**Nurturing Process – Agile Deliverables –V2D2 August 2024**

**Vivek Kumar**

**Document 1: Definition of Done.**

**Ans:** Definition of Done is a technique where the team agrees on, and prominently displays, a list of criteria which must be met before a backlog item is considered done.

 Development **Tasks**

* Code enhancements are written, thoroughly reviewed, and merged into the main branch with no pending merge conflicts.
* Peer reviews are completed, and review feedback is incorporated.

 Testing

* Unit tests are written for all new or modified code with at least 90% test coverage.
* All unit tests pass without failures.
* Integration testing is completed to ensure that enhancements work seamlessly with the existing ATS.
* Regression testing confirms no new issues are introduced to other functionalities.

 Feature **Completion**

* Each user story or feature enhancement meets the acceptance criteria defined during sprint planning.
* Features are tested in a demo environment to validate their expected behavior.

 Collaboration **and Review**

* All stakeholders, including team members and the Product Owner, have reviewed and signed off on the deliverable.
* Feedback from sprint reviews is addressed, if applicable.

 Documentation

* Technical documentation is updated to reflect new workflows, APIs, or system changes.
* Any changes to user-facing documentation are reviewed and published.

 Security **and Compliance**

* New features or changes pass security validation with no high or critical vulnerabilities.

 Deployment **Readiness**

* Code is deployed successfully to the staging environment.
* Deployment pipelines are validated for production readiness.
* The staging environment matches production configurations for accurate testing.

 Final **Sprint Increment**

* The sprint increment is functional, stable, and demonstrated successfully during the sprint review.

**Document 2- Product Vision.**

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| **Vision:** The overarching goal of the ATS enhancement project is to improve the efficiency, usability, and accuracy of the applicant tracking system (ATS) used by recruitment teams. By integrating advanced data analytics, AI-driven recommendations, and streamlined workflows, the project aims to provide a smarter and more efficient hiring process. This will help recruiters make faster, data-driven decisions and reduce manual effort in hiring the right candidates for positions. |
| **Target group****Market Segment:*** **HR and Recruitment Market**
* Focus on **SMBs**, **large enterprises**, and **recruitment agencies**.

**Target Users and Customers:*** **HR Managers** and **Recruiters**.
* **Hiring Managers** who require data-driven insights for better decision-making.
* **Recruitment Agencies** managing multiple clients.
 | **Needs****Problem the Product Solves:*** Reduces **manual processes** in ATS, saving time and effort.
* Provides **data-driven insights** to improve decision-making.
* Ensures **consistent candidate evaluation** using AI to reduce bias.

**Benefit the Product Provides:*** **Increased hiring efficiency** via automation of routine tasks.
* **Faster decision-making** with real-time analytics.
* **Fairer recruitment process** using AI for objective recommendations.
* **Improved user experience** with a more intuitive and user-friendly interfac
 | **Product****Product Overview:*** **Enhanced ATS** focused on **automation**, **AI recommendations**, and **data analytics**.
* Features include **automated candidate sorting**, **resume screening**, and **real-time analytics**.

**What Makes it Desirable and Special:*** **AI-Driven Decision Support**: Predicts candidate success and recommends the best candidates.
* **Customizable Workflows**: Tailored recruitment process for different organizations.
* **Seamless Integration**: Works with job boards, LinkedIn, and social media platforms.
* **Real-Time Analytics**: Dashboards for key metrics like time-to-hire, cost-per-hire, and candidate quality.

**Feasibility of Development:*** Feasible with existing technologies (AI, machine learning, and analytics).
* Project aligns with resources, budget, and timeline for development and deployment.
 | **Value****How the Product Benefits the Company:*** **Increased Recruitment Efficiency**: Automation reduces manual effort and time-to-hire.
* **Improved Decision-Making**: Data-driven insights improve the quality of hiring decisions.
* **Scalability**: Easily scales to handle more recruitment demands.
* **Competitive Advantage**: AI and analytics provide an edge over competitors in recruitment.

**Business Goals:*** **Reduce Time-to-Hire** by automating tasks and streamlining processes.
* **Improve Hiring Quality** through AI-driven candidate selection.
* **Increase User Adoption** with a user-friendly system.
* **Achieve Customer Satisfaction** by meeting customer needs and improving recruitment efficiency.

**Business Model:*** **SaaS (Software as a Service)** subscription-based model.
* **Tiered Pricing** based on user count, features, and integrations.
* **Premium Features**: Advanced analytics, AI assessments, and custom integrations for additional revenue.
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| **Scrum Project****Name:** | Development of Next-Gen Agile ATS Enhancements for a Recruitment Company |  |  |
| **Venue:** | Pune |  |  |
| **Date:** | **Start time: 22/01** | **End time: 22/07** | **Duration: 6 months** |
| **Client:** | Averon Software |  |  |
| **Stakeholder list:** | Mr. Rupesh |  |  |
|  | Mr. Prayag |  |  |
|  | Mr. Santosh |  |  |
| **Scrum Team** |
| **Scrum Master:** | Rohan Wade |  |  |
| **Product owner:** | John Miller |  |  |
| **Scrum Developer 1:** | Jon wick |  |  |
| **Scrum Developer 2:** | Peter |  |  |
| **Scrum Developer 3:** | Ankita Raj |  |  |
| **Tester:** | Ashish |  |  |
| **Business Analyst:** | Vivek Jha |  |  |

**Document 3: User stories.

Ans:**

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| **User story No: 01** | **Tasks:Develop a candidate communication module.** | **Priority: High** |
| **Value statement:**As a recruiter… I want a communication moduleso that I can easily interact with candidates throughout the hiring process. |
| **BV: 500** | **CP: 6** |
| Acceptance criteria: Enable sending automated emails for application status updates. Provide a chat interface for direct communication with candidates. Log all interactions for future reference. |

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| **User story No: 02** | **Tasks: Integrate AI-powered analytics for candidate evaluation.** | **Priority: Medium** |
| **Value statement:**As a recruiter… I want AI-driven candidate analysisso that I can make informed hiring decisions faster. |
| **BV: 400** | **CP:5** |
| **Acceptance criteria:**AI models analyze candidate skills and match job requirements.Provide recommendations for the most suitable candidates.Include a dashboard for viewing AI insights. |

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| **User story No:03** | **Tasks:Implement predictive candidate matching.** | **Priority: High** |
| **Value statement:**As a recruiter… I want predictive candidate matchingso that I can identify the best candidates efficiently. |
| **BV: 500** | **CP:4** |
| Acceptance criteria: Predictive models rank candidates based on job fit. Enable customization of matching criteria. Display match percentage for each candidate. |

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| **User story No:04** | **Tasks: Integrate the platform with LinkedIn and other job boards.** | **Priority: Medium** |
| **Value statement:**As a recruiter… I want seamless integration with job boardsso that I can reach a wider pool of candidates. |
| **BV:700** | **CP:5** |
| Acceptance criteria: Allow job postings to be published across multiple platforms. Synchronize applications received from job boards. Ensure consistent formatting of candidate profiles. |

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| **User story No: 05** | **Tasks:Add a module for onboarding.** | **Priority: low** |
| **Value statement:**As an HR manager… I want an onboarding moduleso that I can ensure a smooth transition for new hires. |
| **BV:700** | **CP:6** |
| **Acceptance criteria:** Enable tracking of onboarding tasks. Provide templates for onboarding documents. Allow new hires to upload and sign documents digitally. |

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| **User story No:06** | **Tasks:Develop a payroll management module.** | **Priority: High** |
| **Value statement:**As an HR manager… I want a payroll management systemso that I can handle employee payments within the platform. |
| **BV:600** | **CP:5** |
| **Acceptance criteria:** Calculate salaries and deductions automatically. Generate and store payslips. Integrate with accounting software. |

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| **User story No: 07** | **Tasks:Optimize platform scalability for handling increased data loads.** | **Priority: Medium** |
| **Value statement:**As a system administrator… I want to ensure scalabilityso that the platform can support growth and heavy usage. |
| **BV:500** | **CP:3** |
| **Acceptance criteria:**Support concurrent users without performance degradation.Conduct load testing to ensure system stability.Enable horizontal scaling for infrastructure. |

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| **User story No: 08** | **Tasks:Implement real-time data synchronization across all modules.** | **Priority: High** |
| **Value statement:**As a recruiter… I want real-time data updatesso that I can make decisions based on the latest information. |
| **BV:400** | **CP:5** |
| **Acceptance criteria:**Changes in one module reflect immediately in others.No data inconsistency across the platform.Provide alerts for data conflicts, if any. |

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| **User story No: 09** | **Tasks:Introduce multi-language support for the platform.** | **Priority: low** |
| **Value statement:**As an international recruiter… I want multi-language supportso that I can cater to candidates from diverse regions. |
| **BV:400** | **CP:4** |
| **Acceptance criteria:**Provide language options for the user interface.Translate key recruitment documents.Allow users to switch languages seamlessly. |

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| **User story No: 10** | **Tasks:Implement user role-based access control.** | **Priority: Medium** |
| **Value statement:**As an admin… I want role-based access controlso that I can ensure data security and restrict access appropriately. |
| **BV:500** | **CP:7** |
| **Acceptance criteria:** Define roles (e.g., recruiter, HR manager, admin) with specific permissions. Restrict sensitive data access to authorized users. Allow admins to modify roles and permissions as needed. |

**Document 4: Agile PO Experience.**

Ans:

**Key Responsibilities and Contributions:**

1. **Market Analysis:**
	* Conducted a detailed **analysis of market needs** for recruitment solutions, identifying growing demand for AI-powered ATS platforms.
	* Researched the **availability of similar products** in the market, evaluating features and gaps in competing systems like LinkedIn Recruiter and BambooHR.
2. **Enterprise Analysis:**
	* Performed **due diligence on market opportunities** by engaging with HR professionals, recruitment agencies, and hiring managers to understand pain points in existing workflows.
3. **Product Vision and Roadmap:**
	* Developed a **product vision** focusing on enhancing recruitment efficiency and scalability through AI analytics, predictive candidate matching, and integration with job boards.
	* Created a **product roadmap** outlining high-level features such as onboarding, payroll modules, and performance improvements, with a phased timeline for iterative releases.
4. **Managing Product Features:**
	* Prioritized **critical features** like real-time candidate matching, AI-powered insights, and integration with platforms such as LinkedIn and Indeed based on ROI and user impact.
	* Collaborated with stakeholders to refine expectations and ensure alignment with the product vision.
5. **Managing Product Backlog:**
	* Regularly **prioritized user stories** in the backlog, ensuring the most critical and high-value items were addressed first.
	* Conducted **backlog refinement meetings** to reassess priorities and align with evolving stakeholder needs.
6. **Managing Overall Iteration Progress:**
	* Oversaw sprint progress, participated in **sprint planning meetings**, and monitored the team's progress to ensure alignment with sprint goals.
	* Led **sprint reviews** to demonstrate completed functionalities like predictive analytics and onboarding modules.
	* Facilitated **sprint retrospectives** with the Business Analyst to identify and implement improvements in team workflows.
7. **Sprint Meetings:**
	* Gained hands-on experience in organizing and conducting:
		+ **Sprint planning meetings** to define sprint goals and tasks.
		+ **Daily Scrum meetings** to track progress and address blockers.
		+ **Sprint review meetings** to gather feedback on delivered features.
		+ **Sprint retrospective meetings** to improve processes for subsequent sprints.
		+ **Backlog refinement meetings** for prioritizing and updating backlog items.
8. **User Story Creation:**
	* Mastered the creation of comprehensive user stories with clear details, including:
		+ Story number
		+ Tasks and subtasks
		+ Priority based on business value (BV) and complexity points (CP)
		+ Detailed acceptance criteria to define "done" for development and testing
9. **Cross-Functional Collaboration:**
	* Acted as a liaison between stakeholders and the Scrum team, ensuring seamless communication and alignment on project objectives.
	* Ensured **stakeholders remained informed** about progress, challenges, and upcoming deliverables.
10. **Product Vision and Stakeholder Management:**
	* Developed a vision for the ATS, addressing market demands for AI-driven analytics, candidate matching, and end-to-end recruitment solutions.
	* Effectively **managed stakeholder expectations** by regularly demonstrating product progress and incorporating feedback into future sprints.

**Document 5: Product and sprint backlog and product and sprint burndown charts**

Ans:

**Product Backlog**

A **prioritized list** of all the features, enhancements, bug fixes, and tasks required for the product, maintained by the **Product Owner**.

**Sprint Backlog**

A **subset of the Product Backlog** that includes tasks the team commits to completing during a sprint. It’s managed by the **Development Team**.

**Product Burndown Chart**

A **visual representation** of the remaining work (in terms of story points or effort) for the entire project over time. It shows the progress toward completing the product.

**Sprint Burndown Chart**

A **graph showing the remaining tasks or work** for the sprint, updated daily to track the team's progress toward sprint goals.

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| **Product Backlog** |  |  |  |  |  |
| **User Story ID** | **User Story** | **Tasks** | **Priority** | **BV** | **CP** | **Sprint** |
| 1 | Transition to Agile methodology | Define sprints, conduct Agile training | High | 8 | 5 | 1 |
| 2 | Integrate AI-powered analytics | Develop AI models, create analytics dashboard | High | 10 | 8 | 2 |
| 3 | Predictive candidate matching | Build matching algorithm, UI for match results | High | 9 | 8 | 2 |
| 4 | Onboarding module | Design workflow, create templates for onboarding | Medium | 7 | 6 | 3 |
| 5 | Job board integration | API integration with LinkedIn, Indeed | High | 9 | 7 | 3 |

**Sprint Backlog:**

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| --- | --- | --- | --- | --- | --- |
| **User Story ID** | **User Story** | **Tasks** | **Owner** | **Status** | **Estimated Effort (Hours)** |
| 2 | Integrate AI-powered analytics | Develop predictive models | Data Analyst | In Progress | 10 |
| 2 | Integrate AI-powered analytics | Design analytics dashboard UI | Designer | In Progress | 8 |
| 3 | Predictive candidate matching | Implement candidate matching logic | Developer | Not Started | 12 |
| 3 | Predictive candidate matching | Create test cases for matching algorithm | QA Engineer | Not Started | 5 |
| 4 | Onboarding module | Design onboarding workflow | Business Analyst | Done | 6 |
| 4 | Onboarding module | Build onboarding template library | Developer | In Progress | 8 |
| 5 | Job board integration | API integration with LinkedIn | Developer | Not Started | 10 |
| 5 | Job board integration | Test job posting synchronization | QA Engineer | Not Started | 4 |

Document 5: Product and sprint backlog and product and sprint burndown charts

Sprint Burn up report:



Sprint Burndown chart:



**Document 6: Sprint meetings.**

**Ans:**

**Meeting Type 1: Sprint Planning Meeting**

**Date: 18/01/2025
Time: 21:30 pm
Location: Pune
Prepared By: [Vivek Kumar]
Attendees: Scrum Master, Product Owner (Vivek Kumar), Developers, QA Engineers, Designers**

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| **Topic** | **Presenter** | **Time Allotted** |
| **Review Product Backlog** | **Product Owner** | **15 minutes** |
| **Define Sprint Goal** | **Scrum Master** | **10 minutes** |
| **Select and Estimate User Stories** | **Development Team** | **30 minutes** |
| **Finalize Sprint Backlog** | **Scrum Master** | **15 minutes** |

**Meeting Type 2: Sprint review meeting**

**Date: 28/01/2025
Time: 21:51 pm
Location: Pune
Prepared By: [Vivek Kumar]
Attendees: Scrum Team, Stakeholders, Product Owner**

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| --- | --- | --- | --- |
| **Sprint Status** | **Things to Demo** | **Quick Updates** | **What’s Next** |
| **Sprint Goals Met** | **AI-powered analytics dashboard, onboarding module** | **Predictive matching algorithm started** | **Complete job board API integration** |

**Meeting Type 3: Sprint Retrospective Meeting

Date: 30/01/2025
Time: 21:51 pm
Location: Pune
Prepared By: [Vivek Kumar]
Attendees: Scrum Master, Product Owner, Development Team**

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| **Agenda** | **What Went Well** | **What Didn’t Go Well** | **Questions** | **Reference** |
| **Sprint Review** | **Successfully delivered analytics module** | **Integration delays with job boards** | **How can we improve testing?** | **Sprint 3 Objectives** |
| **Retrospective Plan** | **Improved team collaboration** | **Inconsistent backlog refinement** | **How to better estimate effort?** | **Sprint Goals** |

**Meeting Type 4: Daily Stand-Up Meeting**

**Week “3” (from 20/01/2025 to 27/01/2025)**

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| **Question** | **Name/Role** | **Monday** | **Tuesday** | **Wednesday** | **Thursday** | **Friday** | **Saturday** | **Sunday** |
| **What did you do yesterday?** | **Developer 1** | **Worked on AI module** | **Completed UI design** | **API integration setup** | **Testing matching algo** | **Debugging API calls** | **-** | **-** |
|  | **Developer 2** | **Designed workflows** | **Reviewed codebase** | **Developed endpoints** | **Tested API responses** | **UI improvements** | **-** | **-** |
|  | **Developer 3** | **Worked on onboarding** | **Created test cases** | **Reviewed backlog items** | **Sprint demo prep** | **Fixed bugs** | **-** | **-** |
| **What will you do today?** | **Developer 1** | **Start testing AI** | **Review analytics** | **Add dashboard tweaks** | **Debug onboarding issue** | **API sync testing** | **-** | **-** |
|  | **Developer 2** | **Finalize workflows** | **Develop job posting** | **Fix API errors** | **Test with live data** | **Optimize queries** | **-** | **-** |
|  | **Developer 3** | **Collaborate on demo** | **Review UI consistency** | **Refine onboarding flow** | **Prepare for review** | **Update test cases** | **-** | **-** |
| **What is blocking your progress?** | **Developer 1** | **API access issues** | **-** | **Connectivity errors** | **-** | **Pending approvals** | **-** | **-** |
|  | **Developer 2** | **Server deployment** | **-** | **-** | **-** | **Coordination with QA** | **-** | **-** |
|  | **Developer 3** | **Incomplete inputs** | **-** | **Pending test feedback** | **-** | **-** | **-** |  |