



North American Talent Acquisition

Strategic offerings for managing talent screening and recruitment

Q3 2019

NORTH AMERICAN TALENT ACQUISITION

GREENHOUSE

HIRED

ICIMS

CONSTELLATION
ShortList™

6

solutions
to know

JOBVITE

LEVER

SMARTRECRUITERS

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The Constellation ShortList™ presents vendors in different categories of the market relevant to early adopters. In addition, products included in this document meet the threshold criteria for this category as determined by Constellation Research.

This Constellation ShortList of vendors for a market category is compiled through conversations with early adopter clients, independent analysis, and briefings with vendors and partners.

About Constellation Research

As an award-winning Silicon Valley-based strategic advisory and futurist analyst firm, Constellation Research serves leaders and organizations navigating the challenges of digital strategy, business-model disruption and digital transformation.

Constellation works closely with solution providers, partners, C-suite executives, board of directors, and its Constellation Executive Network of buy-side leaders to lead the way in research coverage and advise clients how to achieve valuable business results.

About This Constellation ShortList™

With the US Economy growing at faster rates than expected, the war for talent is being waged harder than ever. Midwest towns offer relocation credits to attract workers. Sign-on bonuses are on the rise. This environment requires Talent Acquisition software for enterprises to be more strategic. People leaders are under pressure to deliver the hires for growth as well as replacements for a retiring workforce.

Vendors on the list demonstrate dedication to the Talent Acquisition space. They are not Talent Management Suite vendors but can offer one or two adjacent talent management modules. Automation in candidate screening, candidate pre-evaluation and assignment are required. Interview scheduling must have at least rudimentary support. Additionally, these providers offer AI/ML to screen, find and assign the best candidates.

Threshold Criteria

Constellation considers the following criteria for these solutions:

- A cloud-based solution
- Best-of-breed candidate experience, including branding
- Candidate screening and pre-evaluation
- Full support of application life cycle on smartphone
- Interview scheduling next-generation applications
- Some capabilities for AI/ML to screen, find and assign the best candidates
- At least 500+ customers
- At least one adjacent Talent Management function offered
- A focus on Talent Acquisition and not a full Talent Management Suite
- Ability to implement successfully from 1000+ employees all the way to the largest enterprises

Frequency of Evaluation

Each Constellation ShortList evaluation will be updated every 180 days as needed.

Evaluation Services

Constellation clients may work with the analyst and research team to conduct a more thorough discussion of this Constellation ShortList. Constellation can also provide guidance in vendor selection and contract negotiation.

Business Themes



Future of Work



New C-Suite



Technology Optimization

The Constellation ShortList™

Constellation evaluates over 40 solutions categorized in this market. The Constellation ShortList is determined by client inquiries, partner conversations, customer references, vendor selection projects, market share, and internal research.

- Greenhouse
- HireRight
- iCIMS
- Jobvite
- Lever
- SmartRecruiters

To learn more:

Visit www.constellationnr.com/ShortList

or email shortlist@constellationnr.com



Holger Mueller

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Holger Mueller focuses on the synergies between people and software. As the hand-to-machine ratio radically changes over the next decade (primary factors: age dynamics and technology innovation), enterprises need to find the appropriate balance between changes in a dynamic workforce and the creation and adoption of next-generation applications, all determining the Future of Work and helping enterprises accelerate. Mueller provides strategy and counsel for key clients, including CTOs, CHROs, CIOs, as well as investment analysts, VCs, PE firms and technology buyers.

