

# Roadmap

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## Roadmap

This roadmap mirrors the public roadmap and has been rechecked against dev.hireroadrecruit.com and the current codebase on 22 April 2026.

- [complete] means the feature is available now
- [coming soon] means the feature is still planned, in progress, or not fully available yet

Note: Some completed features depend on your role, your tenant configuration, or where a candidate or job sits in the hiring process.

## MVP

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### Posting a job

- [complete] Create job manually - Build a job from scratch using a guided two-phase flow.
- [complete] Create from template - Start a new job from a saved template to reuse job details, pipeline stages, and application form configurations.
- [complete] Duplicate existing job - Clone an existing job into a new draft to speed up repeat hiring.
- [complete] Configurable job detail fields - Define baseline fields for new jobs using company-level custom fields.
- [complete] Two-phase job creation - Capture job details and approvals first, then complete setup after approval.
- [complete] Job status lifecycle - Track jobs through draft, approval, setup, published, closed, and archived states.
- [complete] Reverse lifecycle actions - Withdraw approval, reopen closed jobs, and unarchive archived jobs when needed.
- [complete] Cascade approval workflows - Route jobs through ordered approval levels assigned to groups.
- [complete] First Approver editing - Allow the first approver to edit before approving.
- [complete] Approval justification fields - Capture structured business justification during job creation.
- [complete] Group-based approval assignment - Assign approval levels to named approval groups.
- [complete] Admin bypass option - Let admins skip approvals when the tenant setting allows it.
- [complete] Auto-publish on approval - Automatically publish once setup is complete when enabled on the job.
- [complete] Approval audit trail - Log approval actions with actor and timestamp.
- [complete] Approval notification emails - Notify the next approver when action is needed.
- [complete] Publish to multiple boards - Select multiple job boards per job.
- [complete] Per-board posting status - View posted, pending, failed, and expired board statuses.
- [complete] Retry failed postings - Retry failed job board postings.
- [complete] Unpublish per board - Remove a job from an individual board without closing the job.
- [complete] Job board credentials - Configure board credentials in settings.
- [complete] Paid board integrations - Connect premium job boards for posting and status tracking.

### Recruitment process

- [complete] Configurable pipeline stages - Define default pipeline stages and customise them per job.
- [complete] Stage types - Use shortlisting, interview, assessment, offer, and custom stages.
- [complete] Drag-and-drop candidate movement - Move candidates between stages from the pipeline view.
- [complete] Stage-level visibility controls - Restrict stage visibility by job role.
- [complete] Stage entry automations - Trigger actions when a candidate enters a stage.

- [complete] Rejection flow - Reject candidates with preset or custom reasons and delayed email options.
- [complete] Bulk actions - Move stage, reject, tag, or move candidates to the talent pool in bulk.
- [complete] Stage progression blocking - Prevent progression until review requirements are met.
- [complete] Criteria-based scoring - Score candidates against defined criteria.
- [complete] Rank-based classification - Classify candidates as not suitable, maybe suitable, or suitable.
- [complete] Evaluation criteria templates - Create reusable shortlisting criteria templates.
- [complete] Template versioning - Keep template snapshots on live jobs.
- [complete] Multi-reviewer evaluation - Support independent evaluations from multiple reviewers.
- [complete] Blind scoring mode - Hide identifying information and other reviewers' scores where configured.
- [complete] Pass threshold - Set minimum score thresholds for progression.
- [complete] Side-by-side review - Review candidate information and scorecards together.
- [complete] Results export - Export shortlisting results for offline review.
- [complete] Evaluation audit trail - Keep evaluation history on the candidate record.

## **Candidate management**

- [complete] Unified candidate profile - Keep candidate details, activity, and documents in one place.
- [complete] One candidate, multiple applications - Link multiple applications to a single candidate profile.
- [complete] Candidate search - Search and filter candidates across key fields.
- [complete] Candidate tags - Tag candidates for categorisation and filtering.
- [complete] Candidate notes - Add notes with controlled visibility.
- [complete] Document management - Upload, view, and delete candidate documents.
- [complete] Email logging - Track sent emails on the candidate timeline.
- [complete] Direct email from profile - Send emails directly from candidate records.
- [complete] Merge duplicate candidates - Merge duplicate candidate records.
- [complete] Talent pool - Move candidates in and out of the talent pool.
- [complete] Referral tracking - Create referral links and track referral activity.
- [complete] Internal applicant safeguards - Restrict access to internal applications where needed.
- [complete] Source tracking - Record where candidates came from.
- [complete] Work history and distance - Show work history and distance-related data on the profile.

## **Application forms**

- [complete] Per-job application forms - Configure application forms at job level.
- [complete] Standard fields - Include core fields such as name, email, phone, CV, and cover letter.
- [complete] Custom field types - Add text, email, phone, URL, textarea, file, dropdown, checkbox, multi-select, date, and content fields.
- [complete] Required or optional per field - Mark fields as required or optional.
- [complete] Field ordering and templates - Reorder fields and save reusable form templates.
- [complete] Placeholder and help text - Add guidance to fields.
- [complete] Multi-page forms - Split longer forms across multiple pages.
- [complete] Qualifying questions - Flag candidates based on qualifying answers.
- [complete] Conditional logic - Show or hide fields based on earlier answers.
- [complete] Repeatable field groups - Support repeated grouped entries.
- [complete] Compliance question packs - Add pre-built compliance question sets.
- [complete] Content and media blocks - Add images or video content blocks to forms.
- [complete] Company field library - Reuse company-level field definitions across forms.

## **Interview scheduling**

- [complete] Event-backed interview stages - Support scheduling through event-backed interview stages.
- [complete] Per-stage interviewer configuration - Set interviewers and locations by stage.
- [complete] Interviewer availability events - Drive scheduling from interviewer availability.
- [complete] Candidate self-scheduling - Let candidates book from available slots.
- [complete] Scheduling request lifecycle - Track requests through pending, scheduled, expired, and cancelled states.

- [complete] Bulk scheduling - Create scheduling requests for multiple candidates.
- [complete] Ad-hoc interviews - Schedule interviews directly from a candidate profile.
- [complete] Interview management - Export, cancel, and reschedule interviews.
- [complete] Timezone support - Show times in the relevant timezone for each user.
- [complete] Availability override controls - Override availability at stage and interviewer level.
- [complete] No-availability handling - Show a clear state when no availability exists.
- [complete] Interview feedback forms - Capture structured feedback after interviews.
- [complete] Configurable scorecard templates - Build and assign interview feedback templates.
- [complete] Structured feedback submission - Submit recommendations, ratings, and notes.
- [complete] Default scorecard fallback - Use a default scorecard when no custom template is assigned.

## **Communicate with candidates**

- [complete] Email templates - Manage reusable email templates by category.
- [complete] Merge fields - Personalise templates with merge fields.
- [complete] Template visibility - Control who can access templates.
- [complete] Stage transition automations - Trigger emails on stage movement.
- [complete] Rejection email delays - Delay rejection emails by configured timeframes.
- [complete] Email tracking - Track outbound email delivery and engagement.
- [complete] Custom sending domain - Configure a branded sending domain.
- [complete] Reply handling - Attach candidate replies back to the correct record.
- [complete] Unsubscribe management - Support unsubscribe links for relevant emails.
- [complete] Rate limiting - Apply sending limits to protect delivery.

## **Offers and references**

- [complete] Offer templates - Create reusable offer letter templates.
- [complete] Offer lifecycle - Generate, send, accept, decline, and supersede offers.
- [complete] Right-to-Work gating - Block offer progression until right-to-work checks are complete.
- [complete] Add referees - Store referee details on the candidate profile.
- [complete] Send reference requests - Send reference requests with shareable links.
- [complete] Public reference form - Let referees submit references without signing in.
- [complete] Mark references manually received - Record offline references.
- [complete] Reference outcome assessment - Mark references as satisfactory or unsatisfactory.
- [complete] Reference permission controls - Restrict who can view and manage references.

## **Team and collaboration**

- [complete] Two-axis role model - Combine system roles and job-level roles.
- [complete] Job-level team assignment - Assign team members to individual jobs.
- [complete] Auto-recruitment team rules - Apply default team rules when jobs are created.
- [complete] Task management - Create, assign, and track tasks.
- [complete] Dashboard task widget - View and complete tasks from the dashboard.
- [complete] Candidate notes - Share context on candidate profiles.
- [complete] Approval collaboration - Support comments and edits during approval.
- [complete] Interviewer feedback - Collect independent structured interviewer feedback.

## **Career site**

- [complete] Always-on careers page - Keep the careers page live and automatically populated with published jobs.
- [complete] Branding controls - Manage logo, colours, text, and header image.
- [complete] Search and filtering - Search and filter jobs on the careers page.
- [complete] Job detail pages - Show full job details and application forms publicly.
- [complete] Content and media - Add rich content to the public application experience.

## **Your account**

- [complete] Email and password authentication - Sign in with email and password.
- [complete] Single sign-on (SSO) - Sign in with Google or Microsoft.
- [complete] Two-factor authentication - Enable TOTP-based 2FA.
- [complete] Session management - Support secure session handling and remember-me behaviour.
- [complete] User invitation - Invite users into the platform and jobs.
- [complete] User deactivation - Deactivate users without deleting history.
- [complete] My Profile - Manage account settings, timezone, meeting link, calendars, password, and 2FA.
- [complete] Notification preferences - Configure notification preferences.
- [complete] Permission-scoped dashboard - Limit dashboard content to what the user can access.
- [complete] Recent activity timeline - Show recent activity on the dashboard.

## Settings and configuration

- [complete] Centralised settings hub - Manage settings from a central hub.
- [complete] User management - Manage users, roles, and invitations.
- [complete] Company profile - Maintain company identity and branding.
- [complete] Custom field library - Manage reusable job and application fields.
- [complete] Pipeline stage defaults - Set default pipeline stages and stage types.
- [complete] Approval workflow builder - Build approval groups and workflows.
- [complete] Application form templates - Save reusable application form templates.
- [complete] Evaluation criteria templates - Create and manage shortlisting templates.
- [complete] Interview feedback form builder - Build reusable interview feedback forms.
- [complete] Email template management - Manage automated and manual communication templates.
- [complete] Offer letter templates - Manage reusable offer templates.
- [complete] Integration settings - Configure job boards, calendar connections, and HR integrations.

## Analytics and insights

- [complete] Overview dashboard - View headline recruitment metrics.
- [complete] Pipeline funnel - Review candidate flow through pipeline stages.
- [complete] Source breakdown - Review candidate sources.
- [complete] Permission-scoped data - Restrict report data based on access.
- [complete] Time to hire - View time and cost reporting in the Time & Cost report area.

## Security and compliance

- [complete] GDPR and privacy controls - Manage retention, deletion, and compliance settings.
- [complete] Right-to-Work verification - Track right-to-work checks on candidate records.
- [complete] Employment gap analysis - Flag employment gaps for review.
- [complete] Comprehensive audit logs - Review platform and candidate activity.
- [complete] Data encryption - Protect sensitive data at rest.
- [complete] Accessibility - Work toward accessible platform behaviour.
- [complete] Responsive design - Use the platform across device sizes.
- [complete] UK date formatting - Use UK date formatting and timezone defaults.
- [complete] Error handling - Surface clear handling for common failure cases.

## V1

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## Onboarding

- [coming soon] Video interviewing - Run live video interviews directly in the platform.
- [complete] Template-driven workflows - Build onboarding templates with phases and ordered tasks.
- [complete] Task types - Use content, form, email trigger, and internal task types.
- [complete] Task dependencies - Lock dependent tasks until prerequisites are complete.
- [complete] Due date offsets - Set due dates relative to the onboarding start date.

- [complete] Standard form builder - Create reusable onboarding forms.
- [complete] Inline form fields - Build inline onboarding forms with multiple field types.
- [complete] Job-level template assignment - Assign an onboarding template to a job.
- [complete] Job-level customisation - Edit the job snapshot without changing the original template.
- [complete] Candidate onboarding tracking - Track onboarding status and progress.
- [complete] Task status workflow - Move tasks through their onboarding statuses.
- [complete] Automatic dependency unlocking - Unlock dependent tasks automatically.
- [complete] Automatic completion detection - Mark onboarding complete when all tasks are done or skipped.
- [complete] Onboarding tab on candidate profile - Show onboarding information on relevant candidate records.
- [complete] Meet Your Team card - Include assigned team members in onboarding.
- [complete] Activity timeline - Log onboarding activity history.
- [complete] Reminder cadence - Configure onboarding reminder schedules.
- [complete] Dashboard onboarding widget - Show onboarding summary cards on the dashboard.
- [complete] Template duplication - Duplicate onboarding templates.

## Miscellaneous

- [coming soon] Agency portal - External recruiter access and submission workflows.
- [coming soon] Advanced analytics - Deeper analytics, conversion reporting, and trends beyond the current reports suite.
- [coming soon] Report exports - Report exports are visible in the reports area, but scheduled report emails are not yet fully available.
- [complete] HRIS integrations - HRIS integration support is available, including iTrent in settings.
- [coming soon] E-signature integrations - External e-signature provider integrations are still planned.

## V1+

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## Ongoing rollouts

- [coming soon] AI screening and matching - Intelligent candidate matching and automated screening.
- [coming soon] Advanced scheduling - More granular interview scheduling controls.
- [coming soon] Expanded roles - Additional role types and permission options.
- [coming soon] Multi-language support - Localised interface and candidate-facing content.
- [coming soon] SMS communications - Candidate messaging alongside email.
- [coming soon] DBS integration - Direct DBS checking integrations.
- [coming soon] Native mobile app - A dedicated mobile app for recruiters and hiring teams.









