

# Phase 9: Reporting, Dashboards, and Security

Phase 9 of the TalentBridge project focuses on providing **actionable insights** through reports and dashboards, while ensuring **robust data security** and proper access control for different users.

## Reports:

To monitor hiring progress and recruitment efficiency, several reports were created:

- **Applications by Stage:** Tracks the number of candidates at each stage of the recruitment process, helping HR identify bottlenecks.
- **Jobs by Status:** Provides an overview of open, closed, or in-progress job positions to manage recruitment planning.
- **Candidates per Job:** Displays the number of candidates applying for each job, supporting workforce and talent analysis.

## Dashboards:

A central dashboard was developed to visualize recruitment metrics:

- **TalentBridge Dashboard:** A custom **Lightning Web Component (LWC)** retrieves data via Apex controllers to present dynamic and interactive charts.
- **Visual Insights:** Displays job openings, application trends, and candidate counts in a clear and user-friendly format, enabling HR and recruiters to make informed decisions.

## Security and Access Control:

To ensure that sensitive recruitment data is protected:

- **Apex Sharing and Profile-Based Security:** All Apex controllers were implemented with with sharing to respect organization-wide sharing rules.
- **CRUD and FLS Compliance:** All DML operations and SOQL queries were validated against the user's **Create, Read, Update, Delete** permissions and field-level security before execution.

- **Profiles and Permission Sets:** User access was aligned with their roles—Recruiters can access Jobs, Candidates, and Applications, while HR users have additional access to Interviews, Offers, and Onboarding.

This phase ensures that **data visibility is controlled, reports provide actionable insights**, and **dashboards present real-time trends**, supporting informed decisions and a secure recruitment process.

