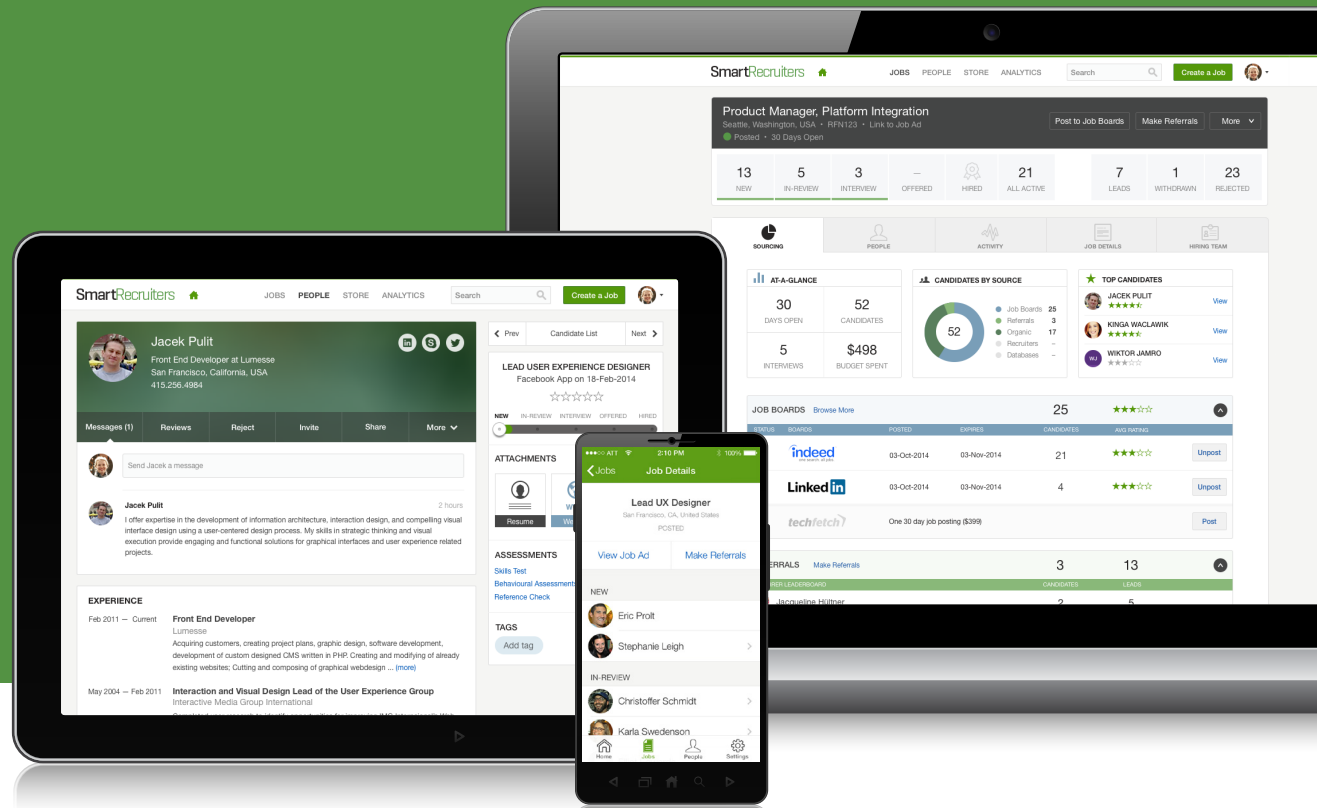


10 signs your Applicant Tracking System is stuck in the 90's

SmartRecruiters



Overview

Applicant tracking systems (ATS) were originally designed in the late 1990's to automate the application for job seekers and to track applicants for employers.

The ATS hasn't evolved enough over the past 15 years to meet the requirements for a competitive approach to recruiting.

As a result, many recruiting leaders have had to make decisions to deploy add-on solutions and modules to close the significant gap the ATS has created.

Candidate experience & drop-offs

1990's

Your ATS is designed like a retailer site with a shopping cart, or one that requires a username and password.



2015

Your ATS takes 1 click to complete and submit an application (after clicking apply) on your career site.

Employee referrals

You expect your employees to visit an outdated referral page on the intranet to constantly see what new jobs are open and think through who they might know.

Your ATS automatically matches your jobs to your employees professional networks and proactively markets jobs.

1990's



2015

Your database

1990's

Performing a search in your ATS leaves your recruiters wondering why a software engineer search in Silicon Valley pulls up administrative assistant candidates in New York.



2015

You can easily leverage your proprietary database and perform easy, results-driven searches that work.

Interview & selection activities

Hiring is not a collaborative effort and you rely on email updates and voice mails between recruiters, hiring managers, and interviewers.

Your ATS engages hiring teams, it has an app and a desktop version with a social feed of all hiring activities as well as enabling real time candidate ratings and interview feedback.

1990's



2015

Reporting & analytics

1990's

You are pulling information from multiple sources, relying on spreadsheets, candidate self selected source data and third parties to painfully get basic reports.



2015

Your ATS is the single source of information for program-wide and by job views. Everything is in one place and guides your investments.

Corporate career sites

You spend most of your time building project plans and attending internal meetings with Marketing & IT Resources.

Your ATS allows you to quickly build or update your corporate career site and instantly deploy a new landing page for specific audiences you are targeting. It also creates search engine optimized ads directly from your ATS.

1990's



2015

Marketing & distributing jobs

1990's

You use third party functionality to post your jobs, or you are posting them on each site manually.



2015

Your ATS automatically distributes your jobs to any job board or network, provides responsive job ad functionality and enables you to manage all of your contracts in one place.

Managing external recruiters

Your process isn't compliant and external agency or search firm recruiters are emailing candidates directly to hiring managers or internal recruiters, outside of your ATS.

All of your recruiters are in your ATS, including agencies and search firms, allowing you to control costs, manage candidate delivery and analyze agency results.

1990's



2015

Candidate experience & drop-offs

1990's

Your ATS is designed like a retailer site with a shopping cart, or one that requires a username and password.



2015

Your ATS takes 1 click to complete and submit an application (after clicking apply) on your career site.

LinkedIn for sourcing & branding

Your recruiters are required to go back-and-forth between LinkedIn & your ATS.

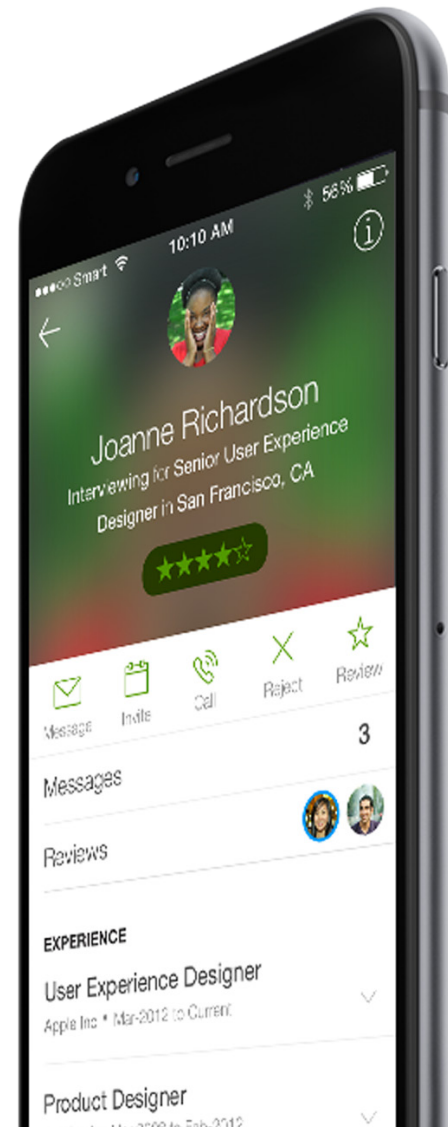
You know if a candidate is in your ATS while sourcing in LinkedIn. You can also quickly jump from a profile in LinkedIn to a profile in your ATS, as well as automatically import LinkedIn profiles and InMail conversations.

1990's



2015

Read more at the
SmartRecruiters
Hiring Success blog
or sign up for a demo.





SmartRecruiters

YOUR HIRING SUCCESS PLATFORM