

# Signs you need an Applicant Tracking System (ATS)

There are a number of signs that indicate the need for an ATS. These include:



## You're **tracking and hiring** with:

 spreadsheets       email       paper processes

Using outdated processes for recruiting and hiring can slow you down, make you appear disorganized to potential candidates, and delay the process of bringing in talented people. In the meantime, those star applicants may move on to other opportunities.



## Your **job listings** look like a jumble of legal jargon and complicated duties

In today's digital world, you don't have a lot of time to grab someone's attention and encourage them to apply for your open position. If the application process takes more than 15 minutes, the candidates are likely to bail before applying or midway through the application.



## **Scheduling an interview** requires a lot of back-and-forth with:

 hiring managers       recruiters       candidates

When the process of hiring takes months, the other members of the team often take the brunt of the extra workload, which can cause stress and frustration. With a streamlined process through an ATS, it's easier and more efficient to post jobs, receive applications, and get people hired.



## It takes **months** to fill an open position

With an ATS, everyone involved in recruitment can be added into the process, making it much easier to figure out schedules and get candidates in for interviews.



## You **can't find a fantastic applicant** who previously applied for a job

Maybe you had a star applicant who applied for a different job in your company, but he or she wasn't the right fit for that job. Now you have the perfect role for that person, but you can't find the application or contact information in your mess of emails. With an ATS, you can easily pull up data for previous applicants and find that person right away.



## There is **no data or analytics** to assess your hiring efforts

With an ATS, you can get an inside look into how many people are viewing your job postings, where they are coming from and what boards they're viewing the postings on, and whether they're starting and/or finishing the application process.

**It's clear that a good ATS can transform your company's recruiting process.**

Learn more about **Attract & Hire**, a robust applicant tracking system designed to simplify recruiting and hiring from start to finish, for everyone involved. .