

Phase 7: Integration and External Access

In this phase, the TalentBridge project focuses on enabling seamless communication, external access, and integration capabilities to enhance both HR operations and candidate experience.

Email Integration:

The system leverages Salesforce's native email capabilities and automation tools to ensure timely notifications for all stakeholders. Key functionalities include:

- **Candidate Notifications:**
 - **Application Status Updates:** Candidates receive real-time emails whenever their application stage changes, ensuring transparency and engagement.
 - **Interview Notifications:** Scheduled interviews trigger automated emails with date, time, and mode details.
 - **Offer Letters and Acceptance Alerts:** Automated emails are sent to candidates when an offer is generated or accepted.
- **HR and Recruiter Notifications via Flows:**
 - **Interview Reminders:** HR and recruiters receive automated reminders about upcoming interviews.
 - **Application Status Updates:** HR users are notified when candidates progress through different application stages.
 - **Pending Task Alerts:** Notifications are triggered for pending onboarding or recruitment tasks, ensuring timely action and follow-up.

All email notifications are implemented using a combination of **Apex classes, triggers, and Salesforce Flows**, with standardized **email templates** for consistency and professionalism.

External Access via Experience Cloud:

The HR Portal and Candidate Portal have been published using **Salesforce Experience Cloud**, providing secure, role-based access:

- **HR Portal:** Allows HR users to manage Jobs, Applications, Interviews, Offers, and Onboarding tasks efficiently.
- **Candidate Portal:** Enables candidates to browse open jobs, submit applications, track progress, and update their profiles, improving engagement and self-service.

Future Scope and Integration Opportunities:

- **Enhanced Candidate Portal:** Plans include personalized dashboards, skill-based job recommendations, and integrated career guidance.
- **LinkedIn and External Job Board Integration:** REST API-based integration to pull job postings automatically, expanding candidate reach.
- **Third-Party System Connectivity:** Potential integration with background verification, HR management, and payroll systems for a fully connected recruitment ecosystem.

By combining Salesforce native functionalities, Experience Cloud portals, and automated email notifications through Apex and Flows, Phase 7 ensures a **robust, scalable, and user-friendly environment** for HR teams, recruiters, and candidates, supporting efficient recruitment workflows and timely communication.