# Phase 4: Process Automation

Phase 4 focuses on **automating the recruitment workflow** within TalentBridge to improve efficiency, reduce manual effort, and ensure timely notifications and updates for both HR and candidates. Salesforce automation tools such as **Apex triggers, Flows, and Process Builder** were leveraged to streamline key processes.

**1. Application and Candidate Management:**

- **Apex Triggers:**

  - ApplicationTrigger automatically monitors changes to application records. When the **Stage** of an application is updated, an email notification is triggered to inform candidates about their application status.

  - InterviewTrigger ensures interview schedules are automatically communicated to candidates via email upon creation.

  - OfferTrigger manages offer letters and acceptance notifications. When the **Status** of an offer changes, relevant emails are sent to both candidates and HR.

  - OnboardingTrigger ensures newly assigned onboarding tasks notify candidates automatically.

- **Trigger Handlers:**

  - Custom handler classes (ApplicationTriggerHandler, InterviewTriggerHandler, etc.) encapsulate logic to **check record changes** and call the EmailNotificationService for sending automated emails.

**2. Email Automation:**

- Emails are sent automatically using **Apex messaging services** based on changes in application, interview, offer, and onboarding records.

- Notifications are designed to keep **candidates, HR, and recruiters informed** at each step of the recruitment lifecycle.

**3. Salesforce Flow Integration:**

- **Interview Reminders & Task Updates:** Scheduled flows send reminders to HR and recruiters for upcoming interviews and pending tasks, ensuring no steps are missed in the hiring process.

- Flows also handle **status updates** and trigger emails where necessary, complementing the Apex automation.

**4. Approval & Validation Processes:**

- Automation ensures **validation of data** at each stage of the workflow, such as checking for duplicate applications, validating candidate skills against job requirements, and ensuring mandatory fields are populated.

- This reduces errors and ensures data integrity throughout the hiring lifecycle.

**5. Benefits of Automation:**

- **Reduced manual workload** for HR and recruiters.

- **Faster response times** for candidates and internal stakeholders.

- **Improved accuracy** in tracking applications, interviews, offers, and onboarding tasks.

- **Enhanced candidate experience** with timely notifications and transparent updates.

Phase 4 establishes a **robust, automated foundation** for TalentBridge, ensuring recruitment processes are efficient, reliable, and scalable.