

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 post 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

0133	And the External Talents channel should be enabled
0134	When the user selects both Internal Employees and External Talents channels
0135	And fills in all required job details
0136	And submits the job
0137	Then the job should be created successfully without approval
0138	And the job should be immediately visible in Google workspace
0139	# --- Internal Talent Matching ---
0140	When the user navigates to the Internal Matches tab
0141	Then matched internal employees should be displayed
0142	And each internal match should show name, email, and match score
0143	When the user sends an invitation to an internal employee
0144	Then the invitation should be sent successfully
0145	# --- External Talent Unlock ---
0146	When the user navigates to the External Matches tab
0147	And external talents are available for this job
0148	Then the Unlock Talents option should be displayed
0149	When the user unlocks external talents by completing payment
0150	Then external talent matches should be displayed
0151	And each external match should show name, email, and match score
0152	When the user sends an invitation to an external talent
0153	Then the invitation should be sent successfully
0154	# --- Talent Application ---
0155	Given invited internal and external talents receive invitation emails
0156	When the talents apply to the job
0157	Then their applications should appear in the Applicants tab
0158	And the application status should be "Applied"
0159	And each applicant should be labeled as Internal or External accordingly
0160	# --- Google Hiring Decision ---
0161	When the user reviews an applicant
0162	And changes the application status to "Keep In View"
0163	Then the status should be updated successfully
0164	When the user changes the application status to "Successful"
0165	Then the final application status should be saved
0166	And the hiring decision should be reflected correctly in the Applicants tab
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0169	Feature: End-to-End Application Flow - JobTech (TM + E2I Partner) - E2I Channel Only
0170	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.
0171	Scenario: JobTech posts job to E2I only, E2I refers jobseekers, JobTech finalizes decision
0172	Given a JobTech workspace exists with TM subscription
0173	And JobTech is registered as an E2I Partner Employer
0174	And a JobTech Super Admin account exists
0175	And an E2I Super Admin account exists
0176	And E2I jobseeker profiles exist in the E2I talent pool
0177	# --- JobTech Job Creation ---
0178	Given the user logs in as JobTech Super Admin
0179	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	<div> <div>Channel</div> <div> <div>E2I</div> <div>Internal Employees</div> <div>External Talents</div> </div> </div>
0270	
0271	
0272	
0273	And the user fills in all required job details

0274	And submits the job
0275	Then the job should enter "Pending E2I Approval" status
0276	And the job should appear in JobTech workspace
0277	And the job should appear in E2I approval request list
0278	# --- 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
0285	# --- E2I Approval Decision ---
0286	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"
0291	# --- Post-Rejection Behavior ---
0292	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
0303	# --- Internal Hiring Flow Continues ---
0304	When the user navigates to the Internal Matches tab
0305	And the user invites an 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
0311	# --- 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
0318	# --- 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	And approval actions are not available
0466	Scenario: Partner employer can only view job description while pending
0467	Given a job is awaiting approval
0468	When I view the job detail
0469	Then only the job description is visible
0470	And no job tabs are accessible
0471	Rejection Flow
0472	Scenario: Partner employer sees rejection message
0473	Given E2I rejects a job
0474	When I view the job detail
0475	Then a rejection banner is displayed
0476	And the rejection reason is accessible
0477	Approval Outcome
0478	Scenario: Approved job is visible to E2I and partner employer
0479	Given E2I approves a job
0480	Then the job appears in E2I job list
0481	And the job appears in Test Hiring Enterprise 2 job list
0482	Job Detail Tabs After Approval
0483	Scenario: Partner employer sees restricted job tabs
0484	Given a job is approved
0485	When I open the job detail page
0486	Then About Job tab is accessible
0487	And Applicants tab is accessible
0488	And Job Seeker Match tab should remain empty
0489	And Internal Match tab is should remain empty
0490	And External Match tab is should remain empty
0491	Applicant Visibility & Control
0492	Scenario: Partner employer sees no applicants before shortlist
0493	Given a job is approved
0494	And no applicant is shortlisted by E2I
0495	When I view the Applicants tab
0496	Then the applicant list is empty
0497	Scenario: Shortlisted applicant appears for partner employer
0498	Given E2I shortlists an applicant
0499	When I view the Applicants tab
0500	Then the applicant appears with status Shortlisted
0501	Scenario: Partner employer takes ownership after Keep in View
0502	Given an applicant is Shortlisted
0503	When Test Hiring Enterprise 2 marks the applicant as Keep in View
0504	Then E2I can no longer change the applicant status
0505	Scenario: Partner employer can finalize applicant outcome
0506	Given an applicant is in Keep in View
0507	When Test Hiring Enterprise 2 marks the applicant as Successful or Unsuccessful
0508	Then the applicant status is updated
0509	1C. Google (TM only) - Permissions
0510	Scenario: TM-only company sees only its own workspace jobs
0511	Given a company "Google" subscribes to TM only
0512	And the company has no parent or partner workspace

0513	When a Google user accesses the TA module
0514	Then only jobs created by Google are visible
0515	And no partner or external workspace jobs are visible
0516	Scenario: Job posting fields are locked for TM-only company
0517	Given a Google user creates a new job
0518	When the job posting form is displayed
0519	Then Employer field is disabled with a default value
0520	And Hiring Manager field is disabled with a default value
0521	And Job Owner field is disabled with a default value
0522	Scenario: Channel selection for TM-only company
0523	Given a Google user creates a new job
0524	When channel options are displayed
0525	Then E2I channel is visible but disabled
0526	And Internal Employees channel is enabled
0527	And External Talents channel is enabled
0528	Scenario: TM-only company can select multiple allowed channels
0529	Given a Google user creates a new job
0530	When Internal Employees and External Talents channels are selected
0531	Then the job is published to both selected channels
0532	Scenario: Job detail tabs visibility for TM-only job
0533	Given a job is created by Google
0534	When the job detail page is opened
0535	Then Job Seeker Match tab is visible but will remain empty
0536	And Internal Match tab is visible
0537	And External Match tab is visible
0538	And Applicants tab is visible
0539	Scenario: Internal Match is shown only when Internal channel is selected
0540	Given a Google job is published to Internal Employees channel
0541	When Internal Match tab is opened
0542	Then matching internal employees are displayed
0543	Scenario: External Match is visible after unlocking
0544	Given a Google job is published to External Talents channel
0545	And External Match feature is unlocked
0546	When External Match tab is opened
0547	Then external matching candidates are displayed
0548	1D. Jobtech (TM & E2I Partner) - Permissions
0549	Scenario: JobTech cannot edit ownership fields
0550	Given I am logged in as JobTech user
0551	When I open the job creation form
0552	Then Employer field is disabled
0553	And Hiring Manager field is disabled
0554	And Job Owner field is disabled
0555	And job detail fields remain editable
0556	Scenario: JobTech can select all channels
0557	Given I am creating a job
0558	Then E2I channel is selectable
0559	And Internal Employees channel is selectable
0560	And External Talents channel is selectable

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
0659	2C. TM Only Job Posting (Google)
0660	Scenario: TM-only job is published immediately
0661	Given I am logged in as TM-only company
0662	When I submit a job
0663	Then the job is published without approval
0664	Scenario: E2I channel is unavailable
0665	Given I am creating a job as TM-only company
0666	When channel options are displayed
0667	Then E2I channel is disabled
0668	And Internal channel is selectable
0669	And External channel is selectable
0670	Scenario: Job detail shows correct tabs
0671	Given a job is published
0672	When I open job detail
0673	Then Job Seeker Match tab shows not published message
0674	And Internal Match tab is available if selected
0675	And External Match tab is available if selected
0676	2D. TM + E2I Job Posting (JobTech)
0677	Channel: E2I Only
0678	Scenario: E2I-only job requires approval
0679	Given I select only E2I channel
0680	When I submit the job
0681	Then the job status is Pending Approval
0682	Scenario: Rejected E2I-only job is not visible
0683	Given E2I rejects an E2I-only job
0684	Then the job is not visible in JobTech workspace
0685	Channel: Internal Only
0686	Scenario: Internal-only job skips approval
0687	Given I select only Internal channel
0688	When I submit the job
0689	Then the job is published immediately
0690	Channel: Dual channel with E2I
0691	Scenario: Job remains visible if E2I rejects but other channels exist
0692	Given I select E2I and Internal channels
0693	And E2I rejects the job
0694	Then the job remains visible in JobTech workspace
0695	And Internal Match tab is accessible
0696	And same logic applies for E2I + External
0697	Channel: All channels selected
0698	Scenario: Job enters approval when E2I is selected
0699	Given I select E2I, Internal, and External channels
0700	When I submit the job
0701	Then the job status is Pending Approval
0702	Scenario: Rejected job remains visible for TM channels
0703	Given E2I rejects the job
0704	Then the job remains visible in JobTech workspace

0705	3. Application Status Flow
0706	3A. Application Status Flow - E2I Main
0707	Scenario: E2I views job card and job details after posting
0708	Given an E2I admin has posted a job successfully
0709	When the admin opens the job
0710	Then the job card details must match the posted job information
0711	And the About the Job tab must display the correct description and required skills
0712	Scenario: E2I views job seeker matches from E2I talent pool
0713	Given a job is live under the E2I channel
0714	When the admin opens the Job Seeker Matches tab
0715	Then only E2I job seeker talents must be listed
0716	And each talent must display name, email, match score, and talent type badges
0717	Scenario: E2I reviews a matched talent profile
0718	Given a talent appears in the Job Seeker Matches list
0719	When the admin opens the talent profile
0720	Then the talent details must include email, match score, skills match, skill gaps, and other skills
0721	And the admin must be able to download the CV
0722	And the admin must be able to send an invitation
0723	Scenario: Talent applies after receiving invitation
0724	Given an E2I admin has sent an invitation to a talent
0725	When the talent applies via the invitation link
0726	Then the talent must appear in the Applicants tab
0727	And the application status must be Applied
0728	Scenario: E2I updates applicant status to reviewed
0729	Given a talent is in the Applicants tab with status Approved
0730	When the admin changes the status to Reviewed
0731	Then the application status must be updated to Reviewed
0732	Scenario: E2I shortlists an applicant
0733	Given a talent is in the Applicants tab
0734	When the admin changes the status to Shortlisted
0735	Then the applicant status must be Shortlisted
0736	And HR or partner employer must receive email notifications
0737	3B. Application Visibility for Partner Employer (Non-TM) - Test Hiring Enterprise 2
0738	Scenario: Partner employer views job after E2I approval
0739	Given a Test Hiring Enterprise 2 job has been approved by E2I
0740	When the partner employer opens the job
0741	Then only About the Job and Applicants tabs must be visible
0742	Scenario: Partner employer sees applicants only after E2I shortlists
0743	Given E2I has shortlisted a talent for the job
0744	When the partner employer opens the Applicants tab
0745	Then the shortlisted applicant must be visible
0746	And no applicants must be visible before shortlisting
0747	Scenario: Partner employer reviews applicant details
0748	Given a shortlisted applicant is visible
0749	When the partner employer opens the applicant profile
0750	Then the partner employer must see name, email, match score, skills, and CV
0751	Scenario: Partner employer takes ownership of application status
0752	Given an applicant is shortlisted by E2I

0753	When the partner employer changes the status to Keep in View
0754	Then E21 must no longer be able to change the application status
0755	Scenario: Partner employer finalizes application outcome
0756	Given an applicant is in Keep in View status
0757	When the partner employer updates the status to Successful or Unsuccessful
0758	Then the final status must be reflected in both E21 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 E21 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 + E21 Partner Employer)
0777	Scenario: Jobtech posts job to E21-only channel
0778	Given Jobtech posts a job using only the E21 channel
0779	When the job is approved by E21
0780	Then applicants must be sourced only by E21
0781	And Jobtech must see applicants only after E21 shortlists them
0782	Scenario: Jobtech receives shortlisted applicants from E21
0783	Given E21 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 E21 approval is required
0795	Scenario: Jobtech posts job to E21 and Internal channels
0796	Given Jobtech posts a job using E21 and Internal channels
0797	When E21 approves the job
0798	Then applicants from both E21 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 E21, 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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