

Talent Attraction Rework

Release 12/2025

Talent Attraction - E2E Test

0001	Feature: End-to-End Application Flow - E2I Main Workspace
0002	This feature validates end-to-end application flow for the E2I Main workspace where E2I posts jobs directly, sources jobseekers from its own talent pool, and hands over shortlisted candidates to partner employers.
0003	Scenario: E2I posts job, refers jobseekers, and partner employer finalizes hiring
0004	Given an E2I Main workspace exists
0005	And an E2I Super Admin account exists
0006	And a Partner Employer workspace (e.g. Test Hiring Enterprise 2) exists under E2I
0007	And an E2I Job Owner account exists
0008	And E2I jobseeker profiles exist in the E2I talent pool
0009	# --- E2I Job Creation ---
0010	Given the user logs in as E2I Super Admin
0011	And the user is on the E2I Main TA dashboard
0012	When the user posts a job via FAB on TA
0013	Then the Employer field should be editable
0014	And the user selects "Test Hiring Enterprise 2" as the Employer
0015	And the Hiring Manager dropdown should list Test Hiring Enterprise 2 users
0016	And the user selects a Test Hiring Enterprise 2 Hiring Manager
0017	And the Job Owner dropdown should list E2I users
0018	And the user selects an E2I Job Owner
0019	And the E2I channel should be visible and enabled
0020	And the Internal Employees channel should be disabled
0021	And the External Talents channel should be disabled
0022	When the user fills in all required job details
0023	And submits the job
0024	Then the job should be created successfully without approval
0025	And the job should be immediately visible in E2I workspace
0026	# --- Job Card & Details Validation ---
0027	When the user views the job list
0028	Then the job card should display correct employer, job owner, and job details
0029	When the user opens the job details page
0030	Then the About the Job tab should display correct information
0031	And the Jobseeker Matches tab should be visible
0032	And the Applicants tab should be visible
0033	# --- Jobseeker Matching ---
0034	When the user navigates to the Jobseeker Matches tab
0035	Then matched E2I jobseekers should be displayed
0036	And each jobseeker should display name, email, match score, and talent badges
0037	When the user opens a jobseeker profile

0038	Then the user should be able to view CV, skill matches, and skill gaps
0039	When the user sends an invitation to a jobseeker
0040	Then the invitation should be sent successfully
0041	# --- Jobseeker Application ---
0042	Given the invited jobseeker applies to the job
0043	When the user navigates to the Applicants tab
0044	Then the applicant should appear with status "Applied"
0045	When the user updates the applicant status to "Shortlisted"
0046	Then the applicant should be referred to the Partner Employer
0047	And a referral notification email should be scheduled for the Partner Employer
0048	# --- Partner Employer Review ---
0049	Given the user logs in as Partner Employer Admin
0050	When the user opens the referred job
0051	Then only the About the Job and Applicants tabs should be visible
0052	And the applicant should appear with status "Shortlisted"
0053	When the Partner Employer changes the application status to "Keep In View"
0054	Then the applicant status should become read-only for E2I users
0055	# --- Final Hiring Outcome ---
0056	When the Partner Employer updates the application status to "Successful"
0057	Then the final status should be reflected in both E2I and Partner Employer workspaces
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0060	Feature: End-to-End Application Flow - "Test Hiring Enterprise 2" Partner Employer of E2I
0061	Given a Test Hiring Enterprise 2 Partner Admin account exists under E2I workspace
0062	And an E2I Super Admin account exists
0063	And there are active E2I Jobseekers available in the E2I talent pool
0064	# --- Test Hiring Enterprise 2 Job Creation ---
0065	Given the user logs in as Test Hiring Enterprise 2 Partner Admin
0066	And the user is on the Test Hiring Enterprise 2 workspace main TA page
0067	When the user creates a new job via the Create Job module
0068	Then the Employer field should be pre-filled as "Test Hiring Enterprise 2" and disabled
0069	And the Hiring Manager field should be pre-filled with the logged-in user and disabled
0070	And the Job Owner field should be pre-filled as an E2I Job Owner and disabled
0071	And only the "E2I" channel should be selectable
0072	And Internal Employees and External Talents channels should be disabled
0073	When the user fills in all required job details
0074	And submits the job
0075	Then the job should be created in "Pending Approval" status
0076	And the job should appear in Test Hiring Enterprise 2 workspace as awaiting approval
0077	And the job details page should show a pending approval banner
0078	And only the job description section should be visible
0079	# --- E2I Job Approval ---
0080	Given the user logs in as E2I Super Admin
0081	And the user navigates to Job Posting Approval list
0082	When the user opens the pending job created by Test Hiring Enterprise 2
0083	Then Approve and Reject actions should be available
0084	When the user approves the job
0085	Then the job should become visible in E2I workspace

0086 And the job should become visible in Test Hiring Enterprise 2 workspace
0087 # --- E2I Talent Matching ---
0088 Given the user is viewing the approved job as E2I Super Admin
0089 When the user navigates to the Jobseeker Matches tab
0090 Then matched E2I jobseekers should be displayed
0091 And each jobseeker should display name, email, match score, and profile badges
0092 When the user selects a jobseeker
0093 And sends an invitation to apply
0094 Then the invitation should be sent to the jobseeker
0095 # --- Jobseeker Application ---
0096 Given the jobseeker receives the invitation email
0097 When the jobseeker accepts the invitation and applies
0098 Then the application status should appear as "Applied" in E2I Applicants tab
0099 # --- E2I Shortlisting ---
0100 When the E2I user changes the application status to "Shortlisted"
0101 Then the applicant should remain visible in E2I Applicants tab
0102 And a referral notification email should be scheduled for Partner Employer
0103 # --- Test Hiring Enterprise 2 Applicant Visibility ---
0104 Given the user logs in as Test Hiring Enterprise 2 Partner Admin
0105 When the user opens the job details page
0106 Then the Applicants tab should display the shortlisted applicant
0107 And the applicant status should be "Shortlisted"
0108 # --- Test Hiring Enterprise 2 Final Decision ---
0109 When the Test Hiring Enterprise 2 Partner Admin changes the applicant status to "Keep In View"
0110 Then the applicant status should be updated successfully
0111 And the status should become read-only for E2I users
0112 When the Test Hiring Enterprise 2 Partner Admin changes the applicant status to "Successful"
0113 Then the final application status should be reflected consistently across both workspaces
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0116 **Feature: End-to-End Application Flow - Google TM Only Workspace**
0117 This feature validates end-to-end application flow for a TM only customer (Google) that is not an E2I partner, covering internal and external talent sourcing without E2I
0118 **Scenario: Google creates job, sources internal and external talents, and finalizes hiring**
0119 Given a Google workspace exists with TM subscription only
0120 And Google is not an E2I Partner Employer
0121 And a Google Super Admin account exists
0122 And internal employee profiles exist for Google
0123 And external talents are available in the marketplace
0124 # --- Google Job Creation ---
0125 Given the user logs in as Google Super Admin
0126 And the user is on the Google workspace main TA page
0127 When the user creates a new job via the Create Job module
0128 Then the Employer field should be pre-filled as "Google" and disabled
0129 And the Hiring Manager field should be pre-filled with the logged-in user and disabled
0130 And the Job Owner field should be pre-filled and disabled
0131 And the "E2I" channel should be visible but disabled
0132 And the Internal Employees channel should be enabled

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0134 And the External Talents channel should be enabled
0135 When the user selects both Internal Employees and External Talents channels
0136 And fills in all required job details
0137 And submits the job
0138 Then the job should be created successfully without approval
0139 And the job should be immediately visible in Google workspace
0140 # --- Internal Talent Matching ---
0141 When the user navigates to the Internal Matches tab
0142 Then matched internal employees should be displayed
0143 And each internal match should show name, email, and match score
0144 When the user sends an invitation to an internal employee
0145 Then the invitation should be sent successfully
0146 # --- External Talent Unlock ---
0147 When the user navigates to the External Matches tab
0148 And external talents are available for this job
0149 Then the Unlock Talents option should be displayed
0150 When the user unlocks external talents by completing payment
0151 Then external talent matches should be displayed
0152 And each external match should show name, email, and match score
0153 When the user sends an invitation to an external talent
0154 Then the invitation should be sent successfully
0155 # --- Talent Application ---
0156 Given invited internal and external talents receive invitation emails
0157 When the talents apply to the job
0158 Then their applications should appear in the Applicants tab
0159 And the application status should be "Applied"
0160 And each applicant should be labeled as Internal or External accordingly
0161 # --- Google Hiring Decision ---
0162 When the user reviews an applicant
0163 And changes the application status to "Keep In View"
0164 Then the status should be updated successfully
0165 When the user changes the application status to "Successful"
0166 Then the final application status should be saved
0167 And the hiring decision should be reflected correctly in the Applicants tab
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0170 **Feature: End-to-End Application Flow - JobTech (TM + E2I Partner) - E2I Channel Only**
0171 This feature validates end-to-end application flow for a JobTech workspace that subscribes to TM and is also an E2I Partner, when a job is posted exclusively to the E2I channel and processed via E2I referral
0172 **Scenario: JobTech posts job to E2I only, E2I refers jobseekers, JobTech finalizes decision**
0173 Given a JobTech workspace exists with TM subscription
0174 And JobTech is registered as an E2I Partner Employer
0175 And a JobTech Super Admin account exists
0176 And an E2I Super Admin account exists
0177 And E2I jobseeker profiles exist in the E2I talent pool
0178 # --- JobTech Job Creation ---
0179 Given the user logs in as JobTech Super Admin
0180 And the user is on the JobTech workspace main TA page

0180	When the user creates a new job via the Create Job module
0181	Then the Employer field should be pre-filled as "JobTech" and disabled
0182	And the Hiring Manager field should be pre-filled with the logged-in user and disabled
0183	And the Job Owner field should be pre-filled and disabled
0184	And the E2I channel should be enabled
0185	And the Internal Employees channel should be enabled
0186	And the External Talents channel should be enabled
0187	When the user selects only the E2I channel
0188	And fills in all required job details
0189	And submits the job
0190	Then the job should be created in "Pending Approval" state
0191	And the job should appear in the E2I job posting approval list
0192	And the job should not be visible as an active job in JobTech workspace
0193	# --- JobTech Pending Approval View ---
0194	When the user opens the job details page in JobTech workspace
0195	Then a pending approval banner should be displayed
0196	And the user should only see the About the Job tab
0197	And all other tabs should be disabled
0198	# --- E2I Approval Flow ---
0199	Given the user logs in as E2I Super Admin
0200	When the user navigates to the Job Posting Approval list
0201	And opens the pending JobTech job
0202	Then Approve and Reject actions should be available
0203	When the user approves the job
0204	Then the job should become active in E2I workspace
0205	And the job should become visible in JobTech workspace
0206	# --- JobTech Job Details After Approval ---
0207	When the user logs back in as JobTech Super Admin
0208	And opens the approved job
0209	Then the About the Job tab should be visible
0210	And the Jobseeker Matches tab should be visible but disabled
0211	And the Jobseeker Matches tab should display a message indicating this is an E2I-exclusive job
0212	And the Internal Matches tab should display a message indicating the job is not published to this channel
0213	And the External Matches tab should display a message indicating the job is not published to this channel
0214	And the Applicants tab should be visible
0215	And the Applicants tab should initially be empty
0216	# --- E2I Jobseeker Matching ---
0217	Given the user logs in as E2I Super Admin
0218	When the user opens the approved JobTech job
0219	And navigates to the Jobseeker Matches tab
0220	Then matched E2I jobseekers should be displayed
0221	And each jobseeker should show name, email, match score, and talent badges
0222	When the user sends an invitation to an E2I jobseeker
0223	Then the invitation should be sent successfully
0224	# --- Jobseeker Application ---
0225	Given the invited jobseeker applies to the job
0226	When the user views the Applicants tab in E2I workspace

0227	Then the applicant should appear with status "Applied"
0228	When the user updates the applicant status to "Shortlisted"
0229	Then the applicant should be referred to JobTech
0230	And a referral notification email should be scheduled for JobTech
0231	# --- JobTech Applicant Review ---
0232	When the user logs in as JobTech Super Admin
0233	And opens the Applicants tab for the job
0234	Then the shortlisted applicant should be visible
0235	And the applicant should be labeled as "E2I Jobseeker"
0236	And the applicant details should be viewable
0237	When the user changes the application status to "Keep In View"
0238	Then the status should be updated successfully
0239	And the applicant status should become read-only for E2I users
0240	# --- Final Hiring Decision ---
0241	When the user changes the application status to "Successful"
0242	Then the final hiring status should be saved
0243	And the same status should be reflected in E2I workspace
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0246	Feature: End-to-End Application Flow - JobTech Mixed Channel Job Posting
0247	This feature validates the end-to-end flow for JobTech workspaces that are both TM subscriber and E2I partner employers, posting jobs to multiple channels (E2I + Internal + External).
0248	Scenario: JobTech posts job to mixed channels and handles E2I approval outcome
0249	Given a JobTech workspace exists
0250	And JobTech is subscribed to TM
0251	And JobTech is registered as an E2I Partner Employer
0252	And JobTech Admin and Hiring Manager accounts exist
0253	And E2I Super Admin and E2I Job Owner accounts exist
0254	And E2I jobseeker profiles exist
0255	And Internal employee profiles exist
0256	And External talent profiles exist
0257	# --- JobTech Job Creation ---
0258	Given the user logs in as JobTech Admin
0259	And the user is on the JobTech TA dashboard
0260	When the user creates a new job via the Create Job module
0261	Then the Employer field should be auto-filled as "JobTech"
0262	And the Employer field should not be editable
0263	And the Hiring Manager field should be auto-filled as the logged-in user
0264	And the Job Owner field should be auto-filled as JobTech
0265	And the E2I channel should be visible and enabled
0266	And the Internal Employees channel should be visible and enabled
0267	And the External Talents channel should be visible and enabled
0268	When the user selects the following channels:
0269	Channel
0270	E2I
0271	Internal Employees
0272	External Talents
0273	And the user fills in all required job details

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0275	And submits the job
0276	Then the job should enter "Pending E2I Approval" status
0277	And the job should appear in JobTech workspace
0278	And the job should appear in E2I approval request list
# --- Job Visibility During Approval ---	
0279	When the user opens the job in JobTech workspace
0280	Then the About the Job tab should be visible
0281	And the Internal Matches tab should be visible
0282	And the External Matches tab should be visible
0283	And the E2I Matches tab should be hidden or disabled
0284	And no E2I jobseekers should be displayed
# --- E2I Approval Decision ---	
0285	Given the user logs in as E2I Super Admin
0287	And the user opens the pending approval job
0288	When the user rejects the job
0289	And the user provides a rejection reason
0290	Then the job should be marked as "Rejected by E2I"
# --- Post-Rejection Behavior ---	
0291	When the user logs back in as JobTech Admin
0293	And the user opens the job
0294	Then the job should still be visible in JobTech workspace
0295	And the Internal Matches tab should remain visible
0296	And the External Matches tab should remain visible
0297	And the E2I Matches tab should be hidden or disabled
0298	And a rejection banner should be displayed
0299	And the rejection banner should include:
0300	Field
0301	Rejection reason
0302	Link to view reason
# --- Internal Hiring Flow Continues ---	
0304	When the user navigates to the Internal Matches tab
0305	And the user invites internal employee
0306	And the internal employee applies
0307	Then the applicant should appear under Applicants tab
0308	When the user updates the internal applicant status to "Hired"
0309	Then the hiring should complete successfully
0310	And the E2I rejection should not block internal hiring
# --- External Hiring Flow Continues ---	
0312	When the user navigates to the External Matches tab
0313	And the user unlocks an external candidate
0314	And the external candidate applies
0315	Then the applicant should appear under Applicants tab
0316	When the user updates the external applicant status to "Shortlisted"
0317	Then the external hiring flow should proceed normally
# --- E2I Visibility Validation ---	
0319	When the user logs in as E2I Super Admin
0320	Then the rejected job should not appear in active E2I job listings
0321	And no E2I referrals should be possible for the job

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0324	Scenario: JobTech posts job to E2I, Internal, and External channels and E2I approves
0325	# --- JobTech Job Creation ---
0326	Given the user logs in as JobTech Admin
0327	And the user is on the JobTech TA dashboard
0328	When the user creates a new job via the Create Job module
0329	Then the Employer field should be auto-filled as "JobTech" and disabled
0330	And the Hiring Manager field should be auto-filled and disabled
0331	And the Job Owner field should be auto-filled and disabled
0332	And the E2I channel should be enabled
0333	And the Internal Employees channel should be enabled
0334	And the External Talents channel should be enabled
0335	When the user selects the following channels:
0336	Channel
0337	E2I
0338	Internal Employees
0339	External Talents
0340	And the user fills in all required job details
0341	And submits the job
0342	Then the job should be created in "Pending E2I Approval" status
0343	And the job should appear in the E2I approval request list
0344	# --- Pending Approval View (JobTech) ---
0345	When the user opens the job in JobTech workspace
0346	Then a pending approval banner should be displayed
0347	And the About the Job tab should be visible
0348	And the Jobseeker Matches tab should be disabled
0349	And the Internal Matches tab should be visible
0350	And the External Matches tab should be visible
0351	# --- E2I Approval ---
0352	Given the user logs in as E2I Super Admin
0353	When the user opens the pending JobTech job
0354	And the user approves the job
0355	Then the job should become active in E2I workspace
0356	And the job should become active in JobTech workspace
0357	# --- Job Visibility After Approval ---
0358	When the user logs back in as JobTech Admin
0359	And opens the approved job
0360	Then the About the Job tab should be visible
0361	And the Jobseeker Matches tab should be visible but disabled
0362	And the Jobseeker Matches tab should display a message indicating this is an E2I-exclusive talent pool
0363	And the Internal Matches tab should display matched internal employees
0364	And the External Matches tab should be visible
0365	And the Applicants tab should be visible
0366	# --- Internal Talent Flow ---
0367	When the user navigates to the Internal Matches tab
0368	And the user sends an invitation to an internal employee

0369	And the internal employee applies to the job
0370	Then the internal applicant should appear in the Applicants tab
0371	And the applicant should be labeled as "Internal Employee"
0372	When the user updates the internal applicant status to "Shortlisted"
0373	Then the status should be updated successfully
0374	# --- External Talent Flow ---
0375	When the user navigates to the External Matches tab
0376	And external matches are available
0377	And the user unlocks external talents
0378	Then external talent matches should be displayed
0379	When the user sends an invitation to an external talent
0380	And the external talent applies to the job
0381	Then the external applicant should appear in the Applicants tab
0382	And the applicant should be labeled as "External Talent"
0383	# --- E2I Talent Referral Flow ---
0384	Given the user logs in as E2I Super Admin
0385	When the user opens the approved JobTech job
0386	And navigates to the Jobseeker Matches tab
0387	Then matched E2I jobseekers should be displayed
0388	When the user sends an invitation to an E2I jobseeker
0389	And the E2I jobseeker applies
0390	Then the applicant should appear in E2I Applicants tab
0391	When the user updates the E2I applicant status to "Shortlisted"
0392	Then the applicant should be referred to JobTech
0393	# --- Unified Applicant Review (JobTech) ---
0394	When the user logs back in as JobTech Admin
0395	And opens the Applicants tab
0396	Then applicants from all channels should be displayed
0397	And each applicant should show a source label:
0398	Source
0399	E2I Jobseeker
0400	Internal Employee
0401	External Talent
0402	When the user changes the status of an E2I applicant to "Keep In View"
0403	Then the applicant status should become read-only for E2I users
0404	# --- Final Hiring Decision ---
0405	When the user marks an applicant as "Successful"
0406	Then the final status should be reflected consistently
0407	And the hiring outcome should be visible in both JobTech and E2I workspaces
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0410	1. Workspace Visibility & Permissions
0411	1A. E2I Main - Permissions
0412	Scenario: E2I can create a job without approval
0413	Given I am logged in as an E2I user
0414	When I create a new job
0415	Then the job is published without approval
0416	Scenario: E2I can select employer and ownership fields

0417	Given I am creating a job as E2I
0418	When the job creation form is displayed
0419	Then Employer field is editable
0420	And Hiring Manager field is editable
0421	And Job Owner field is editable
0422	Scenario: E2I can hire on behalf of a partner employer
0423	Given Test Hiring Enterprise 2 is a partner under E2I
0424	When I select Test Hiring Enterprise 2 as Employer
0425	Then Hiring Managers from Test Hiring Enterprise 2 are selectable
0426	And Job Owner must be an E2I user
0427	Scenario: E2I sees job detail tabs
0428	Given a job is created by E2I
0429	When I open the job detail page
0430	Then About Job tab is visible
0431	And Job Seeker Match tab is visible
0432	And Applicants tab is visible
0433	Scenario: E2I can invite job seekers
0434	Given I am viewing Job Seeker Match tab
0435	When I send an invitation to a job seeker
0436	Then the invitation action is allowed
0437	And the email invitation will be sent to jobseeker
0438	Scenario: E2I can shortlist or reject applicants
0439	Given a job seeker has applied
0440	When I change the applicant status to Shortlisted
0441	Then the applicant status is updated
0442	And the email shortlisted will be sent to hiring manager twice a day
0443	1B. Test Hiring Enterprise 2 (Partner only) - Permissions
0444	Scenario: Partner employer cannot edit jobOwner fields
0445	Given I am logged in as Test Hiring Enterprise 2 Partner Employer
0446	When I open the job creation form
0447	Then Employer field is disabled
0448	And Hiring Manager field is disabled
0449	And Job Owner field is disabled
0450	And job details fields remain editable
0451	Scenario: Partner employer can only publish to E2I channel
0452	Given I am creating a job as Test Hiring Enterprise 2 Partner Employer
0453	When channel options are displayed
0454	Then E2I channel is enabled
0455	And Internal Match channel is disabled
0456	And External Match channel is disabled
0457	Pending Approval state
0458	Scenario: Job submission requires E2I approval
0459	Given I submit a job using E2I channel
0460	Then the job status is Pending Approval
0461	Scenario: Partner employer sees pending approval banner
0462	Given a job is in Pending Approval state
0463	When I open the job detail page
0464	Then a banner indicates the job is awaiting E2I approval

0465	<p>And approval actions are not available</p>	0513	<p>When a Google user accesses the TA module</p>
0466	<p>Scenario: Partner employer can only view job description while pending</p>	0514	<p>Then only jobs created by Google are visible</p>
0467	<p>Given a job is awaiting approval</p>	0515	<p>And no partner or external workspace jobs are visible</p>
0468	<p>When I view the job detail</p>	0516	<p>Scenario: Job posting fields are locked for TM-only company</p>
0469	<p>Then only the job description is visible</p>	0517	<p>Given a Google user creates a new job</p>
0470	<p>And no job tabs are accessible</p>	0518	<p>When the job posting form is displayed</p>
0471	<p>Rejection Flow</p>	0519	<p>Then Employer field is disabled with a default value</p>
0472	<p>Scenario: Partner employer sees rejection message</p>	0520	<p>And Hiring Manager field is disabled with a default value</p>
0473	<p>Given E2I rejects a job</p>	0521	<p>And Job Owner field is disabled with a default value</p>
0474	<p>When I view the job detail</p>	0522	<p>Scenario: Channel selection for TM-only company</p>
0475	<p>Then a rejection banner is displayed</p>	0523	<p>Given a Google user creates a new job</p>
0476	<p>And the rejection reason is accessible</p>	0524	<p>When channel options are displayed</p>
0477	<p>Approval Outcome</p>	0525	<p>Then E2I channel is visible but disabled</p>
0478	<p>Scenario: Approved job is visible to E2I and partner employer</p>	0526	<p>And Internal Employees channel is enabled</p>
0479	<p>Given E2I approves a job</p>	0527	<p>And External Talents channel is enabled</p>
0480	<p>Then the job appears in E2I job list</p>	0528	<p>Scenario: TM-only company can select multiple allowed channels</p>
0481	<p>And the job appears in Test Hiring Enterprise 2 job list</p>	0529	<p>Given a Google user creates a new job</p>
0482	<p>Job Detail Tabs After Approval</p>	0530	<p>When Internal Employees and External Talents channels are selected</p>
0483	<p>Scenario: Partner employer sees restricted job tabs</p>	0531	<p>Then the job is published to both selected channels</p>
0484	<p>Given a job is approved</p>	0532	<p>Scenario: Job detail tabs visibility for TM-only job</p>
0485	<p>When I open the job detail page</p>	0533	<p>Given a job is created by Google</p>
0486	<p>Then About Job tab is accessible</p>	0534	<p>When the job detail page is opened</p>
0487	<p>And Applicants tab is accessible</p>	0535	<p>Then Job Seeker Match tab is visible but will remain empty</p>
0488	<p>And Job Seeker Match tab should remain empty</p>	0536	<p>And Internal Match tab is visible</p>
0489	<p>And Internal Match tab is should remain empty</p>	0537	<p>And External Match tab is visible</p>
0490	<p>And External Match tab is should remain empty</p>	0538	<p>And Applicants tab is visible</p>
0491	<p>Applicant Visibility & Control</p>	0539	<p>Scenario: Internal Match is shown only when Internal channel is selected</p>
0492	<p>Scenario: Partner employer sees no applicants before shortlist</p>	0540	<p>Given a Google job is published to Internal Employees channel</p>
0493	<p>Given a job is approved</p>	0541	<p>When Internal Match tab is opened</p>
0494	<p>And no applicant is shortlisted by E2I</p>	0542	<p>Then matching internal employees are displayed</p>
0495	<p>When I view the Applicants tab</p>	0543	<p>Scenario: External Match is visible after unlocking</p>
0496	<p>Then the applicant list is empty</p>	0544	<p>Given a Google job is published to External Talents channel</p>
0497	<p>Scenario: Shortlisted applicant appears for partner employer</p>	0545	<p>And External Match feature is unlocked</p>
0498	<p>Given E2I shortlists an applicant</p>	0546	<p>When External Match tab is opened</p>
0499	<p>When I view the Applicants tab</p>	0547	<p>Then external matching candidates are displayed</p>
0500	<p>Then the applicant appears with status Shortlisted</p>	0548	<p>1D. Jobtech (TM & E2I Partner) - Permissions</p>
0501	<p>Scenario: Partner employer takes ownership after Keep in View</p>	0549	<p>Scenario: JobTech cannot edit ownership fields</p>
0502	<p>Given an applicant is Shortlisted</p>	0550	<p>Given I am logged in as JobTech user</p>
0503	<p>When Test Hiring Enterprise 2 marks the applicant as Keep in View</p>	0551	<p>When I open the job creation form</p>
0504	<p>Then E2I can no longer change the applicant status</p>	0552	<p>Then Employer field is disabled</p>
0505	<p>Scenario: Partner employer can finalize applicant outcome</p>	0553	<p>And Hiring Manager field is disabled</p>
0506	<p>Given an applicant is in Keep in View</p>	0554	<p>And Job Owner field is disabled</p>
0507	<p>When Test Hiring Enterprise 2 marks the applicant as Successful or Unsuccessful</p>	0555	<p>And job detail fields remain editable</p>
0508	<p>Then the applicant status is updated</p>	0556	<p>Scenario: JobTech can select all channels</p>
0509	<p>1C. Google (TM only) - Permissions</p>	0557	<p>Given I am creating a job</p>
0510	<p>Scenario: TM-only company sees only its own workspace jobs</p>	0558	<p>Then E2I channel is selectable</p>
0511	<p>Given a company "Google" subscribes to TM only</p>	0559	<p>And Internal Employees channel is selectable</p>
0512	<p>And the company has no parent or partner workspace</p>	0560	<p>And External Talents channel is selectable</p>

0561	Single Channel – E2I Only (Approval required)
0562	Scenario: Job posted to E2I only requires approval
0563	Given I select only E2I channel
0564	When I submit the job
0565	Then the job status is Pending Approval
0566	Scenario: JobTech sees restricted access for E2I-only job
0567	Given a job is approved for E2I only
0568	When I open the job detail
0569	Then Job Seeker Match tab is visible but disabled
0570	And Internal Match tab is disabled
0571	And External Match tab is disabled
0572	And Applicants tab is accessible
0573	Single Channel – Internal Only (No approval)
0574	Scenario: Job posted to Internal only does not require approval
0575	Given I select only Internal Employees channel
0576	When I submit the job
0577	Then the job is published immediately
0578	Scenario: JobTech sees internal hiring tabs
0579	Given a job is posted to Internal only
0580	When I open the job detail
0581	Then Internal Match tab is accessible
0582	And External Match tab is disabled
0583	And Job Seeker Match tab is disabled
0584	Single Channel – External Only
0585	Scenario: External match is locked when posting to External only
0586	Given I select only External Talents channel
0587	When I open External Match tab
0588	Then unlock prompt is shown if matches exist
0589	Scenario: Unlock is hidden when no external matches exist
0590	Given a job has no external matches
0591	When I view External Match tab
0592	Then unlock prompt is not shown
0593	Dual Channel – Internal + External
0594	Scenario: JobTech can access internal and external matches
0595	Given a job is posted to Internal and External
0596	When I open the job detail
0597	Then Internal Match tab is accessible
0598	And External Match tab is accessible
0599	Dual Channel – E2I + TM Channel
0600	Scenario: E2I rejection does not block TM channels
0601	Given a job is posted to E2I and Internal
0602	And E2I rejects the job
0603	When I view the job in JobTech workspace
0604	Then the job remains visible
0605	And Internal Match tab is accessible
0606	All Channels Selected
0607	Scenario: JobTech sees all match tabs when all channels selected
0608	Given a job is approved with all channels selected

0609	When I open the job detail
0610	Then Job Seeker Match tab is visible but read-only
0611	And Internal Match tab is accessible
0612	And External Match tab is accessible
0613	And Applicants tab is accessible
0614	2. Job Posting Flow
0615	2A. E2I Job Posting (No Approval)
0616	Scenario: E2I job is published immediately
0617	Given I am logged in as E2I admin
0618	When I create a job
0619	Then the job is published without approval
0620	Scenario: E2I selects employer and ownership fields
0621	Given I am creating a job as E2I
0622	When I select an employer entity
0623	Then Hiring Manager options come from that entity
0624	And Job Owner can be selected
0625	Scenario: E2I job channel is restricted
0626	Given I am creating a job as E2I
0627	When channel options are displayed
0628	Then only E2I channel is selectable
0629	2B. Partner Only Job Posting (Test Hiring Enterprise 2)
0630	Scenario: Ownership fields are disabled
0631	Given I am logged in as Partner Employer
0632	When I open job creation form
0633	Then Employer field is disabled
0634	And Hiring Manager field is disabled
0635	And Job Owner field is disabled
0636	Scenario: Partner channel selection is restricted
0637	Given I am creating a job as Partner Employer
0638	When channel options are displayed
0639	Then E2I channel is enabled
0640	And Internal channel is disabled
0641	And External channel is disabled
0642	Scenario: Partner job requires approval
0643	Given I submit a job using E2I channel
0644	Then the job status is Pending Approval
0645	Scenario: Pending approval job is read-only
0646	Given a job is pending approval
0647	When I open the job detail
0648	Then a pending approval banner is shown
0649	And no job tabs are accessible
0650	Scenario: Approved job is visible to E2I and Partner
0651	Given E2I approves the job
0652	Then the job appears in E2I workspace
0653	And the job appears in Partner workspace
0654	Scenario: Rejected job shows reason
0655	Given E2I rejects the job
0656	When I view the job detail

0657	Then a rejection message is shown
0658	And rejection reason can be viewed
2C. TM Only Job Posting (Google)	
0659	Scenario: TM-only job is published immediately
0660	Given I am logged in as TM-only company
0661	When I submit a job
0662	Then the job is published without approval
0663	Scenario: E2I channel is unavailable
0664	Given I am creating a job as TM-only company
0665	When channel options are displayed
0666	Then E2I channel is disabled
0667	And Internal channel is selectable
0668	And External channel is selectable
0669	Scenario: Job detail shows correct tabs
0670	Given a job is published
0671	When I open job detail
0672	Then Job Seeker Match tab shows not published message
0673	And Internal Match tab is available if selected
0674	And External Match tab is available if selected
0675	2D. TM + E2I Job Posting (JobTech)
0676	Channel: E2I Only
0677	Scenario: E2I-only job requires approval
0678	Given I select only E2I channel
0679	When I submit the job
0680	Then the job status is Pending Approval
0681	Scenario: Rejected E2I-only job is not visible
0682	Given E2I rejects an E2I-only job
0683	Then the job is not visible in JobTech workspace
0684	Channel: Internal Only
0685	Scenario: Internal-only job skips approval
0686	Given I select only Internal channel
0687	When I submit the job
0688	Then the job is published immediately
0689	Channel: Dual channel with E2I
0690	Scenario: Job remains visible if E2I rejects but other channels exist
0691	Given I select E2I and Internal channels
0692	And E2I rejects the job
0693	Then the job remains visible in JobTech workspace
0694	And Internal Match tab is accessible
0695	And same logic applies for E2I + External
0696	Channel: All channels selected
0697	Scenario: Job enters approval when E2I is selected
0698	Given I select E2I, Internal, and External channels
0699	When I submit the job
0700	Then the job status is Pending Approval
0701	Scenario: Rejected job remains visible for TM channels
0702	Given E2I rejects the job
0703	Then the job remains visible in JobTech workspace

0705	3. Application Status Flow
3A. Application Status Flow - E2I Main	
0706	Scenario: E2I views job card and job details after posting
0707	Given an E2I admin has posted a job successfully
0708	When the admin opens the job
0709	Then the job card details must match the posted job information
0710	And the About the Job tab must display the correct description and required skills
0711	Scenario: E2I views job seeker matches from E2I talent pool
0712	Given a job is live under the E2I channel
0713	When the admin opens the Job Seeker Matches tab
0714	Then only E2I job seeker talents must be listed
0715	And each talent must display name, email, match score, and talent type badges
0716	Scenario: E2I reviews a matched talent profile
0717	Given a talent appears in the Job Seeker Matches list
0718	When the admin opens the talent profile
0719	Then the talent details must include email, match score, skills match, skill gaps, and other skills
0720	And the admin must be able to download the CV
0721	And the admin must be able to send an invitation
0722	Scenario: Talent applies after receiving invitation
0723	Given an E2I admin has sent an invitation to a talent
0724	When the talent applies via the invitation link
0725	Then the talent must appear in the Applicants tab
0726	And the application status must be Applied
0727	Scenario: E2I updates applicant status to reviewed
0728	Given a talent is in the Applicants tab with status Applied
0729	When the admin changes the status to Reviewed
0730	Then the application status must be updated to Reviewed
0731	Scenario: E2I shortlists an applicant
0732	Given a talent is in the Applicants tab
0733	When the admin changes the status to Shortlisted
0734	Then the applicant status must be Shortlisted
0735	And HR or partner employer must receive email notifications
0736	3B. Application Visibility for Partner Employer (Non-TM) - Test Hiring Enterprise 2
0737	Scenario: Partner employer views job after E2I approval
0738	Given a Test Hiring Enterprise 2 job has been approved by E2I
0739	When the partner employer opens the job
0740	Then only About the Job and Applicants tabs must be visible
0741	Scenario: Partner employer sees applicants only after E2I shortlists
0742	Given E2I has shortlisted a talent for the job
0743	When the partner employer opens the Applicants tab
0744	Then the shortlisted applicant must be visible
0745	And no applicants must be visible before shortlisting
0746	Scenario: Partner employer reviews applicant details
0747	Given a shortlisted applicant is visible
0748	When the partner employer opens the applicant profile
0749	Then the partner employer must see name, email, match score, skills, and CV
0750	Scenario: Partner employer takes ownership of application status
0751	Given an applicant is shortlisted by E2I

0753	When the partner employer changes the status to Keep in View	
0754	Then E2I must no longer be able to change the application status	
Scenario: Partner employer finalizes application outcome		
0755	Given an applicant is in Keep in View status	
0756	When the partner employer updates the status to Successful or Unsuccessful	
0757	Then the final status must be reflected in both E2I and partner employer workspaces	
0758	Then the final status must be reflected in both E2I and partner employer workspaces	
0759	3C. Application Status Flow for TM Customer (Non-Partner) - Google	
0760	Scenario: Google views job tabs after posting	
0761	Given Google has posted a job	
0762	When the job is opened	
0763	Then About the Job, Internal Matches, External Matches, and Applicants tabs must be visible	
0764	And the E2I channel must not be accessible	
0765	Scenario: Google manages internal match applications	
0766	Given a job is posted with Internal channel selected	
0767	When an internal employee applies	
0768	Then the applicant must appear in the Applicants tab	
0769	And Google must be able to update the application status	
0770	Scenario: Google manages external match applications	
0771	Given a job is posted with External channel selected	
0772	And Google has unlocked external talents	
0773	When an external talent applies	
0774	Then the applicant must appear in the Applicants tab	
0775	And the applicant must be marked as external talent	
0776	3D. Application Status Flow for JobTech (TM + E2I Partner Employer)	
0777	Scenario: Jobtech posts job to E2I-only channel	
0778	Given Jobtech posts a job using only the E2I channel	
0779	When the job is approved by E2I	
0780	Then applicants must be sourced only by E2I	
0781	And Jobtech must see applicants only after E2I shortlists them	
0782	Scenario: Jobtech receives shortlisted applicants from E2I	
0783	Given E2I has shortlisted a talent	
0784	When Jobtech opens the Applicants tab	
0785	Then the applicant must appear with status Shortlisted	
0786	Scenario: Jobtech posts job to Internal-only channel	
0787	Given Jobtech posts a job using only the Internal channel	
0788	When an internal employee applies	
0789	Then Jobtech must manage the application status independently	
0790	Scenario: Jobtech posts job to Internal and External channels	
0791	Given Jobtech posts a job using Internal and External channels	
0792	When talents apply	
0793	Then applicants must appear in the Applicants tab	
0794	And no E2I approval is required	
0795	Scenario: Jobtech posts job to E2I and Internal channels	
0796	Given Jobtech posts a job using E2I and Internal channels	
0797	When E2I approves the job	
0798	Then applicants from both E2I and Internal channels must appear	
0799	And applicants must be labeled by talent source	
0800	Scenario: Jobtech posts job to all channels	

0801	Given Jobtech posts a job using E2I, Internal, and External channels
0802	When talents apply
0803	Then applicants from all channels must appear in the Applicants tab
0804	And each applicant must display the correct talent source badge



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