**Sprint 0: Étude Préliminaire *(1 week)***

**Goal:** Define project scope, architecture, and initial setup.  
 **Tasks:**

* Finalize technical stack & microservices architecture.
* Identify key business needs.
* Define database schema & API structure.

**Sprint 1: Auth, User Management & UI *(3 week)***

**Goal:** Implement core user authentication and management features.  
 **Tasks:**

* **Auth Service:** JWT & OAuth for authentication.
* **User Management:** Role-based access control (Candidate, Recruiter, HR, Admin).
* **Landing Page & UI Setup:** React.js + Redux for frontend structure.
* **CI/CD & Infrastructure:** Initial DevOps setup (Docker, deployment pipeline).

**Sprint 2 & 3: Core Business Features (Métier - Recrutement & Candidature) *(8 week total)***

**Goal:** Develop the core functionalities for job postings, applications, and candidate processing.  
 **Tasks:**

* **Job Posting System:** Recruiters create and manage job listings.
* **Candidate Application:** Apply to jobs, upload resumes.
* **Application Tracking System (ATS):** Status updates (applied, reviewed, interview, hired/rejected).
* **Recruiter Dashboard:** View applications & shortlist candidates.
* **HR Management Panel:** Manage recruitment workflows & candidate progress.
* **Notification System:** Email/SMS alerts for applications, interviews.

**Sprint 4: AI-Powered Features *(2 week)***

**Goal:** Implement AI-powered candidate ranking & psychological assessments.  
 **Tasks:**

* **AI Matching Service:** Develop ML models for candidate-job fit ranking.
* **Psychological Test Service:** Implement adaptive testing (cognitive & emotional intelligence).
* **Automated Candidate Scoring:** AI-driven ranking for recruiters.
* **HR Analytics Dashboard:** Workforce trends, hiring insights, efficiency tracking.