WKforce MVP: 3-Month Agile Development Roadmap

Start Date: August 18, 2025

Duration: 12 weeks (3 months)

Sprint Length: 1 week (Monday to Friday)

Methodology: This plan follows an Agile methodology, with each team's tasks designed to enable parallel workstreams. The UI/UX team will generally work one sprint ahead of the Frontend team to ensure high-fidelity mockups are always ready for implementation.

Phase 1: Foundations & Core Onboarding (Sprints 1-4)

Goal: To build the foundational infrastructure and the complete user onboarding lifecycle for all personas. By the end of this phase, users will be able to sign up, create organizations, complete KYC, form teams, and publish AI agents, but the core marketplace matching will not yet be active.

Sprint 1: Core Identity & Organization Setup (Aug 18 – Aug 22, 2025)

Goal: A new user can sign up, create an organization, and log in. The core database is live.

- **PM:**
  - Finalize and detail user stories for flows **E-1, T-1, A-1**.
  - Groom the backlog for Sprint 2, focusing on KYC integration and Team creation (**AD-1, T-2**).
- **UI/UX:**
  - Finalize high-fidelity designs and component specs for the KYC upload flow and the Admin KYC review queue (**AD-1**).
  - Begin wireframing the Job Feed and Application flows (**T-3, T-4**).
- **Backend:**
  - Deploy the **"Hardened" PostgreSQL schema** to the development environment.
  - Build the core **Authentication Service**: user registration, login (email/password), JWT generation.
  - Build the initial APIs for creating and managing organizations and users.

- **Frontend:**
  - Implement the global application shell (navigation, layout).
  - Build the Sign-up and Login pages.
  - Implement state management for authentication tokens.
- **QA:**
  - Develop and execute test plans for user registration and login.
  - Set up initial API testing environment (Postman/Newman).

Sprint 2: KYC Integration & Team Structures (Aug 25 – Aug 29, 2025)

Goal: Users can complete a full KYC verification loop, and Talent can create and join teams.

- **PM:**
  - Detail stories for the Conversation Canvas (**E-2**).
  - Conduct UAT on the KYC flow. Groom backlog for agent publishing (**A-2, A-3**).
- **UI/UX:**
  - Finalize high-fidelity designs for the **E-2 Conversation Canvas** and the **E-3 Match Results** page.
  - Provide all necessary assets for the KYC and Team Management UIs.
- **Backend:**
  - Integrate with the chosen KYC Vendor API (e.g., Veriff).
  - Build the webhook consumer to handle KYC status updates.
  - Build the APIs for creating teams and managing team_members (invitations, roles).
  - Build the Admin API to view and action the KYC queue (**AD-1**).
- **Frontend:**
  - Build the KYC document upload component.
  - Build the Team creation and member invitation modals.
  - Build the Admin UI for reviewing and approving KYC submissions.
- **QA:**
  - Write and execute E2E tests for the full KYC journey.
  - Test team creation and invitation logic.

Sprint 3: The Agentic Core - Planner & Synthesizer (Sep 1 – Sep 5, 2025)

Goal: The core Agentic RAG API is functional. The foundation for AI agent publishing is in place.

- **PM:**
  - Work with the Agentic RAG team to refine and test the **v1.1-H prompts**.
  - Detail stories for the Talent Job Feed (**T-3**) and Application flow (**T-4**).
- **UI/UX:**
  - Finalize designs for the Talent Job Feed, Job Detail, and Application modals (**T-3, T-4**).
  - Wireframe the Offer & Contract flow (**E-4, T-5**).
- **Backend:**
  - **(You & Austin):** Implement the **Agentic RAG Service** (handler.py, tools, prompts) and the POST /api/v1/projects/initiate-from-brief endpoint as per the v1.2 architecture.
  - Build the APIs for publishing and managing ai_agents (**A-2, A-3**).
  - Build the Admin moderation tools for agents (**AD-4**).
- **Frontend:**
  - Build the **E-2 Conversation Canvas** UI, capable of sending a brief and receiving/rendering the structured JSON response from the Agentic RAG API.
  - Build the "Publish Agent" wizard for operators (**A-2**).
- **QA:**
  - Set up the "gold set" evaluation harness for the Agentic RAG API.
  - Test the agent publishing and moderation flows.

Sprint 4: Job Feeds & Applications (Sep 8 – Sep 12, 2025)

Goal: Talent can browse a feed of jobs (initially seeded manually) and submit applications. The full onboarding phase is complete.

- **PM:**
  - Conduct UAT on the Conversation Canvas and Job Feed.
  - Groom backlog for the Matching Engine and Shortlisting (**E-3**).
- **UI/UX:**
  - Finalize high-fidelity designs for the Offer, Contract, and E-signature flows (**E-4, T-5**).
- **Backend:**
  - Build the APIs for the Talent Job Feed (GET /jobs), including filtering logic (**T-3**).
  - Build the APIs for creating and managing applications (**T-4**).
- **Frontend:**
  - Build the Talent Job Feed UI with infinite scroll and filters.
  - Build the Job Detail and Application submission modals.

- **QA:**
    - Test the performance of the Job Feed API.
    - Execute E2E tests for the job application process.

Phase 2: Core Marketplace - Matching, Offers & Contracts (Sprints 5-8)

Goal: To connect the two sides of the marketplace. By the end of this phase, an employer will be able to post a project, receive a list of matched candidates, send an offer, and get a contract signed.

Sprint 5: Talent Matching & Shortlisting (Sep 15 – Sep 19, 2025)

Goal: When a project is posted, the system automatically generates a ranked list of matched talent.

- **PM:**
    - Detail stories for Offer & Contract generation (**E-4, T-5**).
    - Groom backlog for Escrow and Payments (**E-5**).
- **UI/UX:**
    - Finalize designs for the Delivery Hub (Kanban, Chat, Files) (**E-6, T-6**).
- **Backend:**
    - **(Chimdi & Austin):** Build the **Matching Engine** logic that is triggered when a project's status becomes 'live'.
    - Implement the Qdrant embedding pipeline for profiles and skills.
    - Build the APIs for shortlists and applications for the employer to view.
- **Frontend:**
    - Build the **E-3 Match Results** page, including the card grid, filters, and shortlist tray.
    - Build the UI for employers to view incoming applications.
- **QA:**
    - Test the relevance and performance of the matching algorithm.
    - Verify shortlisting and application state changes.

Sprints 6 & 7: Offers & Contracts Lifecycle (Sep 22 – Oct 3, 2025)

Goal: An employer can send a formal offer, and a talent can accept and e-sign a legally binding contract.

- **PM:**
  - Detail all stories related to the Delivery Hub (**E-6, T-6**) and Dispute Console (**AD-3**).
  - Coordinate with legal on the final contract templates.
- **UI/UX:**
  - Finalize designs for all payment flows (Escrow, Payouts) and the Admin Dispute Console.
- **Backend:**
  - Build the **Contract Service**, including offer generation with versions (offer_versions).
  - Integrate with **DocuStub** for the e-signature workflow (send and receive webhooks).
  - Build the APIs for both Employer and Talent to view and manage offers/contracts (**E-4, T-5**).
  - Build the initial APIs for the Admin Dispute Console (**AD-3**).
- **Frontend:**
  - Build the "Create Offer" modal for employers.
  - Build the "Contract Inbox" and signing flow for talent.
  - Build the initial Admin UI for viewing and managing disputes.
- **QA:**
  - Execute E2E tests for the entire offer-to-signed-contract lifecycle.
  - Test the DocuStub integration and webhook handling.

Sprint 8: Admin Ledger & Moderation (Oct 6 – Oct 10, 2025)

Goal: Admins have the core tools to oversee financial and content integrity.

- **PM:**
  - Groom all remaining stories for the Delivery Hub and Payouts.
  - Begin drafting the go-live runbook.
- **UI/UX:**
  - Final design polish on all remaining screens.
- **Backend:**
  - Build the **Ledger Service** API for admins to view all financial transactions (**AD-2**).

- - Implement the outbox_events pattern for reliable eventing.
- **Frontend:**
  - Build the Admin Ledger Dashboard with filtering and search capabilities.
- **QA:**
  - Verify the accuracy and integrity of the ledger records.

Phase 3: Delivery, Payments & Go-Live Hardening (Sprints 9-12)

Goal: To build the post-contract collaboration space and the complete, end-to-end payment flow. This phase concludes with a hardened, pilot-ready platform.

Sprint 9: Delivery Hub Alpha (Oct 13 – Oct 17, 2025)

Goal: A live, collaborative workspace for employers and talent with a functional Kanban board and chat.

- **PM:**
  - Focus on UAT for the Delivery Hub.
- **UI/UX:**
  - Support Frontend team with any design clarifications for the Delivery Hub.
- **Backend:**
  - Build the **Delivery Hub Service**, including APIs for tasks, threads, and messages.
  - Implement WebSocket server for real-time updates to the board and chat.
- **Frontend:**
  - Build the Delivery Hub UI: Kanban board (with drag-and-drop), Chat panel, and File Vault (**E-6, T-6**).
- **QA:**
  - Test real-time collaboration features and WebSocket stability.

Sprint 10: Escrow & Milestone Funding (Oct 20 – Oct 24, 2025)

Goal: Employers can securely fund project milestones into an escrow account.

- **PM:**
  - Conduct UAT on payment flows
- **Backend:**

- ○ Build the **Escrow Service**.
- ○ Integrate with **Stripe** and **Paystack** for funding milestones (**E-5**).
- ○ Ensure all transactions are recorded in the wallet_ledger and escrows tables.
- **Frontend:**
  - ○ Build the Stripe/Paystack checkout integration for funding milestones.
- **QA:**
  - ○ Execute rigorous E2E tests on the payment and escrow funding process.

Sprint 11: Milestone Approval & Payouts (Oct 27 – Oct 31, 2025)

Goal: The full "money cycle" is complete. Talent can submit work, employers can approve, and funds are released.

- **PM:**
  - ○ Finalize go-live checklist and coordinate with pilot clients.
- **Backend:**
  - ○ Build the logic for milestone approval (**E-7**) and payout processing (**T-8**).
  - ○ Integrate with Stripe/Paystack payout APIs.
- **Frontend:**
  - ○ Build the UI for milestone submission and approval.
  - ○ Build the "Earnings/Payouts" dashboard for talent.
- **QA:**
  - ○ Test the complete E2E flow from funding to payout, verifying all ledger entries.

Sprint 12: Final Hardening & Go-Live Prep (Nov 3 – Nov 7, 2025)

Goal: The platform is stable, performant, secure, and ready for our first pilot clients.

- **PM:**
  - ○ Final UAT with all pilot clients.
- **UI/UX:**
  - ○ Final accessibility audit and design consistency pass.
- **Backend:**
  - ○ Final security review, performance tuning, and database backup validation.
  - ○ Implement comprehensive logging and alerting.
- **Frontend:**
  - ○ Address all critical UI bugs and optimize application performance (load times).

- **QA:**
  - Execute a full regression test suite across all user personas and major flows.
  - Conduct performance and load testing on critical APIs.

Outcome by November 10, 2025

By following this roadmap, we will have a fully functional, end-to-end MVP of the WKforce platform that has been tested and validated. It will be ready to onboard our initial pilot clients and begin generating real-world data and feedback, positioning us perfectly for the Post-MVP expansion phase.