Staff Hiring Proposal Workflow

1. **Applicant Manager** submits Hiring Proposal to Set Salary

2. **Set Salary (Compensation)** recommends salary range, moves to TA to review search process

3. **Talent Acquisition Review in progress (TA)**

   - Geisel HR approves salary setting for selected candidate and reviews offer letter before distributed.
   - TA sends to Applicant Manager to Extend Verbal Offer

4. **Extend Verbal Offer (Applicant Manager)**

5. **Offer Accepted, Begin Background Check (HR Operations)**

   - Applicant Manager moves to Offer Accepted, Begin Background Check if offer is accepted or Hiring Proposal Canceled if not accepted.

   - HR Operations will submit Background check.

6. **Background Check In Progress (HR Operations)**

7. **Background Check Completed, Hire Approved (HR Operations)**

   - After background checks are considered acceptable, HR Operations moves workflow to Background Check Completed, Hire Approved.

8. **Hiring Proposal Canceled**

   - Candidate workflow state transitions to Hired, TA to fill position