1. SPA Postings Workflow
   Postings are created, reviewed and posted.

2. SPA Applicant Workflow
   Applicants are reviewed, selected or not-selected, interviewed. A final Candidate is selected.

3. SPA Hiring Proposal Workflow
   A Hiring Proposal is created for the Final Candidate. Information about the Employee, Position, and Budget is reviewed. The Candidate is Hired and the Position Filled.