```html
<!DOCTYPE html>
<html lang="en">
<head>
  <meta charset="UTF-8">
  <title>Apply to TalentPatriot</title>
  <style>
    body { font-family: Arial, sans-serif; max-width: 700px; margin: 2em auto;}
    label { display: block; margin-top: 1em; font-weight: bold;}
    input, select, textarea { width: 100%; padding: 0.5em; margin-top: 0.3em; }
    .section { border-top: 1px solid #ddd; margin-top: 2em; padding-top: 1em; }
    .small { font-size: 0.9em; color: #555; }
    .button { margin-top: 1.5em; }
  </style>
</head>
<body>
  <h1>Apply to TalentPatriot</h1>
  <form action="/submit_application" method="POST" enctype="multipart/form-data">

    <!-- Basic Info -->
    <label>First Name *</label>
    <input type="text" name="first_name" required />

    <label>Last Name *</label>
    <input type="text" name="last_name" required />

    <label>Email *</label>
    <input type="email" name="email" required />

    <label>Phone *</label>
    <input type="tel" name="phone" required />

    <!-- Resume / Cover -->
    <label>Resume/CV *</label>
    <input type="file" name="resume" accept=".pdf,.doc,.docx,.txt,.rtf" required />

    <label>Cover Letter</label>
    <input type="file" name="cover_letter" accept=".pdf,.doc,.docx,.txt,.rtf" />

    <!-- Education & Employment (repeatable) -->
    <div class="section">
      <h2>Education</h2>
      <div class="education-entry">
        <label>School *</label>
        <input type="text" name="education[0][school]" required />
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    <label>Degree *</label>
    <select name="education[0][degree]" required>
      <option value="">Select degree</option>
      <option>Bachelor's Degree</option>
      <option>Master's Degree</option>
      <option>Ph.D.</option>
      <option>Associate's Degree</option>
      <option>Other</option>
    </select>

    <label>Field of Study *</label>
    <input type="text" name="education[0][field]" required />

    <button type="button" onclick="addEducation()">+ Add another education</button>
  </div>
</div>

<div class="section">
  <h2>Employment</h2>
  <div class="employment-entry">
    <label>Company Name *</label>
    <input type="text" name="employment[0][company]" required />

    <label>Job Title *</label>
    <input type="text" name="employment[0][title]" required />

    <label>Start Date *</label>
    <input type="date" name="employment[0][start_date]" required />

    <label>End Date *</label>
    <input type="date" name="employment[0][end_date]" />

    <label><input type="checkbox" name="employment[0][current]" /> Present</label>

    <button type="button" onclick="addEmployment()">+ Add another employment</button>
  </div>
</div>

<!-- External Links -->
<div class="section">
  <label>LinkedIn Profile URL *</label>
  <input type="url" name="linkedin" required />
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  <label>Portfolio / GitHub / Personal Website</label>
  <input type="url" name="portfolio" />
</div>

<!-- Legal / Eligibility -->
<div class="section">
  <label>Authorized to work where position is located?</label>
  <select name="work_authorization" required>
   <option value="">Select One</option>
   <option>Yes</option>
   <option>No</option>
  </select>

  <label>Will you now or in the future require visa sponsorship?</label>
  <select name="visa_sponsorship" required>
   <option value="">Select One</option>
   <option>Yes</option>
   <option>No</option>
  </select>

  <label>Age Confirmation *</label>
  <select name="age_confirmation" required>
   <option value="">Select One</option>
   <option>I am 18 or older</option>
   <option>I am under 18</option>
  </select>

  <label>Previously employed by TalentPatriot?</label>
  <select name="previous_employee" required>
   <option value="">Select One</option>
   <option>Yes</option>
   <option>No</option>
  </select>
</div>

<!-- Outreach + Disclosures -->
<div class="section">
  <label>How did you hear about us? *</label>
  <select name="referral_source" required>
   <option value="">Select One</option>
   <option>Career Page</option>
   <option>LinkedIn</option>
   <option>Indeed</option>
   <option>Referral</option>
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    <option>Other</option>
  </select>

  <label>
    <input type="checkbox" name="data_privacy_ack" required />
    I confirm receipt of the Privacy Notice (link).
  </label>

  <label>
    <input type="checkbox" name="ai_acknowledgment" />
    I understand that TalentPatriot may use AI tools in evaluation.
  </label>
</div>

<!-- Diversity (Optional) -->
<div class="section small">
  <p><strong>Voluntary Self-Identification</strong> (optional)</p>
  <label>Gender</label>
  <select name="gender">
    <option value="">Prefer not to say</option>
    <option>Male</option>
    <option>Female</option>
    <option>Non-binary</option>
    <option>Other</option>
  </select>

  <label>Race/Ethnicity</label>
  <select name="race_ethnicity">
    <option value="">Prefer not to say</option>
    <option>Asian</option>
    <option>Black/African American</option>
    <option>Hispanic/Latino</option>
    <option>White</option>
    <option>Two or more races</option>
    <option>Other</option>
  </select>

  <label>Veteran Status</label>
  <select name="veteran_status">
    <option value="">Prefer not to say</option>
    <option>Veteran</option>
    <option>Disabled Veteran</option>
    <option>Recently separated Veteran</option>
  </select>
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    <label>Disability Status</label>
    <select name="disability_status">
      <option value="">Prefer not to say</option>
      <option>Yes, I have a disability</option>
      <option>No, I do not have a disability</option>
    </select>
  </div>

  <!-- Captcha & Submit -->
  <div class="section">
    <label>Verification Code *</label>
    <input type="text" name="captcha" required placeholder="Enter code shown" />
  </div>

  <button class="button" type="submit">Submit Application</button>
</form>

<script>
  let eduCount = 1, empCount = 1;
  function addEducation() {
    const div = document.querySelector('.education-entry');
    const clone = div.cloneNode(true);
    clone.querySelectorAll('input, select').forEach(el => {
      const name = el.getAttribute('name');
      const newName = name.replace(/\[\d+\]/, '['+eduCount+']');
      el.setAttribute('name', newName);
      if (el.tagName === 'INPUT') el.value = '';
    });
    div.parentNode.insertBefore(clone, div.nextSibling);
    eduCount++;
  }
  function addEmployment() {
    const div = document.querySelector('.employment-entry');
    const clone = div.cloneNode(true);
    clone.querySelectorAll('input, select').forEach(el => {
      const name = el.getAttribute('name');
      const newName = name.replace(/\[\d+\]/, '['+empCount+']');
      el.setAttribute('name', newName);
      if (el.tagName === 'INPUT') {
        if (el.type === 'date' || el.type === 'text') el.value = '';
        if (el.type === 'checkbox') el.checked = false;
      }
    });
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      div.parentNode.insertBefore(clone, div.nextSibling);
      empCount++;
    }
  </script>
</body>
</html>
```