

Technology Checklist for Building a Strategic Talent Acquisition Function

As you review solutions for improving your recruitment tech stack, keep these high-level questions in mind. For a more detailed list of questions, view the [SmartRecruiters RFP Template](#).

	Function	Question to Ask
	Candidate Experience	Can candidates apply and self-schedule interviews with minimal clicks and data entry from their preferred device? Does the system facilitate communication throughout the hiring process? Does it support digital offer delivery and background screening (through integrations if required)?
	Recruiter Experience	Are bulk processes automated and templated? Do systems help recruiters manage their workload by offering an end-to end-view of their pipeline and status for any given role? Are point solutions integrated in a way that minimizes the need for recruiters to log in to separate systems?
	Hiring Manager Experience	Is the ATS easy for hiring managers to use? Does it encourage collaboration and offer transparency where needed?
	Assessment Process	Does it help create a structured hiring process? Does it integrate with external assessment providers?
	Spend Optimization	Does it help optimize recruitment marketing spending? Does it offer programmatic support for job advertising?
	Reporting Capability	Can it be our single source of truth for all recruiting activities across systems by measuring the talent pipeline end-to-end? Does it present data in an actionable way? Is it customizable? Can the data be easily integrated with our existing business intelligence tools?
	Integrations	Can our point solutions easily integrate with a central TA system of record (e.g., via APIs)? Can our TA system of record help us see centralized analytics across our ecosystem of integrations? Does the central system connect with our HCM/HRIS?
	IT Requirements	Is the system easy to configure and maintain without extensive IT development? Does it meet compliance requirements in all the countries in which we operate?

Learn more in our ebook, [A Seat at the Table: Guide to Leading a Strategic Talent Acquisition Function](#)