Checklist of 11 Ways to Save Money for Your ATS Search

When you're ready to talk to vendors, use these questions based on your money-saving priorities to guide your search.

- [ ] **Interview scheduling:** Does the system integrate with your company's preferred calendaring system and allow candidates to self-schedule interviews via a simple link?

- [ ] **Candidate screening:** Does the system offer matching technology? Does it enable pre-hire assessments? Is there an advanced chatbot that can qualify candidates?

- [ ] **Hire quality:** How does the system enable the alignment of interviewing teams so that they can make better hiring decisions?

- [ ] **Reporting:** What does reporting look like and can you automate custom reports? Does the system offer an open platform that integrates with your company's BI tool such as Tableau or Looker?

- [ ] **Offers:** What support for offer templates and signatures are built into the system?

- [ ] **Privacy and compliance:** Is the system focused on compliance in all the regions in which you operate? Check to see if it is compliant in the ways that matter in region such as GDPR, CCPA, EEOC, and meets security standards such as ISO, SOC-2, FISMA, and DIACAP.

- [ ] **Internal mobility:** How does the system facilitate internal mobility? How does it handle employee referrals?

- [ ] **Job advertising:** Is there a centralized place to manage job ads and job board contracts? Does the system programmatically optimize spending across job boards? Does it integrate with the ATS so that ads are paused at pre-determined stages?

- [ ] **Employer branding:** Are jobs easy to search in a branded environment? Is the careers site SEO optimized and video-enabled?

- [ ] **Recruiting tech stack:** Are there cost efficiencies in adding on multiple functionalities? Is the reporting across functionalities integrated?

- [ ] **Integrations:** Is there an open platform that allows us to integrate with the tools we already use/ want to use?

Learn more in our ebook, Guide to Evaluating the Business Value of a Talent Acquisition Platform

SmartRecruiters