and retries on failure.

Story Points: 5

Estimated Effort: 12 hours

### Implement Outlook Calendar Integration for Interview Events high

As the system, I want to integrate with Outlook Calendar API to manage interview events, so that scheduling is synchronized.

↳ Dependencies:

08400304...

Acceptance Criteria:

- Functional: Interview events created, updated, and deleted in Outlook Calendar.
- Technical: Uses OAuth 2.0 for authentication and token refresh.
- Technical: Handles API rate limits and errors.

Story Points: 8

Estimated Effort: 15 hours

### Implement Google Calendar Integration for Interview Events high

As the system, I want to integrate with Google Calendar API to manage interview events, so that scheduling is synchronized.

↳ Dependencies:

3744587a...

Acceptance Criteria:

- Functional: Interview events created, updated, and deleted in Google Calendar.
- Technical: Uses OAuth 2.0 for authentication and token refresh.
- Technical: Handles API rate limits and errors.

Story Points: 8

Estimated Effort: 15 hours

## ATS Platform Integration

This epic covers integration with existing ATS platforms like Greenhouse, Lever, and Workable to sync job postings, candidate pipelines, and interview schedules, providing recruiters a unified recruitment ecosystem.

3 stories

### Sync Interview Schedules with ATS Platforms

high

As the system, I want to sync interview schedules with ATS platforms, so that interview data is consistent across systems.

↳ Dependencies:

49ba3c82... be44878a...

Acceptance Criteria:

- Functional: Interview events created or updated in ATS are synced to AI TalentPro and vice versa.
- Technical: Uses ATS APIs and webhooks for real-time updates.
- Technical: Handles scheduling conflicts and notifications.

Story Points: 8

Estimated Effort: 15 hours

### Sync Candidate Pipelines and Statuses with ATS

high

As the system, I want to sync candidate pipeline stages and statuses with ATS platforms, so that candidate progress is consistent.

↳ Dependencies:

49ba3c82... d1f4df97...

Acceptance Criteria:

- Functional: Candidate statuses updated in ATS or AI TalentPro are synchronized.
- Technical: Supports webhook and polling mechanisms.
- Technical: Logs sync operations and errors.

Story Points: 8

Estimated Effort: 18 hours

### Implement Job Requisition Sync with ATS Platforms

high

As the system, I want to sync job requisitions and postings bi-directionally with ATS platforms, so that job data is consistent across systems.

↳ Dependencies:

[153b4adf...](#)

Acceptance Criteria:

- ✓ Functional: Job requisitions created or updated in ATS are reflected in AI TalentPro and vice versa.
- ✓ Technical: Uses REST APIs with OAuth2 authentication for ATS platforms.
- ✓ Technical: Handles conflict resolution and error retries.

Story Points: 13

Estimated Effort: 20 hours

## ⚡ Recruiter Analytics Dashboard

This epic provides analytics including time-to-hire, cost-per-hire, source effectiveness, candidate pipeline conversion rates, interviewer performance metrics, and predictive models for offer acceptance likelihood to enable data-driven recruitment decisions.

2 stories

### Display Predictive Analytics and Interviewer Performance

medium

As a recruiting manager, I want to view predictive models for offer acceptance likelihood and interviewer performance metrics, so that I can optimize hiring decisions.

↳ Dependencies:

[44d0cec6...](#)

Acceptance Criteria:

- ✓ Functional: Dashboard visualizes predictive analytics and performance charts.
- ✓ Technical: Predictive models updated weekly with new data.
- ✓ Technical: UI supports filtering by time range and job requisition.

Story Points: 13

Estimated Effort: 20 hours

## Aggregate Recruitment Metrics for Analytics

medium

As the system, I want to aggregate recruitment metrics from various data sources, so that analytics dashboards can display accurate KPIs.

↳ Dependencies:

[e8415f32...](#) [88f806a4...](#)

Acceptance Criteria:

- Functional: Metrics such as time-to-hire, cost-per-hire, and pipeline conversion are calculated.
- Technical: Aggregation jobs run daily with incremental updates.
- Technical: Data stored in analytics database optimized for queries.

Story Points: 8

Estimated Effort: 18 hours

## ⚡ Recruiter Onboarding with Mandatory Account Creation

This epic ensures recruiters create accounts upfront to access core features, enabling personalized experiences and integrations with secure authentication and user management.

3 stories

### Implement Role-Based Access Control (RBAC)

high

As the system, I want to enforce RBAC for different user roles (recruiter, manager, interviewer, admin), so that users have appropriate permissions.

↳ Dependencies:

[90e72001...](#)

Acceptance Criteria:

- Functional: Users have access only to authorized features based on role.
- Technical: RBAC enforced at API and UI levels.
- Technical: Roles configurable by admins.

Story Points: 8

Estimated Effort: 15 hours

### Implement Recruiter Authentication and Login

high

As a registered recruiter, I want to log in securely, so that I can access my personalized dashboard and features.

↳ Dependencies:

[f8c79a29...](#)

Acceptance Criteria:

- ✓ Functional: Recruiters can log in with email and password.
- ✓ Technical: Uses JWT tokens for session management.
- ✓ Technical: Supports account lockout after multiple failed attempts.

Story Points: 5

Estimated Effort: 12 hours

### Implement Recruiter Account Registration

high

As a new recruiter, I want to create an account with email and password, so that I can access the platform securely.

Acceptance Criteria:

- ✓ Functional: Recruiters can register with email, password, and basic profile info.
- ✓ Technical: Passwords stored securely with bcrypt hashing.
- ✓ Technical: Registration triggers email verification.

Story Points: 5

Estimated Effort: 12 hours

## ⌚ Interview Scheduling with Calendar Integration

This epic covers automatic scheduling of interviews, sending reminders, and handling rescheduling requests through integrations with calendar services like Google Calendar and Outlook to streamline interview coordination.

4 stories

### Support Interview Rescheduling Requests

high

As a recruiter or candidate, I want to request interview rescheduling, so that scheduling conflicts can be resolved easily.

⌚ Dependencies:

[be44878a...](#) [3744587a...](#) [08400304...](#)

Acceptance Criteria:

- ✓ Functional: Users can request rescheduling via UI or email link.
- ✓ Technical: System updates calendar events and notifies involved parties.
- ✓ Technical: Rescheduling requests logged for audit.

Story Points: 8

Estimated Effort: 15 hours

## Send Automated Interview Reminders

high

As a recruiter and candidate, I want to receive automated interview reminders, so that I don't miss scheduled interviews.

↳ Dependencies:

[3744587a...](#) [08400304...](#)

Acceptance Criteria:

- Functional: System sends email and/or push reminders 24 hours and 1 hour before interviews.
- Technical: Reminders configurable per user preferences.
- Technical: Reminders logged and retry on failure.

Story Points: 5

Estimated Effort: 12 hours

## Integrate Outlook Calendar for Interview Scheduling

high

As the system, I want to integrate with Outlook Calendar API to sync interview events, so that interviews are scheduled and updated automatically.

↳ Dependencies:

[be44878a...](#)

Acceptance Criteria:

- Functional: Interview events created, updated, and deleted in Outlook Calendar.
- Technical: Uses OAuth 2.0 for secure authentication.
- Technical: Handles API rate limits and errors gracefully.

Story Points: 8

Estimated Effort: 15 hours

## Integrate Google Calendar for Interview Scheduling

high

As the system, I want to integrate with Google Calendar API to sync interview events, so that interviews are scheduled and updated automatically.

↳ Dependencies:

[be44878a...](#)

Acceptance Criteria:

- Functional: Interview events created, updated, and deleted in Google Calendar.
- Technical: Uses OAuth 2.0 for secure authentication.
- Technical: Handles API rate limits and errors gracefully.

Story Points: 8

Estimated Effort: 15 hours

## ⚡ Candidate Profile with Social and Coding Activity Section

This epic provides a dedicated section in candidate profiles highlighting social media presence, GitHub contributions, Stack Overflow reputation, blog posts, and conference talks with visual indicators to help recruiters assess candidate quality and fit quickly.

2 stories

### Integrate Social and Coding Data into Candidate Profile API

medium

As the system, I want to provide enriched social and coding activity data via candidate profile APIs, so that frontend can display updated information.

↳ Dependencies:

2632e613...

Acceptance Criteria:

- Functional: API returns social and coding signals in candidate profile responses.
- Technical: Data aggregated from candidate\_signals database table.
- Technical: API response time under 300ms.

Story Points: 3

Estimated Effort: 10 hours

### Design UI Components for Social and Coding Activity Section

medium

As a recruiter, I want to see a dedicated section in candidate profiles displaying social and coding activity with visual indicators, so that I can quickly assess candidate quality.

↳ Dependencies:

e67217d6...

2632e613...

Acceptance Criteria:

- Functional: UI displays social signals such as GitHub stars, Stack Overflow reputation, and blog links.
- Technical: Visual indicators (icons, charts) represent signal strength.
- Technical: Section loads efficiently with asynchronous data fetching.

Story Points: 5

Estimated Effort: 12 hours

## ⌚ Configurable Hiring Process and Compliance Settings

This epic allows mid-market companies to customize workflows, compliance checks, and reporting features to adapt the platform to their unique hiring processes and regulatory requirements.

3 stories

### Provide Flexible Reporting and Audit Features

medium

As a recruiting manager, I want to customize reporting and audit features, so that I can generate relevant compliance and performance reports.

↳ Dependencies:

[1f236ea8...](#) [d21d37bd...](#)

Acceptance Criteria:

- Functional: Reporting parameters and audit log views are configurable.
- Technical: Reports generated on-demand with configurable filters.
- Technical: Audit logs accessible with filtering and export options.

Story Points: 5

Estimated Effort: 12 hours

### Implement Configurable Compliance Checks

medium

As a compliance officer, I want to configure compliance rules and checks, so that the platform enforces relevant regulations.

↳ Dependencies:

[90e61b11...](#) [c6d85b29...](#)

Acceptance Criteria:

- Functional: Compliance rules can be enabled, disabled, or customized per company.
- Technical: Rules engine evaluates configured compliance checks during workflows.
- Technical: UI provides visibility into compliance status and alerts.

Story Points: 8

Estimated Effort: 15 hours

### Implement Configurable Hiring Workflows

medium

As a recruiting manager, I want to configure hiring workflows to match my company's processes, so that the platform fits our needs.

↳ Dependencies:

[153b4adf...](#)

Acceptance Criteria:

- ✓ Functional: Managers can define stages and transitions in hiring workflows.
- ✓ Technical: Workflow configurations stored in database and applied dynamically.
- ✓ Technical: UI supports editing and previewing workflows.

Story Points: 8

Estimated Effort: 15 hours

## คณะกรรม Recruiter Workflow for Job Opening to Hiring Decision

This epic supports the end-to-end recruiter workflow from job requisition creation, automated candidate sourcing and matching, interview scheduling and assistance, to hiring decision with bias detection and recommendations.

5 stories

### Analyze Post-Interview Feedback and Provide Hiring Recommendations high

As a recruiter, I want the system to analyze feedback, detect bias, and provide explainable hiring recommendations, so that I can make fair decisions.

dependencies:

[a7c98824...](#) [b4f2e161...](#) [5df4af81...](#)

Acceptance Criteria:

- ✓ Functional: System analyzes feedback and flags bias patterns.
- ✓ Technical: Generates recommendations with explanations.
- ✓ Technical: Recommendations accessible via UI.

Story Points: 8

Estimated Effort: 18 hours

### Provide Interview Assistance Tools During Interviews high

As an interviewer, I want to access candidate summaries, suggested questions, and note-taking tools during interviews, so that I can conduct effective interviews.

dependencies:

[13ca895d...](#) [a715b8ae...](#) [cdb43615...](#)

Acceptance Criteria:

- ✓ Functional: Interviewers can access AI-generated summaries and question suggestions.
- ✓ Technical: Real-time note-taking and transcription available during interviews.
- ✓ Technical: Data saved and linked to interview records.

Story Points: 13

Estimated Effort: 20 hours

### Implement Interview Scheduling and Management

high

As a recruiter, I want to schedule and manage interviews with candidates and interviewers, so that the hiring process is organized.

↳ Dependencies:

[e67217d6...](#) [94285d45...](#)

Acceptance Criteria:

- Functional: Recruiters can schedule, reschedule, and cancel interviews via UI.
- Technical: Syncs with calendar integration services for event management.
- Technical: Sends automated reminders and notifications.

Story Points: 8

Estimated Effort: 18 hours

### Automate Candidate Sourcing and Matching for Job Requisitions

high

As the system, I want to automatically source and match candidates to job requisitions, so that recruiters receive relevant candidate recommendations.

↳ Dependencies:

[e8415f32...](#) [907b811d...](#) [2632e613...](#)

Acceptance Criteria:

- Functional: System triggers sourcing and matching workflows upon job creation.
- Technical: Integrates candidate sourcing, parsing, matching, and scoring services.
- Technical: Updates candidate-job match records and notifies recruiters.

Story Points: 13

Estimated Effort: 20 hours

### Implement Job Requisition Creation Interface

high

As a recruiter, I want to create job requisitions with role requirements and details, so that hiring needs are captured accurately.

↳ Dependencies:

[94285d45...](#) [d1f4df97...](#)

Acceptance Criteria:

- Functional: Recruiters can create, edit, and submit job requisitions via UI.
- Technical: Validates required fields and saves data in PostgreSQL.
- Technical: Supports role-based access control.

Story Points: 8

Estimated Effort: 15 hours

## ☷ Diversity Reporting and Bias Flagging

This epic includes generating diversity reports showing candidate pipeline demographics at each stage and flagging potential bias issues to help recruiters monitor and improve diversity and inclusion efforts.

3 stories

### Flag Potential Bias Issues in Candidate Progression

high

As the system, I want to flag potential bias concerns in candidate progression through the pipeline, so that recruiters can address fairness issues.

↳ Dependencies:

[d21d37bd...](#)

Acceptance Criteria:

- Functional: System detects statistically significant disparities in candidate progression by demographic group.
- Technical: Bias flags are visible in recruiter dashboards and reports.
- Technical: Supports configurable thresholds for flagging.

Story Points: 13

Estimated Effort: 20 hours

### Generate Diversity and Inclusion Reports

high

As a recruiting manager, I want to generate reports showing pipeline demographics and diversity metrics, so that I can monitor inclusion efforts.

↳ Dependencies:

[7609895e...](#)

Acceptance Criteria:

- Functional: Reports display demographic breakdowns by stage and job requisition.
- Technical: Reports exportable in CSV and PDF formats.
- Technical: Reports generated within 5 seconds for typical queries.

Story Points: 8

Estimated Effort: 18 hours

### Collect Demographic Data at Pipeline Stages

high

As the system, I want to collect demographic data for candidates at each pipeline stage, so that diversity metrics can be calculated.

↳ Dependencies:

[e8415f32...](#) [88f806a4...](#)

Acceptance Criteria:

- Functional: Demographic data is captured and associated with candidate pipeline stages.
- Technical: Data stored securely with privacy safeguards.
- Technical: Supports aggregation for reporting.

Story Points: 8

Estimated Effort: 15 hours

## ⚡ GDPR-Compliant Candidate Data Management

This epic covers managing candidate data in compliance with GDPR, including consent tracking, audit trails for hiring decisions, and support for data access and deletion requests to protect candidate privacy and ensure regulatory compliance.

3 stories

### Support Candidate Data Access and Deletion Requests

high

As a candidate, I want to request access to or deletion of my personal data, so that my GDPR rights are respected.

↳ Dependencies:

[1b5a169e...](#) [1f236ea8...](#)

Acceptance Criteria:

- Functional: Candidates can submit data access and deletion requests via UI or recruiter portal.
- Technical: System processes requests within regulatory timeframes.
- Technical: Data deletion is irreversible and logged.

Story Points: 8

Estimated Effort: 15 hours

### Maintain Audit Trails for All Hiring Decisions

high

As the system, I want to maintain immutable audit logs for all hiring decisions and data access, so that compliance and transparency are ensured.

Acceptance Criteria:

- Functional: All critical actions are logged with user, timestamp, and details.

- Technical: Logs are immutable and stored securely.
- Technical: Logs accessible for compliance audits.

Story Points: 8

Estimated Effort: 18 hours

### Implement Candidate Consent Tracking System

high

As the system, I want to track candidate consent for data processing, so that GDPR compliance is maintained.

↳ Dependencies:

[e8415f32...](#)

Acceptance Criteria:

- Functional: System records consent status and timestamps for candidates.
- Technical: Consent data stored securely with audit trails.
- Technical: Supports updating and revoking consent.

Story Points: 8

Estimated Effort: 15 hours

## คณะกรรมการทำงานและค่าธรรมเนียม

This epic includes monitoring compliance with EEOC regulations, detecting bias in job descriptions and candidate evaluations, and alerting recruiters to potential compliance issues to ensure legal compliance and fairness.

3 stories

### Alert Recruiters to Potential Compliance Issues

high

As a recruiter, I want to receive alerts about potential EEOC compliance issues, so that I can take corrective actions promptly.

↳ Dependencies:

[90e61b11...](#)

[c6d85b29...](#)

Acceptance Criteria:

- Functional: Alerts are generated and displayed in recruiter dashboard.
- Technical: Alerts include detailed descriptions and remediation suggestions.
- Technical: Alerts support acknowledgement and tracking.

Story Points: 5

Estimated Effort: 12 hours

### Monitor Candidate Evaluation Processes for EEOC Compliance

high

As the system, I want to monitor candidate evaluations for compliance with EEOC regulations, so that hiring processes are fair and auditable.

↳ Dependencies:

a7c98824... b4f2e161...

Acceptance Criteria:

- Functional: System analyzes evaluation data for compliance violations.
- Technical: Implements compliance rules engine with configurable policies.
- Technical: Alerts recruiters on detected issues.

Story Points: 8

Estimated Effort: 18 hours

### Analyze Job Descriptions for Biased Language

high

As the system, I want to analyze job descriptions for biased language, so that recruiters can create fair and compliant postings.

↳ Dependencies:

d1f4df97...

Acceptance Criteria:

- Functional: System scans job descriptions and flags biased terms.
- Technical: Uses text analysis and bias detection NLP models.
- Technical: Flags are stored and visible in job requisition UI.

Story Points: 8

Estimated Effort: 15 hours

## ⚡ Post-Interview Feedback Analysis and Bias Detection

This epic covers the collection and analysis of interviewer feedback to detect bias patterns and provide explainable hiring recommendations to support fair and data-driven hiring decisions.

3 stories

### Generate Explainable Hiring Recommendations

high

As a hiring manager, I want to receive AI-generated hiring recommendations with explanations, so that I can make informed and fair decisions.

↳ Dependencies:

b4f2e161...

Acceptance Criteria:

- ✓ Functional: Recommendations include hire/no hire/hold decisions with rationale.
- ✓ Technical: Uses explainable AI models to generate recommendations.
- ✓ Technical: Recommendations accessible via UI and exportable.

Story Points: 8

Estimated Effort: 18 hours

### Implement Bias Detection in Interview Feedback

high

As the system, I want to analyze interviewer feedback to detect potential bias patterns, so that hiring decisions are fair and compliant.

↳ Dependencies:

[a7c98824...](#)

Acceptance Criteria:

- ✓ Functional: System flags feedback with potential bias indicators.
- ✓ Technical: Uses sentiment analysis and bias detection algorithms.
- ✓ Technical: Bias flags are stored and visible to hiring managers.

Story Points: 13

Estimated Effort: 20 hours

### Collect and Store Interviewer Feedback

high

As an interviewer, I want to submit structured feedback after interviews, so that my evaluations are recorded for analysis.

↳ Dependencies:

[fb98c37...](#)

Acceptance Criteria:

- ✓ Functional: Interviewers can submit feedback via UI forms.
- ✓ Technical: Feedback stored securely with timestamps and user IDs.
- ✓ Technical: Feedback supports text and rating scales.

Story Points: 5

Estimated Effort: 12 hours

## ⚡ AI-Powered Interview Assistance

This epic includes features that assist interviewers during interviews by providing candidate summaries, suggested questions based on role and candidate background,

real-time note-taking with automatic transcription, and post-interview summary generation.

4 stories

### Generate Post-Interview Summary and Insights

high

As an interviewer, I want an AI-generated summary of the interview and key insights, so that I can review and share feedback efficiently.

↳ Dependencies:

[cdb43615...](#)

Acceptance Criteria:

- Functional: System generates concise interview summaries and highlights.
- Technical: Uses NLP summarization models and integrates with interview feedback system.
- Technical: Summaries accessible via interview UI and exportable.

Story Points: 8

Estimated Effort: 15 hours

### Enable Real-Time Note-Taking with Automatic Transcription

high

As an interviewer, I want to take notes in real-time during interviews with automatic speech-to-text transcription, so that I can focus on the conversation.

↳ Dependencies:

[e67217d6...](#)

Acceptance Criteria:

- Functional: Interviewers can take notes and receive live transcription of audio.
- Technical: Uses speech-to-text service with high accuracy and low latency.
- Technical: Notes and transcripts are saved and linked to interview records.

Story Points: 13

Estimated Effort: 20 hours

### Provide Suggested Interview Questions Based on Role and Candidate

high

As an interviewer, I want AI-suggested questions tailored to the candidate's background and job role, so that I can conduct effective interviews.

↳ Dependencies:

[13ca895d...](#)

Acceptance Criteria:

- Functional: Suggested questions are relevant to job requirements and candidate profile.
- Technical: Uses AI/NLP models to generate questions dynamically.
- Technical: Questions are displayed in real-time during interviews.

Story Points: 8

Estimated Effort: 18 hours

### Generate Dynamic Candidate Summaries for Interviewers

high

As an interviewer, I want to view AI-generated candidate summaries before and during interviews, so that I can focus on relevant candidate information.

↳ Dependencies:

[c1159276...](#) [e67217d6...](#)

Acceptance Criteria:

- Functional: Candidate summaries include key skills, experience, and social signals.
- Technical: Summaries generated by NLP microservice with low latency.
- Technical: Summaries accessible via interview UI.

Story Points: 8

Estimated Effort: 15 hours

## ⚡ AI-Powered Outreach Email Automation

This epic focuses on automating personalized outreach emails to passive candidates using GPT-4, supporting A/B testing of messaging templates, and automating follow-up sequences based on candidate engagement.

4 stories

### Automate Follow-Up Email Sequences Based on Engagement

high

As the system, I want to send automated follow-up emails triggered by candidate engagement, so that outreach is timely and effective.

↳ Dependencies:

[1249c162...](#)

Acceptance Criteria:

- Functional: System detects candidate engagement events (opens, clicks, replies).
- Technical: Follow-up emails are sent automatically with configurable delays.
- Technical: Supports pause and cancellation of follow-up sequences.

Story Points: 13

Estimated Effort: 20 hours

## Implement A/B Testing for Outreach Email Campaigns

high

As a recruiter, I want to run A/B tests on outreach email templates, so that I can optimize messaging effectiveness.

↳ Dependencies:

f3f93051...

Acceptance Criteria:

- Functional: System assigns candidates to A or B test groups automatically.
- Technical: Tracks open, click, and reply rates per variant.
- Technical: Provides performance analytics dashboard for campaigns.

Story Points: 8

Estimated Effort: 18 hours

## Integrate GPT-4 for Personalized Email Content Generation

high

As the system, I want to generate personalized outreach email content using GPT-4, so that messages are engaging and relevant.

↳ Dependencies:

8506b641...

Acceptance Criteria:

- Functional: System generates email drafts dynamically based on candidate and job data.
- Technical: Integrates securely with OpenAI GPT-4 API with rate limiting.
- Technical: Supports fallback to default templates on API failure.

Story Points: 8

Estimated Effort: 15 hours

## Implement Outreach Email Template Management

high

As a recruiter, I want to create and customize outreach email templates, so that I can personalize candidate communication.

↳ Dependencies:

94285d45...

Acceptance Criteria:

- Functional: Recruiters can create, edit, and delete email templates via UI.
- Technical: Templates stored securely in database with versioning.
- Technical: UI validates template content and supports placeholders.

Story Points: 5

Estimated Effort: 12 hours

## ☷ Personalized Recruiter Dashboard

This epic includes the development of a personalized dashboard for recruiters that displays urgent requisitions, top-ranked candidates, upcoming interview schedules, and AI-generated actionable insights to improve daily productivity.

4 stories

### Implement AI-Generated Insights for Recruiters

high

As a recruiter, I want to receive AI-generated actionable insights on my dashboard, so that I can prioritize tasks and improve hiring outcomes.

↳ Dependencies:

[907b811d...](#) [d1f4df97...](#)

Acceptance Criteria:

- Functional: Dashboard displays AI insights such as candidate pipeline bottlenecks and urgent actions.
- Technical: Insights generated by backend AI service and refreshed daily.
- Technical: UI presents insights with clear explanations and links to actions.

Story Points: 13

Estimated Effort: 20 hours

### Develop Upcoming Interview Schedules Widget

high

As a recruiter, I want to see upcoming interviews and schedules on my dashboard, so that I can manage my calendar effectively.

↳ Dependencies:

[e67217d6...](#) [9c0a819d...](#)

Acceptance Criteria:

- Functional: Dashboard lists upcoming interviews with date, time, candidate, and interviewer info.
- Technical: Syncs with calendar integration service for accurate scheduling.
- Technical: Sends real-time updates on schedule changes.

Story Points: 8

Estimated Effort: 15 hours

### Implement Top-Ranked Candidates Section

high

As a recruiter, I want to view top-ranked candidates per requisition on my dashboard, so that I can quickly identify best-fit candidates.

↳ Dependencies:

[d1f4df97...](#) [e67217d6...](#)

Acceptance Criteria:

- Functional: Dashboard shows candidates ranked by match score for each job.
- Technical: Data is updated in near real-time and cached for performance.
- Technical: UI supports candidate profile preview and quick actions.

Story Points: 8

Estimated Effort: 15 hours

### Design and Implement Urgent Requisitions Widget

high

As a recruiter, I want to see urgent job requisitions on my dashboard, so that I can prioritize critical hiring needs.

↳ Dependencies:

[d1f4df97...](#)

Acceptance Criteria:

- Functional: Dashboard displays a list of urgent job requisitions with relevant details.
- Technical: Data is fetched in real-time with response time under 1 second.
- Technical: Supports pagination and sorting.

Story Points: 5

Estimated Effort: 12 hours

## ⚡ AI-Powered Candidate Scoring with Social and Coding Activity Signals

This epic covers the extraction, analysis, and integration of social and coding activity signals such as GitHub contributions, Stack Overflow reputation, blog posts, conference talks, and social media presence into candidate scoring and profile enrichment.

3 stories

### Display Social and Coding Activity Signals in Candidate Profiles

medium

As a recruiter, I want to view social and coding activity signals with visual indicators in candidate profiles, so that I can assess candidate quality quickly.

↳ Dependencies:

[2632e613...](#)

Acceptance Criteria:

- ✓ Functional: Candidate profiles include a dedicated section for social and coding signals.
- ✓ Technical: UI components display visual indicators and summary insights.
- ✓ Technical: Data fetched efficiently from backend APIs.

Story Points: 5

Estimated Effort: 12 hours

### Integrate Social and Coding Signals into Candidate Scoring Algorithms

high

As the system, I want to incorporate social and coding activity signals into candidate scoring algorithms, so that candidate quality is assessed holistically.

↳ Dependencies:

[907b811d...](#) [2632e613...](#)

Acceptance Criteria:

- ✓ Functional: Candidate scores reflect social and coding activity contributions.
- ✓ Technical: Scoring algorithm weights signals appropriately and is configurable.
- ✓ Technical: Scores are updated in near real-time after signal extraction.

Story Points: 13

Estimated Effort: 20 hours

### Extract Coding and Social Signals from External Platforms

high

As the system, I want to extract coding activity and social signals from GitHub, Stack Overflow, blogs, and social media, so that enriched candidate data is available.

↳ Dependencies:

[72a5da96...](#) [b43aac05...](#)

Acceptance Criteria:

- ✓ Functional: System fetches and updates candidate signals from external APIs regularly.
- ✓ Technical: Uses OAuth2 and API keys securely for authentication.
- ✓ Technical: Handles data normalization and error retries.

Story Points: 8

Estimated Effort: 18 hours

## ⚡ AI-Powered Candidate Matching

This epic includes the development of machine learning models and supporting infrastructure to match candidates to job requisitions based on multiple dimensions including skills, experience, location, salary expectations, and cultural fit indicators.

3 stories

### Support Filtering and Ranking of Candidates

high

As a recruiter, I want to filter and rank matched candidates by skills, experience, location, and salary, so that I can prioritize candidates effectively.

↳ Dependencies:

[d1f4df97...](#)

Acceptance Criteria:

- Functional: UI supports filtering matched candidates by multiple attributes.
- Technical: Backend supports filter queries with efficient database indexing.
- Technical: Filters can be combined and results update dynamically.

Story Points: 8

Estimated Effort: 15 hours

### Implement Candidate Matching API Endpoint

high

As a recruiter, I want to retrieve matched candidates for a job requisition, so that I can review and shortlist best-fit candidates.

↳ Dependencies:

[907b811d...](#)

Acceptance Criteria:

- Functional: API returns ranked list of candidates with match scores for a job.
- Technical: API response time under 500ms for typical queries.
- Technical: Secured with JWT authentication and role-based access.

Story Points: 5

Estimated Effort: 12 hours

### Develop Candidate-Job Matching ML Model

high

As the ML engineer, I want to develop machine learning models that score candidate-job fit on multiple dimensions, so that recruiters can identify best-fit candidates efficiently.

↳ Dependencies:

[e8415f32...](#)

[c1159276...](#)

Acceptance Criteria:

- Functional: Model outputs a match score for candidate-job pairs.
- Technical: Uses feature engineering on candidate skills, experience, location, salary, and cultural fit.
- Technical: Model trained and validated with historical hiring data.

Story Points: 13

Estimated Effort: 25 hours

## ⌚ Automated Candidate Sourcing & Profile Aggregation

This epic covers the automated sourcing of candidate profiles from multiple external platforms, AI-powered parsing of resumes and profiles, normalization of data into structured candidate profiles, and deduplication across sources to ensure a clean and unified candidate database.

8 stories

### Implement Candidate Profile Deduplication

high

As the system, I want to deduplicate candidate profiles across multiple sources, so that recruiters see unique candidate records.

⌚ Dependencies:

[edb5dd7f...](#)

Acceptance Criteria:

- Functional: System identifies duplicate profiles using fuzzy matching and hashing.
- Technical: Uses deduplication algorithms with configurable thresholds.
- Technical: Deduplicated profiles merged and stored with audit trail.

Story Points: 8

Estimated Effort: 18 hours

### Implement Candidate Profile Normalization

high

As the system, I want to normalize parsed candidate data into a consistent structured format, so that profiles are standardized across sources.

⌚ Dependencies:

[c1159276...](#)

Acceptance Criteria:

- Functional: Candidate data fields are normalized (e.g., skill names, education degrees).
- Technical: Uses mapping tables and normalization algorithms.
- Technical: Normalized data stored in PostgreSQL JSONB fields.

Story Points: 8

Estimated Effort: 15 hours

## Implement AI Resume and Profile Parsing Service

high

As the system, I want to parse resumes and candidate profiles using AI/NLP, so that skills, experience, and education are extracted accurately.

Acceptance Criteria:

- ✓ Functional: System extracts skills, experience, education from uploaded resumes and sourced profiles.
- ✓ Technical: Uses spaCy and custom NLP pipelines for entity extraction.
- ✓ Technical: Parsing service exposes REST API for integration.

Story Points: 13

Estimated Effort: 20 hours

## Implement Company Career Page Candidate Profile Aggregation

high

As the system, I want to aggregate candidate profiles from company career pages, so that sourcing includes direct company postings.

Acceptance Criteria:

- ✓ Functional: System scrapes candidate data from configured company career pages.
- ✓ Technical: Supports configurable scraping rules per company.
- ✓ Technical: Normalizes and deduplicates data before storing.

Story Points: 8

Estimated Effort: 15 hours

## Implement Job Board Candidate Profile Aggregation

high

As the system, I want to aggregate candidate profiles from job boards such as Indeed and Glassdoor, so that sourcing covers multiple platforms.

Acceptance Criteria:

- ✓ Functional: System scrapes or uses APIs to collect candidate profiles from Indeed and Glassdoor.
- ✓ Technical: Implements scraping with respect to robots.txt and API usage policies.
- ✓ Technical: Data is normalized and stored in candidate profile database.

Story Points: 8

Estimated Effort: 15 hours

## Implement Stack Overflow Candidate Profile Aggregation

high

As the system, I want to aggregate candidate profiles and reputation data from Stack Overflow, so that social coding signals are collected.

Acceptance Criteria:

- ✓ Functional: System retrieves candidate reputation and badges from Stack Overflow API.
- ✓ Technical: Uses Stack Exchange API with appropriate authentication and throttling.
- ✓ Technical: Normalizes retrieved data into candidate profile schema.

Story Points: 5

Estimated Effort: 10 hours

### Implement GitHub Candidate Profile Aggregation

high

As the system, I want to aggregate candidate profiles from GitHub using API integration, so that coding activity data can be sourced automatically.

Acceptance Criteria:

- ✓ Functional: System fetches candidate public profile data and contribution metrics from GitHub API.
- ✓ Technical: Uses GitHub REST API with OAuth tokens for authentication.
- ✓ Technical: Implements pagination and handles API rate limits.

Story Points: 5

Estimated Effort: 12 hours

### Implement LinkedIn Candidate Profile Aggregation

high

As the system, I want to aggregate candidate profiles from LinkedIn using API integration, so that candidate data can be sourced automatically.

Acceptance Criteria:

- ✓ Functional: System successfully fetches candidate profiles from LinkedIn API on schedule.
- ✓ Technical: Uses LinkedIn REST API with OAuth 2.0 authentication for secure data access.
- ✓ Technical: Handles API rate limiting and retries failed requests automatically.

Story Points: 8

Estimated Effort: 16 hours

## ⚡ Spike Stories

### ⚡ Spike: Prototype Real-Time Interview Transcription and Note-Taking

Spike

high

As a developer, I need to prototype real-time speech-to-text transcription and note-taking integration, so that feasibility and performance can be assessed.

Timebox: 1 week

Expected Outcomes:

- ✓ Working prototype with live transcription.
- ✓ Latency and accuracy metrics collected.
- ✓ Recommendations for production implementation.

Acceptance Criteria:

- ✓ Prototype demonstrates real-time transcription.
- ✓ Performance metrics meet minimum thresholds.
- ✓ Prototype code and documentation delivered.

Story Points: 5

⚡ Spike: Research GPT-4 Integration for Outreach Email Generation Spike

high

As a developer, I need to explore GPT-4 API capabilities and limitations for generating personalized outreach emails, so that integration design decisions can be made.

Timebox: 3 days

Expected Outcomes:

- ✓ Documentation of GPT-4 API usage patterns.
- ✓ Sample integration code for email generation.
- ✓ Identification of rate limits and cost implications.

Acceptance Criteria:

- ✓ API exploration completed with sample outputs.
- ✓ Integration approach documented.
- ✓ Potential risks and mitigations identified.

Story Points: 3

⚡ Spike: Evaluate Candidate Data Deduplication Algorithms Spike

high

As a data engineer, I need to research and evaluate deduplication algorithms for candidate profiles, so that we can select the most accurate and performant approach.

Timebox: 1 week

Expected Outcomes:

- ✓ Comparison report of candidate deduplication algorithms.
- ✓ Proof-of-concept implementation with sample data.
- ✓ Recommendation for production implementation.

Acceptance Criteria:

- ✓ Research completed with documented findings.
- ✓ POC demonstrates deduplication accuracy and performance.
- ✓ Team consensus on chosen approach.

Story Points: 5

