

Internal Job Application Management System CRM

Prepared by : Gollapalli.Lakshmi Tulasi Jyothi Sri

Program : TCS lastmile Salesforce

Batch : 4

Project Overview

The proposed CRM system is designed to streamline and optimize the recruitment and job application process within an organization. It provides a centralized platform to manage candidate applications, track interview progress, and automate communication with applicants. The system integrates key features such as candidate shortlisting, automated email notifications, interview scheduling, and real-time status updates. By addressing business needs such as reducing manual effort, improving candidate engagement, and ensuring a transparent hiring process, the CRM enhances efficiency and delivers a structured recruitment workflow.

Objectives

The primary objective of this CRM is to improve the efficiency and accuracy of the recruitment process while ensuring a seamless experience for both candidates and recruiters. The system aims to automate repetitive tasks such as sending updates, managing application records, and handling interview scheduling, thereby reducing manual workload. Additionally, it enhances decision-making by providing recruiters with organized candidate data and status tracking. From a business perspective, the CRM delivers value by accelerating hiring timelines, reducing administrative overhead, and strengthening employer branding through professional and timely communication with applicants.

Phase 1: Problem Understanding & Industry Analysis

- **Requirement Gathering**

- Identified issues with manual tracking of job applications.
- Noted delays in communication between recruiters and candidates.
- Highlighted lack of real-time application status updates.
- Collected inputs from HR teams on their pain points.

- **Stakeholder Analysis**

- Recruiters: Need faster tracking and communication tools.
- Hiring Managers: Require better candidate evaluation insights.
- Candidates: Expect timely updates and smooth experience.
- HR Teams: Want reduced manual work and organized data.

- **Business Process Mapping**

- Documented current recruitment workflow step by step.
- Found repetitive manual tasks causing inefficiency.
- Identified communication gaps during interview scheduling.
- Mapped areas where automation can streamline hiring.

- **Industry-specific Use Case Analysis**

- Researched common Applicant Tracking Systems (ATS).

- Compared features like scheduling, status tracking, and reporting.
 - Identified best practices widely used across industries.
 - Applied insights to tailor CRM for recruitment needs.
 - **AppExchange Exploration**
 - Explored recruitment-related Salesforce apps.
 - Noted features like candidate management and automation.
 - Understood limitations of existing solutions.
 - Used findings to design a more customized CRM.
-

Phase 2: Org Setup & Security Configuration

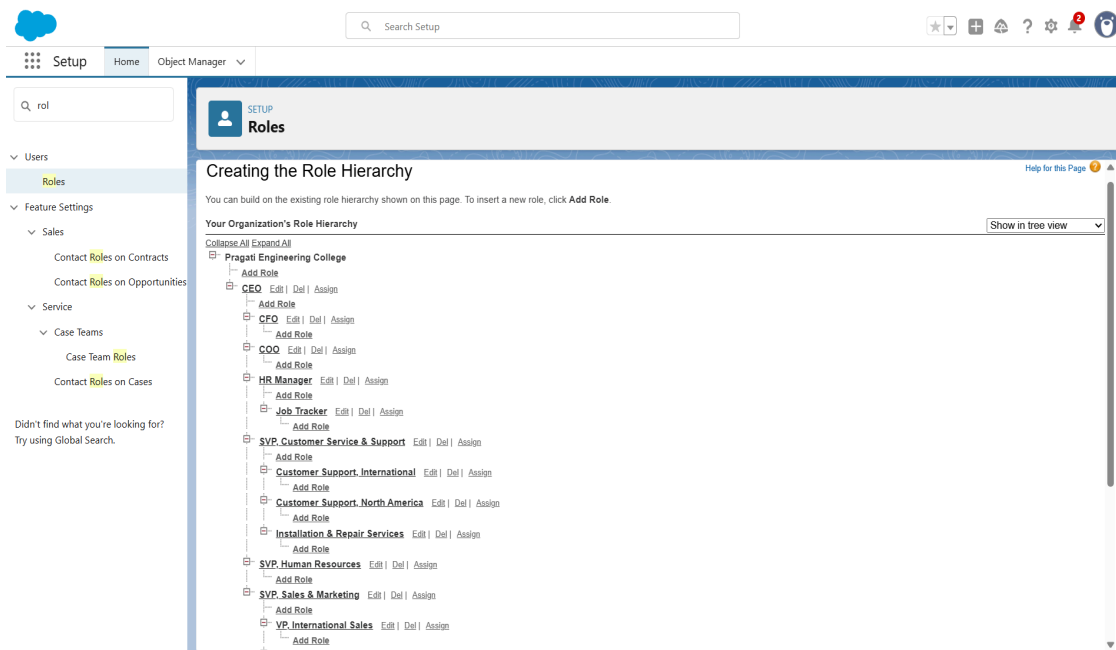
1.Roles

Use Case:

Roles in Salesforce define the hierarchy of data access. In this project, HR Managers need to access all job applications, while Job Trackers should only see records they own. By defining roles, we can implement secure, role-based access that mirrors organizational responsibilities.

Implementation Steps:

1. Setup → Quick Find → Roles → Set Up Roles → Add Role → HR Manager → Save.
2. Under HR Manager → Add Role → Job Tracker → Save.



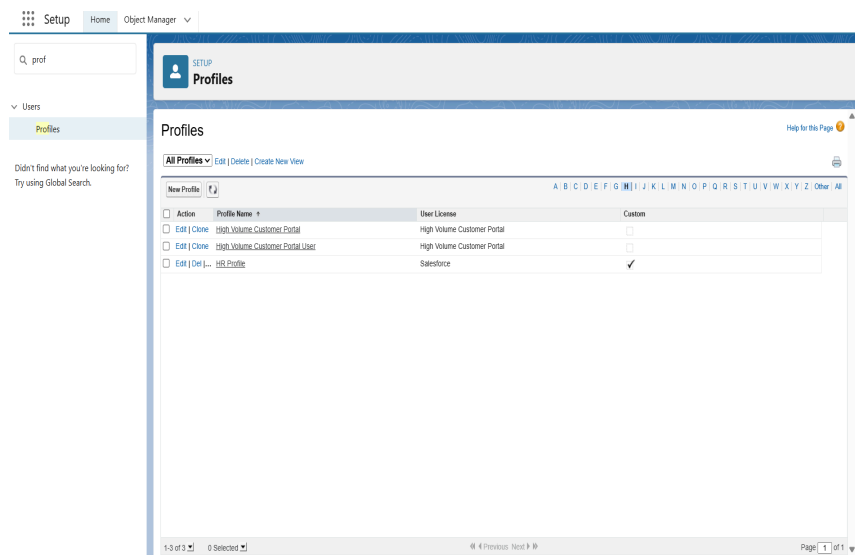
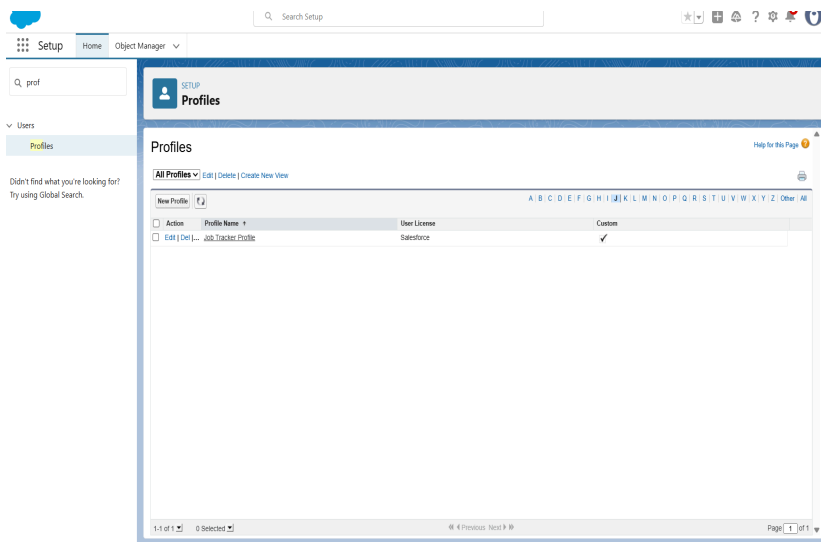
2 .Profiles

Use Case :

Profiles determine the permissions and access levels for users. HR requires full access (Create, Read, Edit, Delete) to Applications, while Job Trackers have limited access. By creating separate profiles, we enforce data security and workflow compliance.

Implementation Steps:

1. Setup → Quick Find → Profiles → Clone Standard User → Name: HR Profile.
2. Configure Object Settings for Application object → Full CRUD for HR.
3. Clone again → Job Tracker Profile → Limited CRUD.



3 Sharing Rules

Use Case:

Sharing Rules allow exceptions to org-wide defaults. Since Applications are set to Private, we need to share Job Tracker records with HR Managers for visibility. This ensures HR can oversee the recruitment pipeline without violating privacy.

Implementation Steps:

1. Setup → Quick Find → Sharing Settings → Application Sharing Rules → New.

2. Rule: Share Applications with HR → Owned by Job Tracker → Share with HR Manager → Read/Write → Save.

SETUP Sharing Settings			
Service/Configuration Resource	Private	Public	
Service Contract	Private	Private	✓
Service Resource	Public Read/Write	Private	✓
Service Territory	Public Read/Write	Private	✓
Shift	Private	Private	✓
Shipment	Private	Private	✓
Shipping Carrier	Public Read Only	Private	✓
Shipping Carrier Method	Public Read Only	Private	✓
Shipping Configuration Set	Public Read Only	Private	✓
Streaming Channel	Public Read/Write	Private	✓
Tableau Host Mapping	Public Read Only	Private	✓
User Presence	Public Read Only	Private	✓
User Provisioning Request	Private	Private	✓
Waitlist	Private	Private	✓
Web Cart Document	Private	Private	✓
Work Order	Private	Private	✓
Work Plan	Private	Private	✓
Work Plan Template	Private	Private	✓
Work Step Template	Private	Private	✓
Work Type	Private	Private	✓
Work Type Group	Public Read/Write	Private	✓
Application	Private	Private	✓

Application Sharing Rules New Recalculate Application Sharing Rules Help ?			
Action	Criteria	Shared With	Access Level
Edit Del	Owner in <u>Role: Job Tracker</u>	<u>Role: HR Manager</u>	Read/Write

Phase 3 :Data Modeling & Relationships

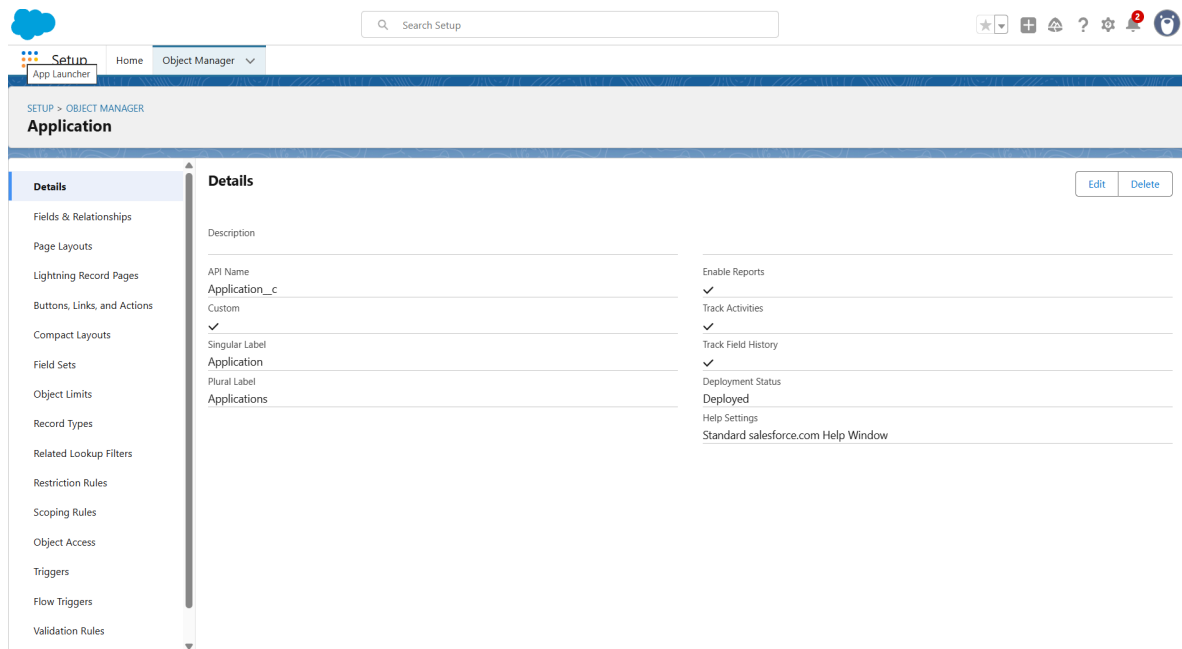
1. Custom Object – Application__c

Use Case:

Central object to store all candidate application data. Acts as a single source of truth.

Implementation Steps:

- Setup → Object Manager → Create Custom Object → Application__c → Auto Number Record Name → Enable Reports & Activities.



2. Fields & Page Layouts

Use Case:

Custom fields capture necessary candidate information. Page Layouts ensure ease of data entry for users.

Implementation Steps:

- Create fields: Candidate Name, Email, Phone, Job Title, Education, Experience, Notice Period, Resume Link, Status, Applied Date, Interview Details, Eligibility Score.
- Configure Field-Level Security and add to Page Layout.

SETUP

Classic Email Templates

Text Email Template

Under_Review_Template

Help for this Page

Preview your email template below.

Email Template Detail

EditDeleteClone

Email Templates from Salesforce

Unified Public Classic Email Templates

Email Template Name	Under_Review_Template	Available For Use	✓
Template Unique Name	Under_Review_Template	Last Used Date	
Encoding	Unicode (UTF-8)	Times Used	
Author	Gollapalli Lakshmi Tulasi Jyothi Sri (Change)		
Description			
Created By	Gollapalli Lakshmi Tulasi Jyothi Sri	9/20/2025, 12:21 AM	Modified By Gollapalli Lakshmi Tulasi Jyothi Sri
			9/22/2025, 8:40 AM

EditDeleteClone

Email Template

Send Test and Verify Merge Fields

Subject

Your Application is Under Review

Plain Text Preview

Hello {Application__c.Candidate_Name__c}.

Thank you for applying for the role of {Application__c.Job_Title__c} at Pragati Solutions.

Our recruitment team has received your application and it is currently under review.

We will get back to you with the next steps shortly.

Best Regards,

HR Team

SETUP

Email Alerts

Email Alert

Under Review Email

Help for this Page

Rules Using This Email Alert (0)

Approval Processes Using This Email Alert (0)

Entitlement Processes Using This Email Alert (0)

Email Alert Detail

EditDeleteClone

Description

Under Review Email

Email Template

Under_Review

Unique Name	Under_Review_Email	Object	Application
From Email Address	Current User's email address		
Recipients	Email Field: Candidate Email		
Additional Emails			
Created By	Gollapalli Lakshmi Tulasi Jyothi Sri	9/21/2025, 11:03 AM	Modified By Gollapalli Lakshmi Tulasi Jyothi Sri
			9/21/2025, 11:03 AM

EditDeleteClone

Rules Using This Email Alert

Rules Using This Email Alert Help

This alert is currently not used by any rules

Approval Processes Using This Email Alert

Approval Processes Using This Email Alert Help

This alert is currently not used by any approval processes

Entitlement Processes Using This Email Alert

This alert is currently not used by any entitlement processes

Flows Using This Email Alert

Flow Name	Version	Description	Object	Active
Application_Response_Test	1, 2, 3, 7, 4, 5, 6, 8		01f000002nQJZ	✓

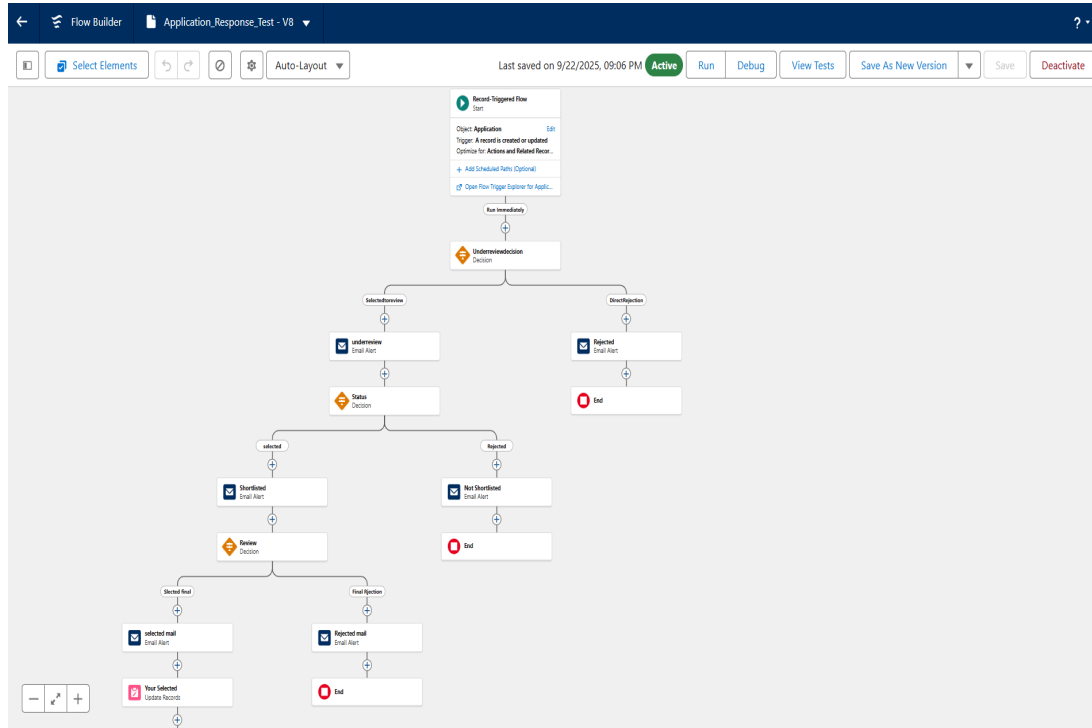
3. Flows

Use Case Explanation:

Automates default values and status changes, triggers email alerts, and evaluates eligibility.

Implementation Steps:

- After-Save Flow → decision elements for Education, Experience, Notice Period → update Status → send emails.



Phase 5 :Apex Programming

1.ApplicationTaskTrigger

Use Case:

Automatically creates follow-up tasks for HR to ensure timely processing of applications.

Implementation Steps:

- Trigger after insert → create Task for each application → assign to HR.

```
1 @isTest
2 public class ApplicationTaskTriggerTest21 {
3     @isTest static void testTaskCreated() {
4         // Create a sample application record
5         Application__c app = new Application__c(
6             Candidate_Name__c = 'Test Candidate',
7             Candidate_Email__c = 'test@example.com',
8             Job_Title__c = 'Engineer - Frontend',
9             Education_Qualification__c = 'B.Tech',
10            Experience_Level__c = 'Mid'
11        );
12        insert app;
13
14        // Verify task created
15        List<Task> tasks = [SELECT Id, Subject, WhatId FROM Task WHERE WhatId = :app.Id];
16        System.assert(tasks.size() > 0, 'Task should be created for the application');
17    }
18 }
19
```

```
1 @isTest
2 public class ApplicationTaskTriggerTest21 {
3     @isTest static void testTaskCreated() {
4         // Create a sample application record
5         Application__c app = new Application__c(
6             Candidate_Name__c = 'Test Candidate',
7             Candidate_Email__c = 'test@example.com',
8             Job_Title__c = 'Engineer - Frontend',
9             Education_Qualification__c = 'B.Tech',
10            Experience_Level__c = 'Mid'
11        );
12        insert app;
13
14        // Verify task created
15        List<Task> tasks = [SELECT Id, Subject, WhatId FROM Task WHERE WhatId = :app.Id];
16        System.assert(tasks.size() > 0, 'Task should be created for the application');
17    }
18 }
19
```

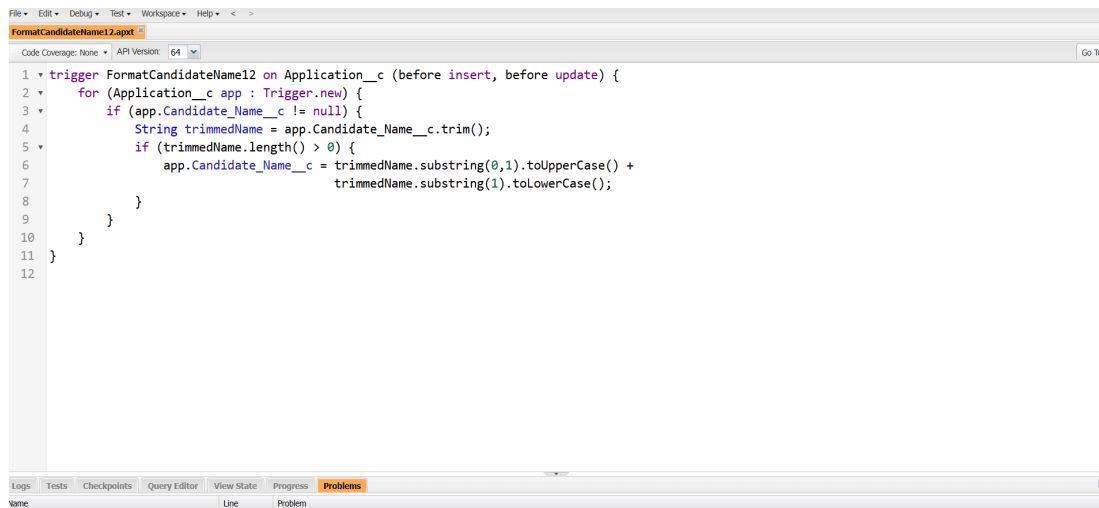
2. FormatCandidateName Trigger

Use Case:

Normalizes candidate names to proper capitalization for data consistency.

Implementation Steps:

- Trigger before insert/update → trim & capitalize first letter.

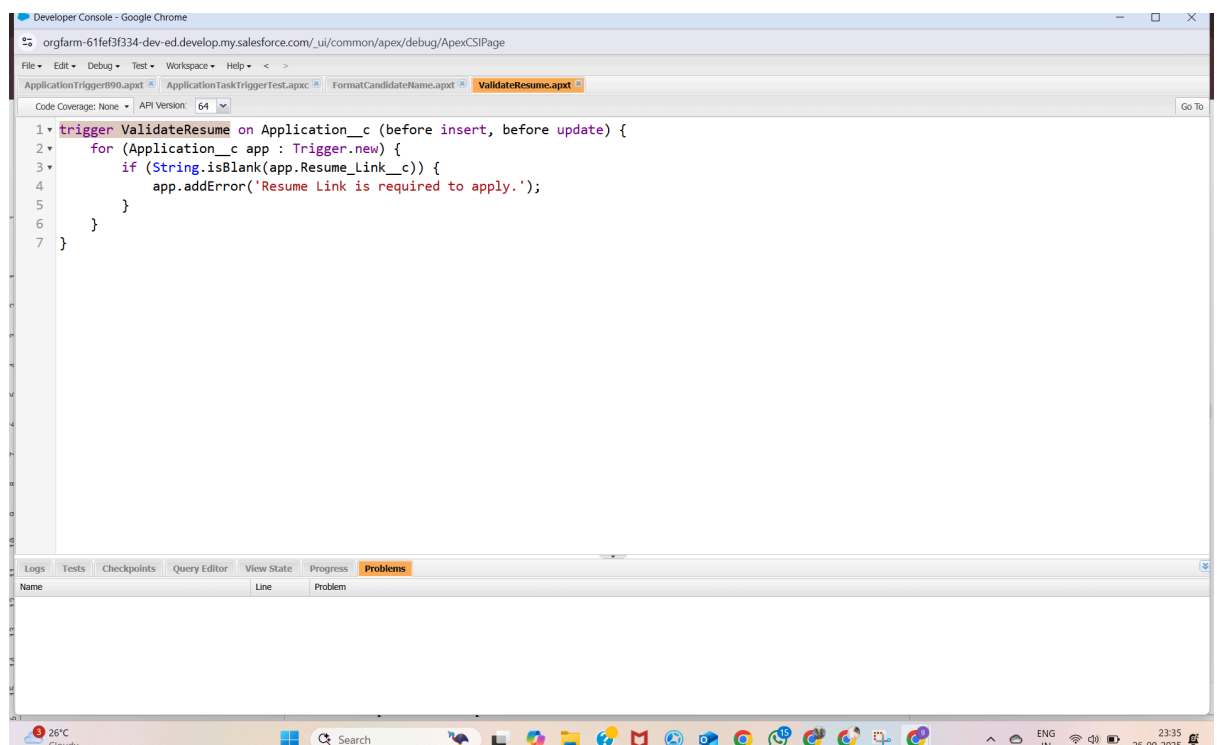


The screenshot shows the Salesforce IDE interface with the file `FormatCandidateName12.apxt` open. The code is an Apex trigger that formats candidate names. The IDE includes a menu bar (File, Edit, Debug, Test, Workspace, Help), a toolbar with 'Code Coverage: None' and 'API Version: 64', and a 'Go To' button. The code is as follows:

```
1 trigger FormatCandidateName12 on Application__c (before insert, before update) {
2     for (Application__c app : Trigger.new) {
3         if (app.Candidate_Name__c != null) {
4             String trimmedName = app.Candidate_Name__c.trim();
5             if (trimmedName.length() > 0) {
6                 app.Candidate_Name__c = trimmedName.substring(0,1).toUpperCase() +
7                                     trimmedName.substring(1).toLowerCase();
8             }
9         }
10    }
11 }
12
```

At the bottom, there is a 'Problems' tab and a table with columns 'Name', 'Line', and 'Problem'.

3. ValidateResume



The screenshot shows the Salesforce IDE interface with the file `ValidateResume.apxt` open. The code is an Apex trigger that validates the resume link. The IDE includes a menu bar (File, Edit, Debug, Test, Workspace, Help), a toolbar with 'Code Coverage: None' and 'API Version: 64', and a 'Go To' button. The code is as follows:

```
1 trigger ValidateResume on Application__c (before insert, before update) {
2     for (Application__c app : Trigger.new) {
3         if (String.isBlank(app.Resume_Link__c)) {
4             app.addError('Resume Link is required to apply.');

At the bottom, there is a 'Problems' tab and a table with columns 'Name', 'Line', and 'Problem'.


```

4. Test Classes

Use Case:

Ensure code coverage $\geq 75\%$ for deployable org and validate trigger/class functionality.

Implementation Steps:

- ApplicationTaskTriggerTest, EligibilityCalculatorTest → insert test data → assert expected results.

Phase 6 :Lightning App & UI Development

1.Lightning App

Use Case:

Provides an intuitive interface for HR and Job Tracker to manage applications efficiently.

Implementation Steps:

- App Manager → New Lightning App → Add Navigation Items (Applications, Reports, Dashboards, Tasks) → Assign Profiles.

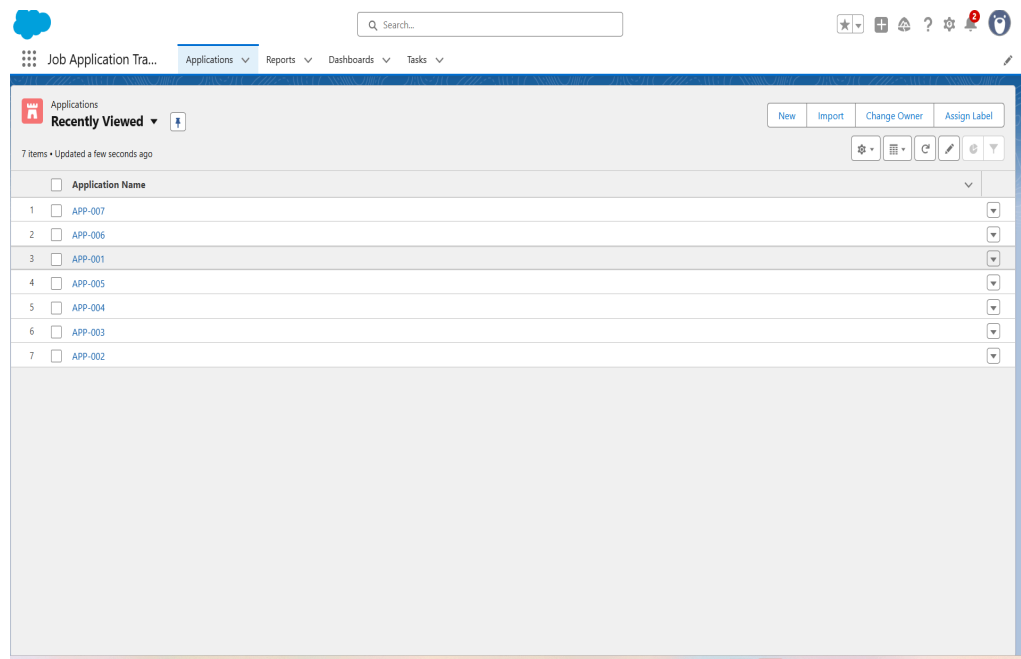
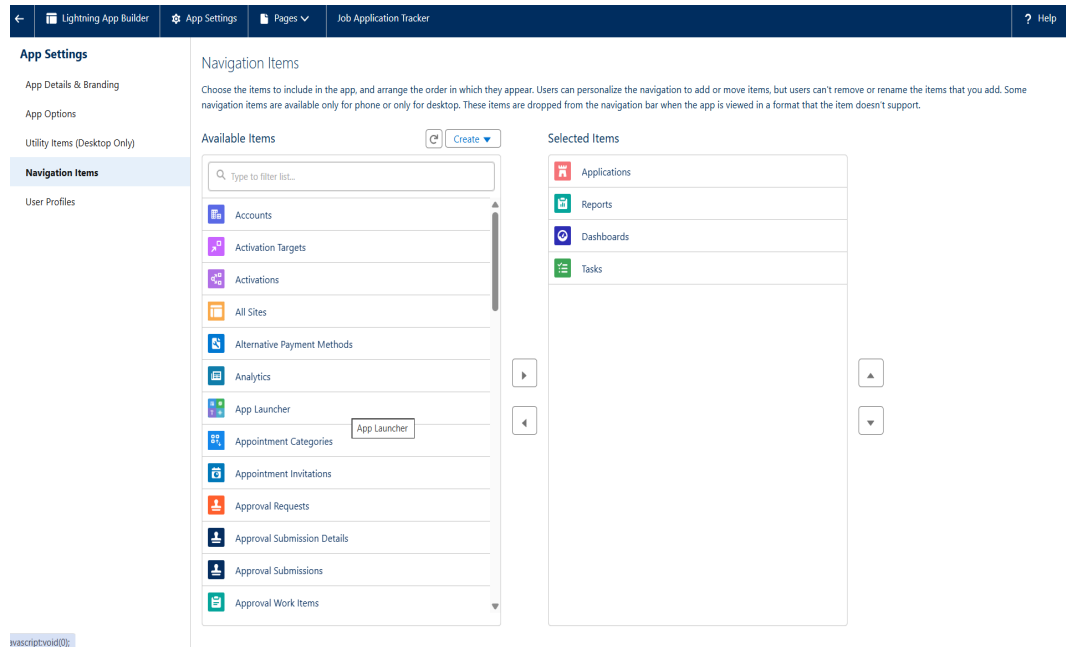
2. Lightning Record Pages

Use Case:

Customizes layout to show only relevant fields and related lists. Improves usability.

Implementation Steps:

- Lightning App Builder → Edit Record Page → drag relevant components → assign to profiles.



Phase 7: Integration & External Access

1. Email Alerts in Flow

Use Case:

- Simulated Web-to-Application form + Email notifications.
- To mimic candidate external access (apply via form)
- Candidates apply online, HR receives automated notifications.
- Web-to-Application & Email simulation

Implementation Steps:

- Decision → HasInterviewDetails → Send Interview Details Email Alert.

2.Simulation of Integration

- Instead of heavy API/web integration, you demonstrated how Salesforce CRM can send external communication through automated emails (just like Email-to-Case or Web-to-Lead)

The screenshot shows a Salesforce interface. In the background, there is a 'Job Application Tracking' page with a table of applications. The table has columns for 'Application Name' and a list of applications (APP-007, APP-006, APP-001, APP-005, APP-004, APP-003, APP-002). A 'Recently Viewed' section is also visible. Overlaid on this is a 'New Application' form. The form has a title bar 'New Application' and a close button. It contains several input fields: 'Application Name', 'Candidate Name', 'Candidate Email', 'Phone', 'Education Qualification' (a dropdown menu), 'Job Title' (a dropdown menu), 'Skills', 'Experience Level', 'Owner' (a dropdown menu showing 'Gollapalli Lakshmi Tulasi Jyothi Sri'), 'Applied Date', 'Resume Link', and 'Notice Period' (a dropdown menu). There are 'Cancel', 'Save & New', and 'Save' buttons at the bottom of the form.

Phase 8 : Data Management & Deployment

1. Create Matching Rule (defines duplicate condition)

Use Case:

- Import records, Duplicate & Matching Rules.

Implementation Steps:

- Setup → Quick Find → Matching Rules → New Rule

SETUP

Matching Rules

Matching Rule

Application_Matching_Rule

Help for this Page

Matching Rule Detail

Delete

Clone

Deactivate

Object	Application
Rule Name	Application_Matching_Rule
Unique Name	Application_Matching_Rule
Description	
Matching Criteria	(Application: Candidate_Email EXACT MatchBlank = FALSE) AND (Application: Job_Title EXACT MatchBlank = FALSE)
Status	Active
Created By	Gollapalli Lakshmi Tulasi Jyothi Sd. 9/22/2025, 2:35 AM
Modified By	Gollapalli Lakshmi Tulasi Jyothi Sd. 9/22/2025, 2:36 AM

2. Duplicate Prevention

Use Case:

Prevents multiple applications from the same candidate for the same role, ensuring data integrity.

Implementation Steps:

- Matching Rule on Candidate_Email__c + Job_Title__c → Duplicate Rule → Block duplicates.

SETUP

Duplicate Rules

Application Duplicate Rule

Application_Duplicate_Rule

Help for this Page

Duplicate Rule Detail

Edit

Delete

Clone

Deactivate

Rule Name

Application_Duplicate_Rule

Order

1 of 1

Reorder

Description

Object

Application

Record-Level Security

Enforce sharing rules

Action On Create

Block

Operations On Create

☐ Alert
 ☐ Report

Action On Edit

Allow

Operations On Edit

☒ Alert
 ☒ Report

Alert Text

Use one of these records?

Active

☒

Matching Rule

☒ Application_Matching_Rule
 ☒ Mapped

Matching Criteria

(Application: Candidate_Email EXACT MatchBlank = FALSE) AND (Application: Job_Title EXACT MatchBlank = FALSE)

Conditions

Created By

Gollapalli Lakshmi Tulasi Jyothi Sri

9/22/2025, 2:40 AM

Modified By

Gollapalli Lakshmi Tulasi Jyothi Sri

9/22/2025, 2:40 AM

Edit

Delete

Clone

Deactivate

Application Duplicate Rule - Application_Duplicate_Rule - Salesforce - Developer Edition

Phase 9 :Reporting & Dashboards

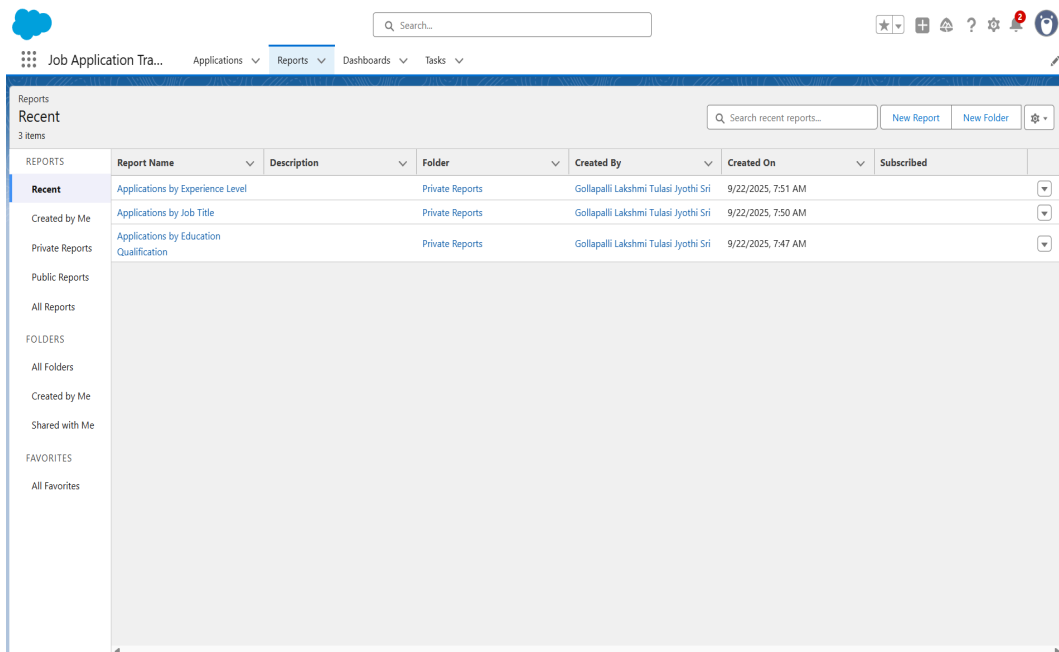
1. Reports

Use Case:

Provides insights on applications pipeline for HR and Hiring Managers.

Implementation Steps:

- Applications by Education → Pie Chart
- Applications by Job Title → Vertical Bar
- Applications by Experience Level → Donut Chart



REPORT ▾

New Applications Report / Applications

Previewing a limited number of records. Run the report to see everything.

Update Preview Automatically

Education Qualification	Experience Level	Notice Period	Record Count
B. Tech	Fresher	5 Days	2
		Subtotal	2
	Mid	Immediate	1
		30 Days	1
		Subtotal	2
	Senior	Immediate	1
		Subtotal	1
		Subtotal	5
MBA	Senior	Immediate	1
		Subtotal	1
		Subtotal	1
M. Tech	Mid	5 Days	1
		Subtotal	1
		Subtotal	1
Total			7

Row Counts ☒ Detail Rows ☐ Subtotals ☒ Grand Total ☒

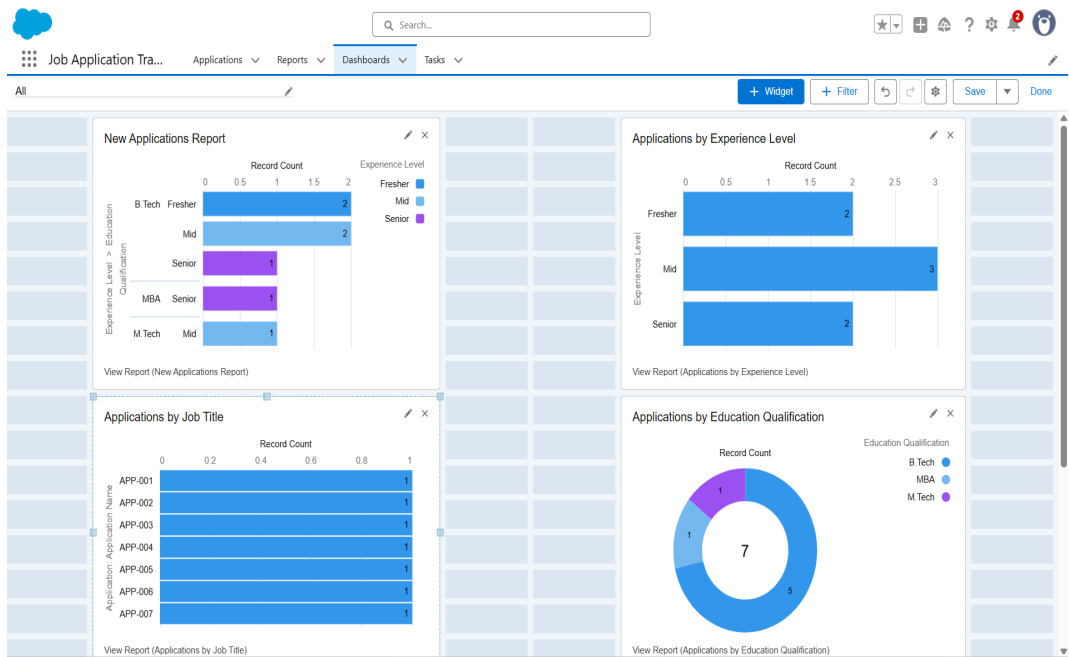
2. Dashboard

Use Case :

Aggregates reports into a single visual dashboard for quick decision-making.

Implementation Steps:

- Dashboard → Add Components (Pie, Bar, Donut) → Resize & Save → Assign to folder.



Job Application Tra...

Search recent dashboards...

New Dashboard New Folder

DASHBOARDS	Dashboard Name	Description	Folder	Created By	Created On	Subscribed
Recent	Applications by Experience Level		Private Dashboards	Gollapalli Lakshmi Tulasi Jyothi Sri	9/22/2025, 7:56 AM	
Created by Me	Applications by Job Title		Private Dashboards	Gollapalli Lakshmi Tulasi Jyothi Sri	9/22/2025, 7:55 AM	
Private Dashboards	Applications by Education Qualification		Private Dashboards	Gollapalli Lakshmi Tulasi Jyothi Sri	9/22/2025, 7:53 AM	

3 items

FOLDERS

All Folders

Created by Me

Shared with Me

FAVORITES

All Favorites

Phase 10 :Quality Assurance Testing

1.Testing Approach:

- Functional testing performed for all Salesforce features implemented, including:
 - Record creation in Application object.
 - Flows.
 - Email Templates & Email Alerts.
 - Duplicate Prevention (Matching & Duplicate Rules).
 - Apex Triggers (ApplicationTaskTrigger,ApplicationTaskTriggerTest, FormatCandidateName).
 - Reports & Dashboards.
- Each test case includes input data, expected output, and actual output with screenshots.
- Testing was done in Developer Org using multiple users (HR Manager & Job Tracker) to validate role-based access and security.
- Regression testing ensured that new changes did not break existing functionalities.

2.Test Cases

1.Use Case / Scenario

- Application Record Creation
- Duplicate Prevention
- Email Alerts
- Flow

- Reports
- Dashboard

2.Test Steps (Input)

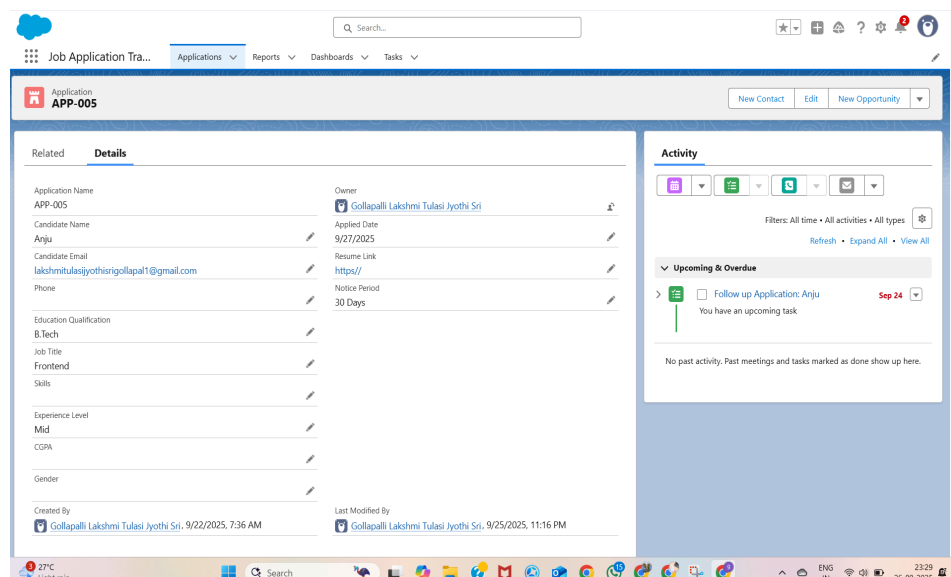
- Create new Application record with CandidateName, Email, Job Title, Education, Experience, Notice Period
- Attempt to create a second Application with same Candidate Email
- Record created with Education = B.Tech, Experience = Mid, Notice Period = Immediate
- Trigger Status Selected for a candidate
- Open Job Application Dashboard
- Run “Applications by fields” report
- Tasks should be created
- Application without Resume

3.Expected Result

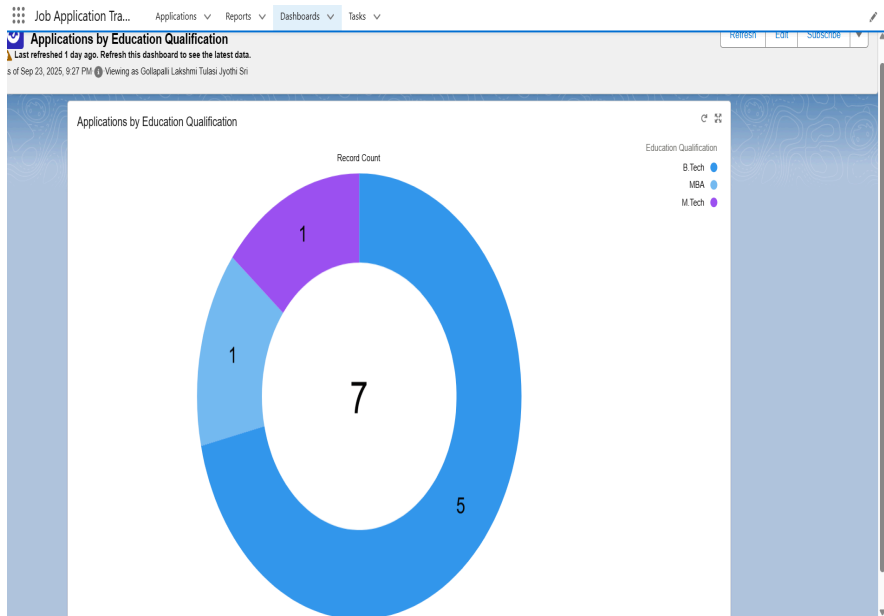
- Application record created successfully.
- Record creation blocked; duplicate alert displayed
- Status updated to Shortlisted → Email alert sent to candidate
- Candidate receives Selected email with correct details
- Report displays accurate count of Applications
- Components (Pie, Bar, Donut) display correct data visually
- Tasks should be created
- Trigger when resume is blank

4.Actual Output

- Application record created successfully.



- Components (Pie, Bar, Donut) display correct data visually



- Tasks should be created

Job Application Tracker

Recently Viewed

11 Items • Updated a few seconds ago

Search this list...

- ☐ Follow up Application: Priya (APP-031) 9/28/2025
- ☐ Follow up Application: Mounika (APP-029) 9/28/2025
- ☐ Follow up Application: Priya (APP-028) 9/28/2025
- ☐ Follow up Application: Candidate (APP-025) 9/27/2025
- ☐ Follow up Application: Jyothui (APP-014) 9/27/2025
- ☐ Follow up Application: Rohan (APP-002) 9/24/2025
- ☐ Follow up Application: Kavya (APP-003) 9/24/2025
- ☐ Follow up Application: Sneha (APP-006) 9/24/2025
- ☐ Follow up Application: Anju (APP-005) 9/24/2025

Task: Follow up Application: Priya

✓ Mark Complete Edit Comments Change Date Create Follow-Up Task


Name: [Empty] Related To: [APP-031](#)

Details Related

Assigned To: Gollapalli Lakshmi Tulasi Jyothi Sri	Status: Not Started
Subject: Follow up Application: Priya	Name: [Empty]
Due Date: 9/28/2025	Related To: APP-031
Priority: Normal	
Created By: Gollapalli Lakshmi Tulasi Jyothi Sri , 9/26/2025, 3:04 AM	Last Modified By: Gollapalli Lakshmi Tulasi Jyothi Sri , 9/26/2025, 3:04 AM
Comments: [Empty]	

27°C Light rain 23:33 26-09-2025

- Report of Applications



Report: Applications

New Applications Report

Total Records

8

<input type="checkbox"/> Education Qualification ↑ <div></div>	<input type="checkbox"/> Experience Level ↑ <div></div>	<input type="checkbox"/> Notice Period ↑ <div></div>	Record Count
<input type="checkbox"/> B.Tech	Fresher	Immediate	1
		5 Days	2
		Subtotal	3
	Mid	Immediate	1
		30 Days	1
		Subtotal	2
	Senior	Immediate	1
		Subtotal	1
	Subtotal		6
<input type="checkbox"/> MBA	Senior	Immediate	1
		Subtotal	1
	Subtotal		1
<input type="checkbox"/> M.Tech	Mid	5 Days	1
		Subtotal	1
	Subtotal		1
Total			8

- Application record created successfully.

Application

APP-009

New Contact

Edit

New Opportunity

Related

Details

Application Name

APP-009

Owner

Gollapalli Lakshmi Tulasi Jyothi Sri

Candidate Name

Mouni

Applied Date

Candidate Email

lakshmitulasijyothisrigollapali@gmail.com

Resume Link

Phone

(901) 089-2452

Notice Period

Immediate

Education Qualification

B.Tech

Job Title

Software Engineer

Skills

Experience Level

Fresher

Eligibility Score

Gender

Female

Created By

Gollapalli Lakshmi Tulasi Jyothi Sri, 9/24/2025, 2:03 AM

Last Modified By

Gollapalli Lakshmi Tulasi Jyothi Sri, 9/24/2025, 2:03 AM

Activity

Filters: All time • All activities • All types

Refresh • Expand All • View All

Upcoming & Overdue

No activities to show.

Get started by sending an email, scheduling a task, and more.

No past activity. Past meetings and tasks marked as done show up here.

- Trigger or error when resume filled is empty

Candidate Name

ashu

Applied Date

* Candidate Email

arigelakowsalya912@gmail.com

Resume Link

Phone

Notice Period

Immediate

Education Qualification

B.Tech

Job Title

Backend

Skills

Experience Level

Fresher

Eligibility Score

Gender

--None--

We hit a snag.

Review the errors on this page.

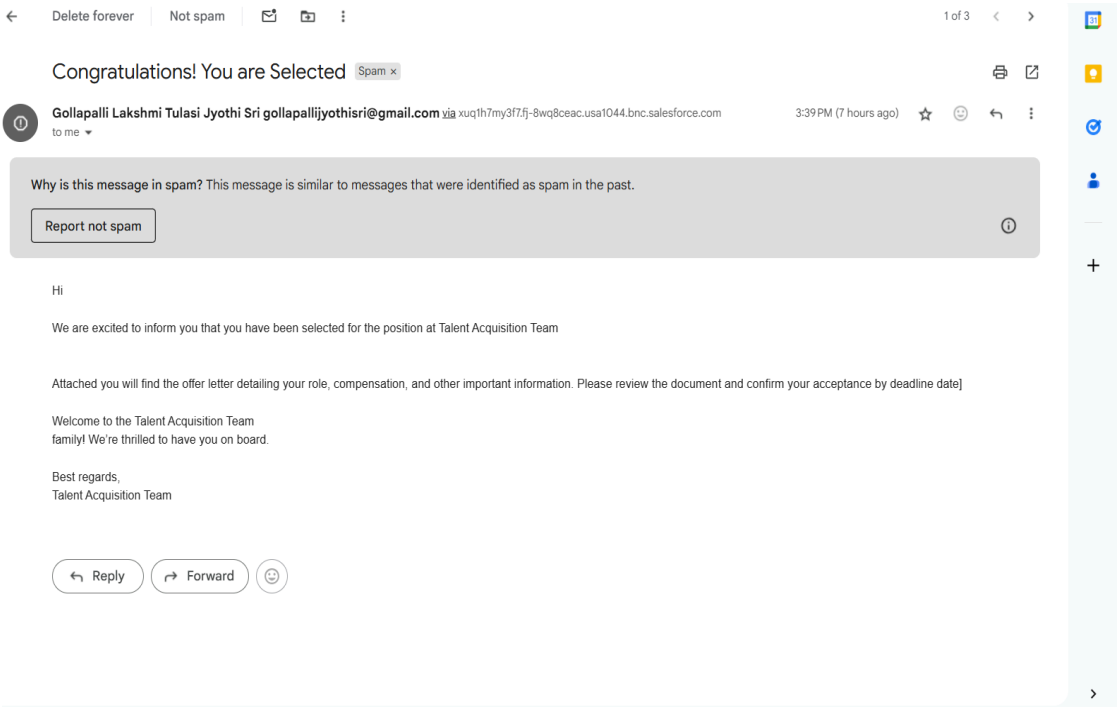
- Resume Link is required to apply.

Cancel

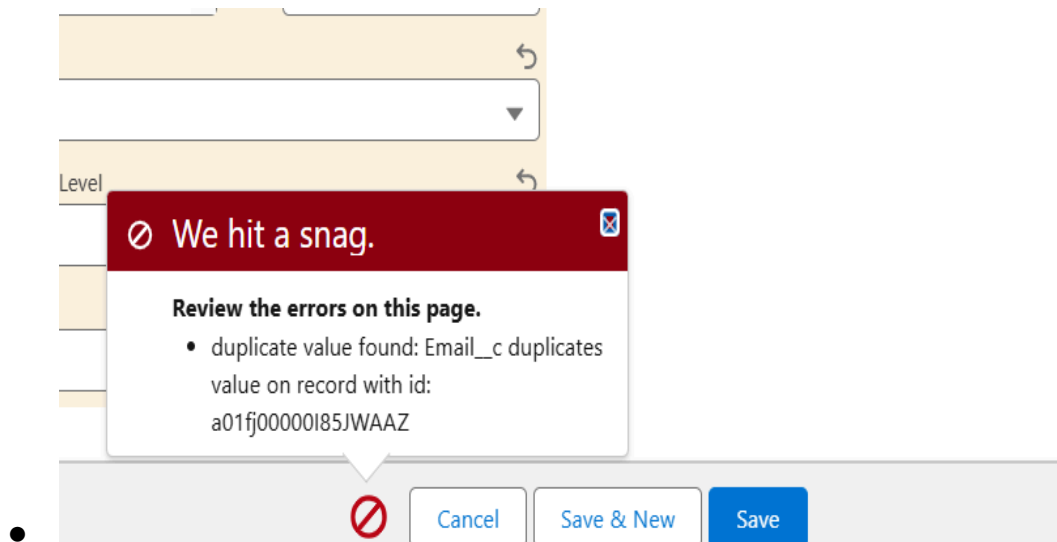
Save & New

Save

- Status updated to Shortlisted → Email alert sent to candidate



- Record creation blocked; duplicate alert displayed



3.Validation & Automation Summary

- Validation Rules: Ensured required fields (Candidate Email, Job Title) are not blank.
- Flows: Automated Status updates, Applied Date defaults, and email notifications.
- Apex Triggers: Automated task creation & candidate name formatting.
- Duplicate Rules: Block duplicate applications.
- Reports & Dashboards: Enabled HR and Hiring Manager to analyze pipeline and make decisions.

4.Conclusion

The Job Application Tracker CRM project successfully showcases how Salesforce can be customized and extended to manage the entire recruitment lifecycle in an efficient and professional manner. By combining Admin features (objects, flows, email alerts, dashboards) with Developer enhancements (Apex triggers, test classes, eligibility logic), the project delivers a complete solution that is both practical and scalable.

Advantages

1. Automation of Manual Work → Candidate status updates, email notifications, and task creation happen automatically, reducing HR's workload.
2. Data Accuracy → Duplicate prevention, validation rules, and standardized candidate name formatting ensure clean data.
3. Security & Compliance → Role hierarchy, profiles, OWD, and sharing rules protect sensitive candidate data and ensure correct access.
4. Real-Time Insights → Reports and dashboards provide instant analytics for decision-making.
5. Scalability → Built on Salesforce CRM, the solution can easily expand to include interviews, job postings, or integrations with external systems.

Highlights

- A custom Application object that centralizes all candidate information.
- Flows + Email Alerts that automate status updates (Under Review, Shortlisted, Selected, Rejected, Interview).
- Apex Triggers that auto-create HR tasks, format candidate names, and calculate eligibility scores.
- Duplicate & Matching Rules that block repeated job applications.
- Dashboards (by Status, Job Title, Experience Level) that give HR managers a 360° view of hiring.

- A secure custom app for HR and Recruiters with role-based access.

DEMO VIDEO :

https://drive.google.com/drive/folders/1z15rmmFrDJdCOIt_kqrIlMwZJZsxorGl