

Future-Proof Talent Acquisition Checklist

Future-proof talent acquisition requires a flexible operating system that's easy to configure, integrates with best-of-breed point solutions, and offers actionable data to optimize processes. Following are the three key components of future-proof TA technology:

- **Usable:** simple to use for candidates and hiring teams
- **Flexible:** a highly configurable, all-in-one toolkit for any process
- **Connected:** seamless integrations with a marketplace of innovative apps

Checklist

Use this checklist to help determine the future-readiness of a core recruitment system.

Does the user interface emphasize ease of use for every type of user?

Is the system easy to configure and maintain without extensive IT development?

Can we reconfigure processes quickly as we adapt to external changes that impact recruiting?

Can we integrate with point solutions without add-on fees?

Can we access actionable reporting that helps us optimise on an ongoing basis?

Can we access centralised analytics across our ecosystem of integrations?

Will we be able to easily pilot new solutions by selecting from a best-of-breed vendor marketplace?

Frasers Group Future-Proofs with SmartRecruiters

"Our previous system wasn't purpose-fit for a business that needed to be agile and candidate-focused. We needed a system that matched the current need, but could also be future-proof for where we're going."

**F R A S E R S
G R O U P**

Adam Reynolds
Head of Talent
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To learn more about how current hiring trends set the stage for future-proof talent acquisition, read our latest eBook, [Global Hiring Trends 2023](#).