**User Story:** Managing Candidates in a Job Agency

* **User Story**

As a recruiter(user) at a job agency,

I want a system that helps me store and manage candidate profiles, track application progress, and schedule interviews,(need)

So that I can efficiently find the best candidates for job openings and simplify the hiring process(value).

* **Acceptance Criteria**
* Recruiters can add, edit, or remove candidate profiles, including essential details such as contact information, skills, experience, and resume uploads.
* The system automatically updates candidate statuses (e.g., "Applied," "Interview Scheduled," "Hired") based on predefined stages, with recruiters able to manually adjust the status if necessary.
* The system includes an integrated calendar to schedule interviews, sends automated reminders to both recruiters and candidates, and prevents scheduling conflicts by showing available times.
* Recruiters can filter candidates by skills, experience, location, and job preferences (e.g., full-time or part-time), allowing for more refined searches.
* All candidate interactions (e.g., emails, phone calls, interview feedback) are logged automatically, and recruiters can add notes or set reminders for follow-up actions.
* Recruiters can update statuses, send bulk emails, or archive multiple candidate profiles at once to streamline management.
* The system generates reports on application progress, interview scheduling, and candidate performance, allowing recruiters to assess hiring timelines and success rates.
* Automated notifications alert recruiters about key actions (e.g., interview scheduling, status changes) and remind candidates of upcoming interviews or updates to their application status.
* Recruiters, hiring managers, and admins have role-specific permissions for accessing and managing candidate profiles, with admins having control over user roles.
* Candidate data is securely encrypted, ensuring compliance with data protection regulations (e.g., GDPR), and requiring authentication for accessing profiles.