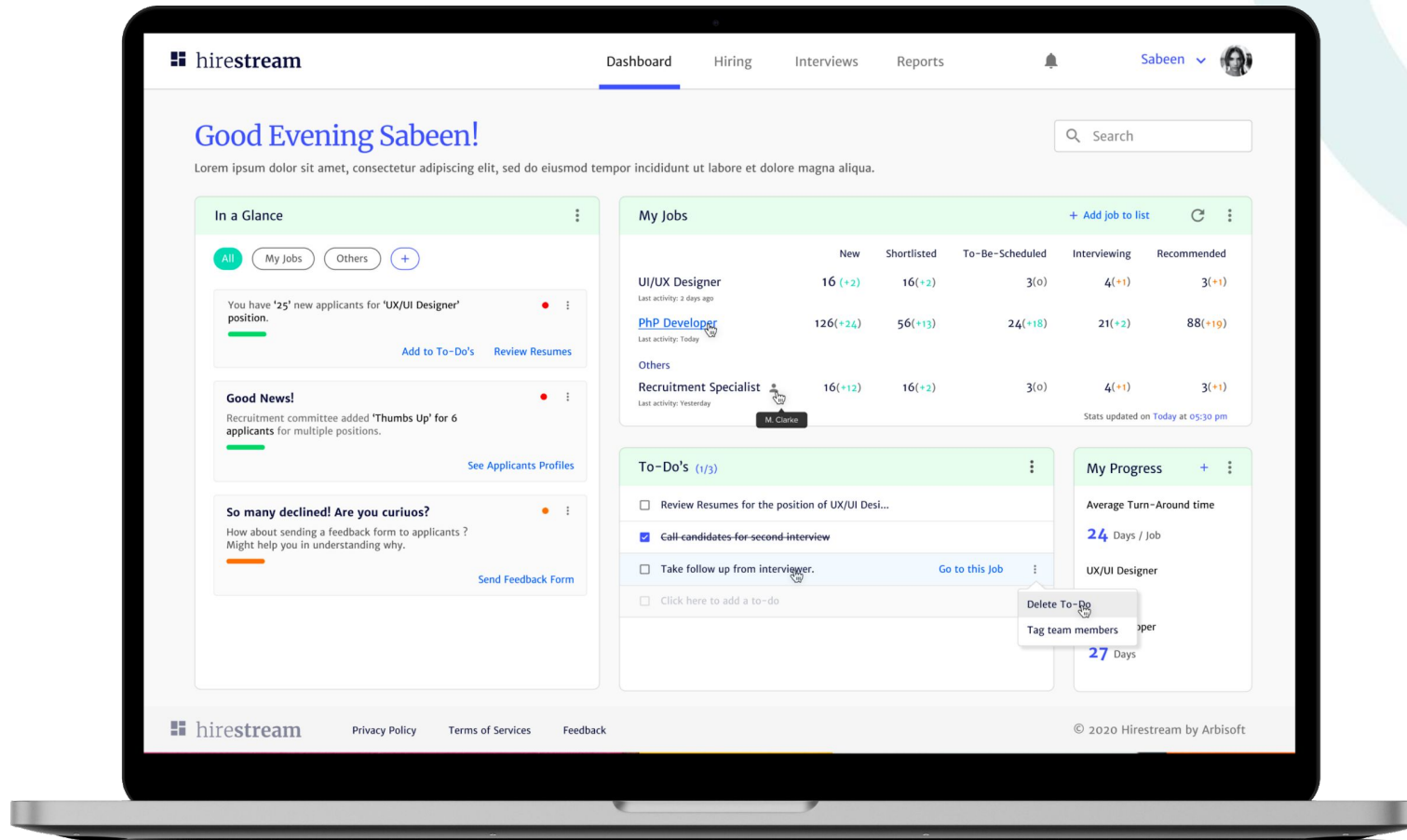


Hirestream | Product Profile

Keep Recruitment Flowing



A cloud-based Applicant Tracking System
that empowers decision makers to automate their processes

Our Story

Birth at **arbisoft**

Our team empathises with the struggles that recruitment professionals face.

Hirestream was born from a need to streamline and improve our own recruitment function.

The solution to our own problem was a success, so much so in fact, we figured it could help others out too.



Our Philosophy

Listen. Learn. Build

Our world revolves around you.

The features that we put on our roadmap, and the ones we launch, are centered around your problems and needs.

Once we solutionize the problems, we focus on excellence in delivery ensuring you and your stakeholders keep reaping the benefits and value Hirestream provides.





The Hirestream Advantage



Data-Driven

Real-time reporting and inbuilt applicant job matching keeps result transparent and tangible.



Customizable

Your process is your process, and you can chop and change the system to maintain it.



Accurate

Testing tools with video and gamification capabilities highlights your best applicants.



Time-Saving

AI-powered automation gives you and your team more time for the tasks that matter.



Simple

Conversational interface keeps the ball rolling by simplifying and presenting the information you need.

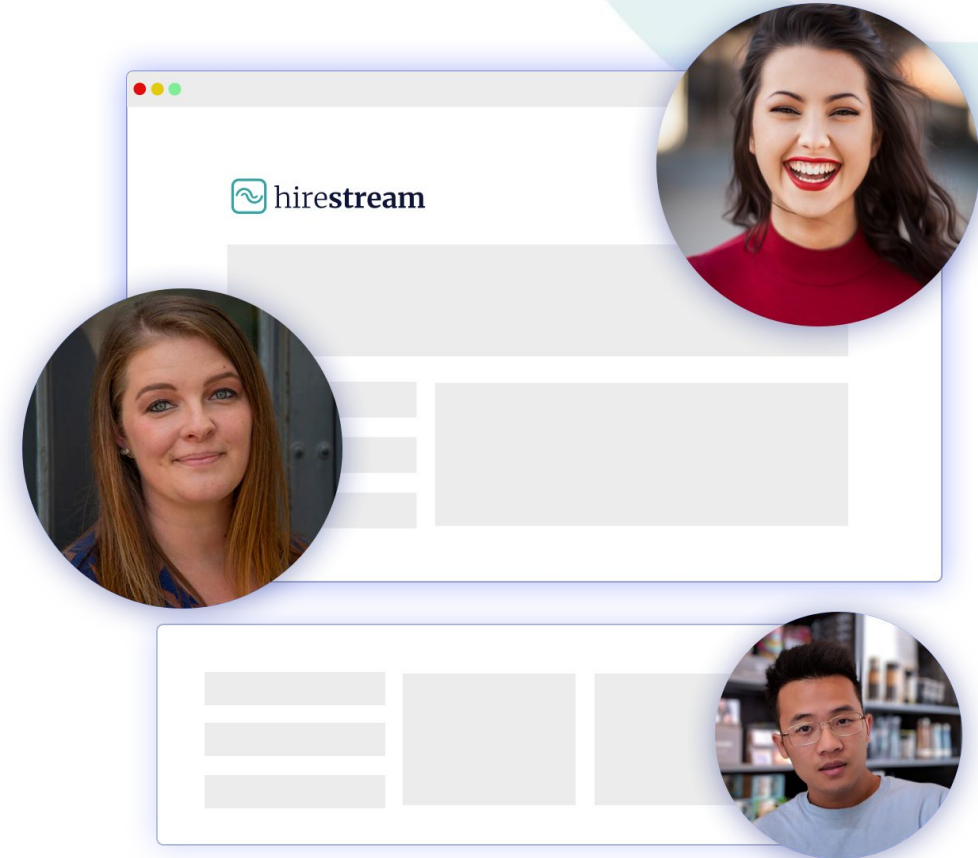


Integrated

Your favorite apps can work alongside Hirestream to enhance your recruitment function.

What we offer

1. [Jobs management](#)
2. [Candidates management](#)
3. [Interviews and assignments](#)
4. [Customizable careers page](#)
5. [Workflows, templates and configurations](#)
6. [User access management](#)
7. [Notifications and reminders](#)
8. [Reports and dashboards](#)
9. [Referrals](#)
10. [Integrations](#)
11. [Security and Compliance](#)
12. [Data migration](#)
13. [Support](#)



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Jobs Management

1. Rich text job descriptions
2. Flexible hiring teams
3. Customizable workflows and templates
4. Customizable fields
5. Customizable job requirements

The screenshot displays the 'Jobs Management' interface. At the top, there is a 'Job Title *' field. Below it is a checkbox for 'Is Remote'. A row of dropdown menus includes 'Location', 'Department', 'Workflow', and 'Draft'. To the right, a 'Total available positions' field shows the number '1'. A green 'UPLOAD COVER' button is positioned below these fields. The 'Job Description' section features a rich text editor with a toolbar containing icons for bold (B), italic (I), underline (U), list (bulleted and numbered), link, unlink, paragraph (P), and heading (H1-H6). Below the editor is a character count field showing '0 Characters'. The 'Hiring Team' section contains a table with columns for 'Role', 'User', 'Notifications', and 'Template', and an 'ADD HIRING TEAM MEMBER' button. The 'Job Requirements' section lists 'Cover Letter', 'Contact', 'Employment', and 'Education', each with a 'Hide' dropdown menu.

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Candidates Management

1. Tag/label candidates
2. Perform action on candidates in bulk
3. Powerful filtering and search capabilities

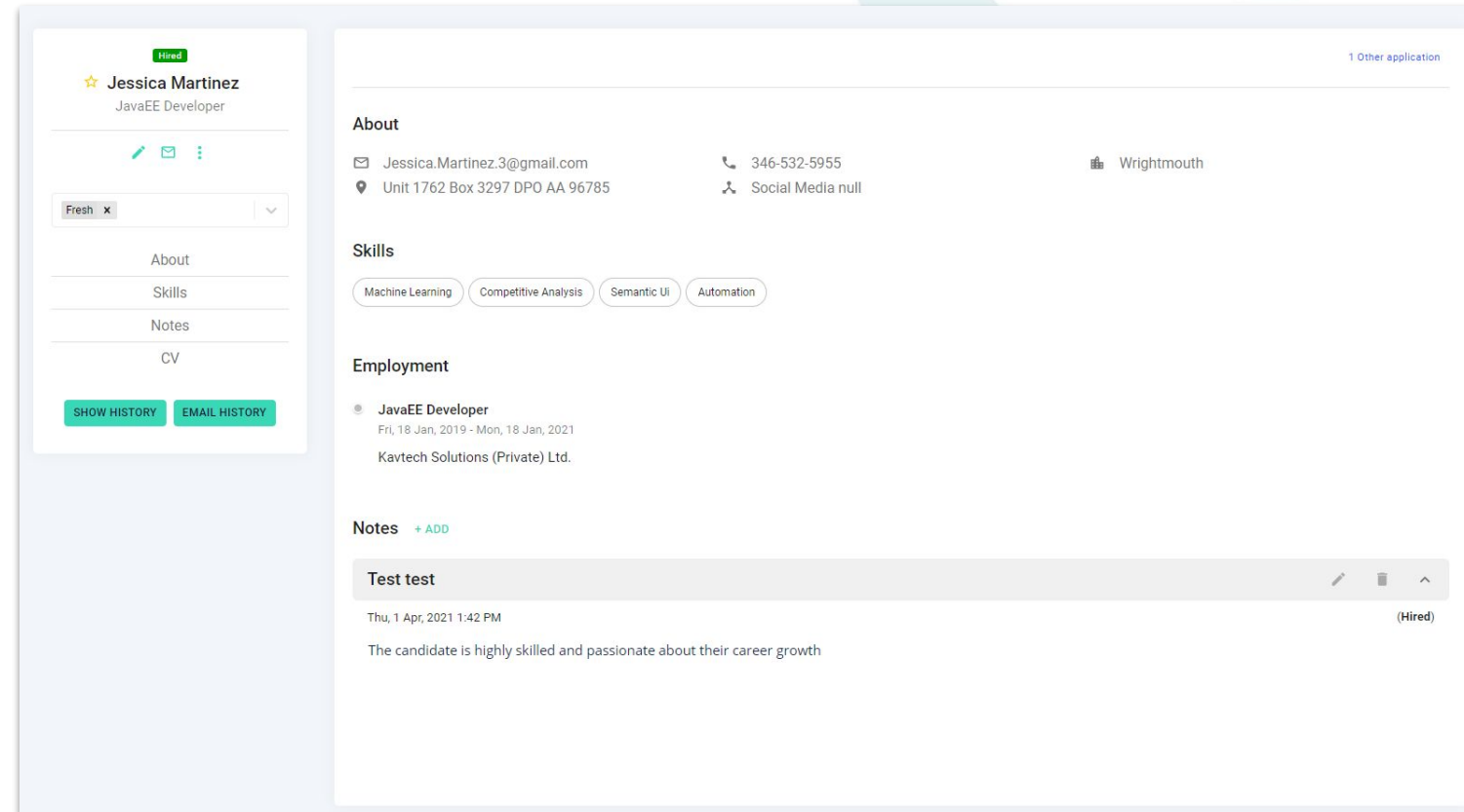
The screenshot displays the 'All Positions' dashboard in Hirestream. At the top, there's a search bar and an 'ADD CANDIDATE' button. Below this is a grid of 14 statistics cards showing counts for various stages: All (40), New Applicant (14), Reviewed Applicant (0), Shortlisted Candidate (9), Database (0), Interviewing (2), Assignment (0), Assignment Received (0), Background Check (0), Recommended (0), Offered (4), Hired (7), and Declined (4). Below the statistics are filters for Referral, Duration, Source, and Job. The main area shows a list of candidates with columns for selection, name, employment, education, apply date, and interview date. A context menu is open over the first candidate, showing actions like 'Schedule an interview', 'Send email', 'Change job', 'Copy profile link', 'Merge duplicate profile', 'Send Assignment', 'Change Stage', and 'Request'.

Referral	Duration	Source	Job
Search	All	All	Search

Select	Name	Employment	Education	Apply Date	Interview Date
<input type="checkbox"/>	★ Jessica Martinez Hired	JavaEE Developer Kavtech Solutions (Private) Ltd.		Tue, 6 Oct, 2020	
<input type="checkbox"/>	★ Elizabeth Franklin New Applicant	Data Analyst	Middlesex University BS	Tue, 6 Oct, 2020	
<input type="checkbox"/>	★ Jeff Compton Hired	iOS Developer Xavor Pakistan		Tue, 6 Oct, 2020	











Candidates Management

1. View complete candidate profile and history
2. Best-in-class resume parsing
3. Add notes and feedback on the candidate



Interviews and Assignments

1. Structured interviews
2. Ratings and rubrics
3. Interview templates

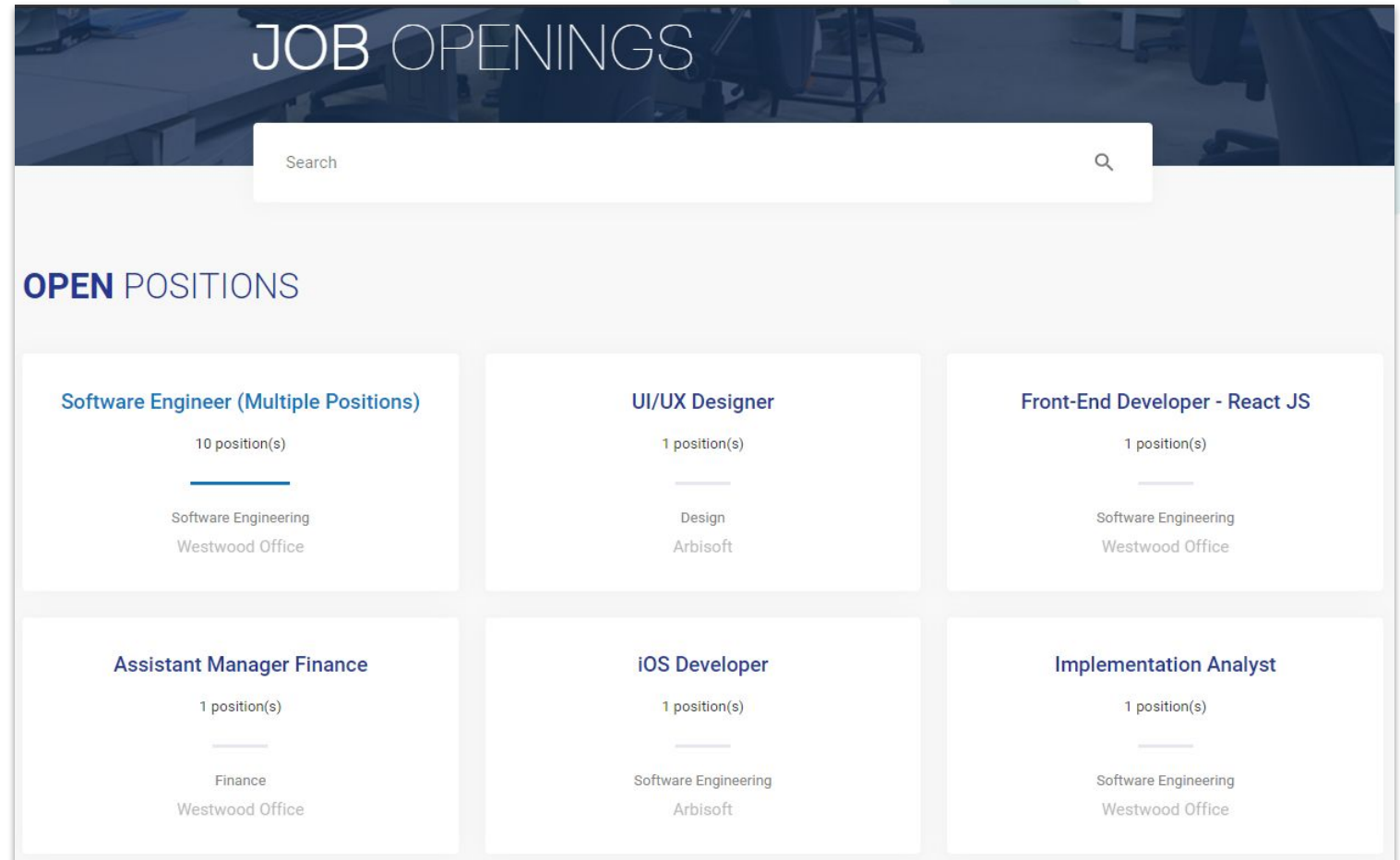
Recommendation: Yes		
Criteria		
How would you design an alarm clock for a visually-impaired person?		Sound proficiency in the expected feature/competency, and marginally exceeds the requirements. ^
		The expected feature/competency is missing.
		The expected feature/competency is present but with deficiencies.
		Adequate capability in the expected feature/competency.
		Sound proficiency in the expected feature/competency, and marginally exceeds the requirements.
		Mastery of the expected feature/competency, and significantly exceeds the requirements.
Tell me about a time you received negative feedback on a specific area of your work. How did you respond?		Sound proficiency in the expected feature/competency, and marginally exceeds the requirements. v
Can you clarify <a claim on their resume that seems unclear or appears exaggerated>?		Sound proficiency in the expected feature/competency, and marginally exceeds the requirements. v
What was the last thing you taught someone else? How did you do it?		Adequate capability in the expected feature/competency. v
Can you point to a thing or a person that inspires you? Can you please clearly describe an action or series of actions you took because of this inspiration?		Adequate capability in the expected feature/competency. v

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Customizable Careers Page

1. Brand logo
2. Brand theme
3. Cover photo
4. Brand values
5. Option of iFrame or a dedicated careers page



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Workflows, Templates and Configurations

1. Create workflows for applications
2. Create and use email, rating and note templates
3. Extensively configure the fields for candidates, jobs and applications

The screenshot displays the Hirestream configuration interface, divided into three main sections:

- Workflows:** A list of workflows for 'SoftwareHouse Hiring'. The first workflow is 'New Applicant' with a 'Regular' stage type, 'Alias' field, and 'Priority' field. It includes a 'Description' field, a 'Chart Color' of '#04b0bf', and a checked 'Allow Application Edit' option. A 'REMOVE' button is visible at the bottom right of the workflow card.
- Add Rating Template:** A modal window for creating a new rating template. The 'Rating Name' is 'Communication Skills'. The 'Rating Detail' is 'Test whether the candidate has the right communications skills or not'. It is set to 'Active'. A list of four rating levels is provided:
 1. Communication is unclear, discursive, incoherent and ambiguous.
 2. Communication is clear with little to no ambiguity.
 3. Communication is generally clear, concise and unambiguous.
 4. Communication is very clear, coherent, concise and easy to follow.'REMOVE' and 'ADD' buttons are at the bottom.
- Edit Email Template:** A modal window for editing an email template. The 'Title' is 'Standard Offer' and the 'From Email Address' is '{{logged_in_user}}'. The 'Subject' is 'Thank you for your interest in {{company_name}}'. It is set to 'Active'. The 'Assigned Stages' are 'None'. The 'Workflow' is 'None' and the 'Stage (Select Workflow to enable)' is 'None'. There is an 'Auto Send' checkbox. The email body contains a template with variables: 'Dear {{Candidate First Name}}, We've reviewed your profile for our {{Job Title}} need here at {{Company Name}} and would regret to inform you that we could not find a good match for your skill sets at our organization at this point. If a match is found later on, we will surely be in touch. Thank you for your interest and best of luck with your job search. Regards, People Operations & Development'. A character count shows '386 Characters'. A 'SELECT ATTACHMENT' button is at the bottom.

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User Access Management

1. Create and manage users
2. Define roles and permissions

The screenshot displays a 'Users' management interface. At the top, there is a search bar and a 'FILTER' button. Below this is a table with the following columns: Name, Email, Roles, and Active. The table contains two rows of user data. The first row is for 'Safi Ullah' with email 'safi.ullah@arbisoft.com' and role 'Super Admin', which is active. The second row is for 'Test test' with email 'test@hirestream.io' and role 'Super Admin', which is also active. A dropdown menu is open for the 'Roles' column of the 'Test test' user, showing a list of roles: Reviewer Interviewer, Recruiter, Super Reviewer, and Office Administration. The 'Page Size' is set to 10, and the current page is 1 of 1.

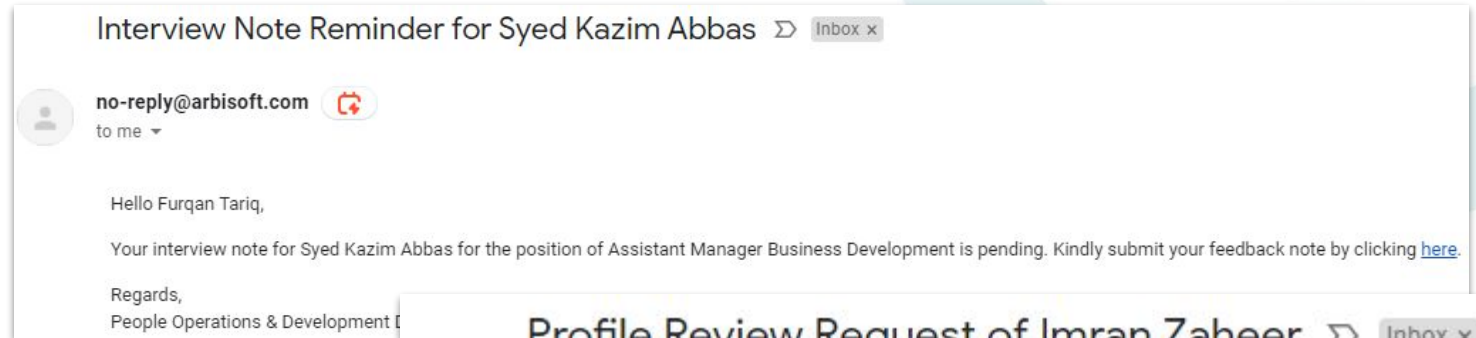
Name	Email	Roles	Active
Safi Ullah	safi.ullah@arbisoft.com	Super Admin	✓
Test test	test@hirestream.io	Super Admin	✓

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Notifications and Reminders

1. Interview alerts
2. Resume review alerts
3. Notes and feedback alerts

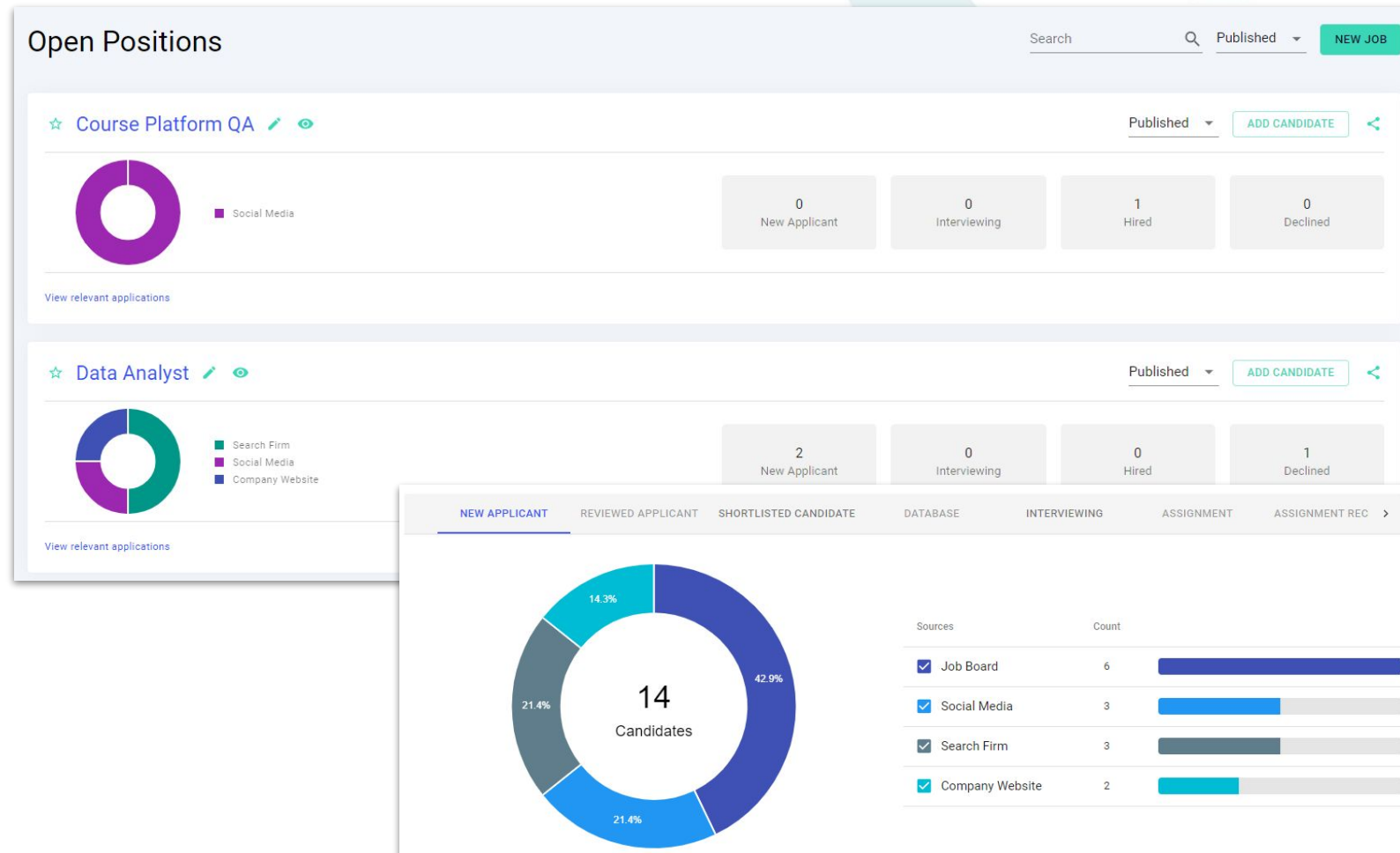


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Reports and Dashboards

1. User-access based dashboards
2. Sourcing reports
3. Pipeline reports
4. Time to hire reports
5. Year-to-year comparison reports
6. Interviewer ranking reports
...and more



Referrals

1. Set referral rewards
2. Track referred applicants progress

Referred Candidates				
	Employment	Apply Date	Interview Date	Panel
<p>Abdul Moeez Zahid Interviewing</p> <p>4d Designer</p> <p> </p>	<p>3Soft Usa ⁺¹</p> <p>SSQQAA</p>	<p>Tue, 30 Mar, 2021</p>	<p>Tue, 30 Mar, 2021</p>	<p> </p>
<p>junadi Zaka ud din Hired</p> <p>Building Engineer</p> <p></p>		<p>Tue, 29 Sep, 2020</p>	<p>Wed, 30 Sep, 2020</p>	<p> </p>

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Integrations

1. [VerifiedFirst](#) for Background Checking
2. [LitmusTest](#) for Assessments
3. [Workstream](#) for ERP
4. [Sovren](#) for AI Resume Parsing
5. [Google Calendar](#) for Scheduling
6. [JobTarget](#) for Job Ad Distribution

verified First

sovren

Workstream

Calendar

litmustest

JOBTARGET

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Security & Compliance

1. Cloud-based hosted on [AWS](#)
2. [S3](#) for file storage
3. [GDPR](#) Compliance

Read our [terms and conditions](#) and [privacy policy](#)

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Data Migration

1. Basic data import tool
2. Dedicated team for migrating complex data

Time for migration is dependent on the nature of the data and the existing system/tool being used

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Support

1. Email support
2. On-site training
3. Help guide
4. Dedicated slack channel
5. Dedicated account manager

Support details such as SLAs, monitoring services, hours etc. will all be mentioned in the SaaS agreement

Case Study

Arbisoft

Increasing hiring by 32% with Hirestream

The challenge for Arbisoft was that it's previous ATS solution was inefficient and expensive to maintain.

Hirestream allowed Arbisoft to implement a highly customizable and agile ATS solution that was tailored to their specific needs.

“Through Hirestream, I am able to track where in the application process each candidate is, how long they have been there, and who is responsible for moving them along.”

Hirestream allowed Arbisoft to reduce the amount of time spent by their recruitment team, enhanced their reporting capabilities to help them gather insights from actual data, and use of all the extra information and time to focus on decreasing their turnaround time. Furthermore, using Hirestream's interviewing capabilities, Arbisoft was able to remove bias from interviews and was able to attract and hire better candidates.

For more details on how Hirestream helped Arbisoft please download the [case study](#).

Thank you

Contact us at: contact@hirestream.io