



# Applicant Tracking Solution

*The Perfect Solution For Smart Recruiting*

Exploit your organization's recruitment best practices with an applicant tracking solution (ATS) configured to meet your needs. HRsmart's ATS is just that—a powerful recruitment solution configured to meet your needs, so you can streamline practices critical to your organization, enjoy all of the benefits of a fully-automated recruitment process and transform a tactical hiring procedure into a strategic talent acquisition program.

**Improve Quality of Candidates.** With an online career center to entice applicants, including built-in features such as screening questions by job, job search agents and conceptual search functionality, you will keep candidates returning to your career center and improve your chances of capturing an exact match for the positions you are trying to fill.

**Manage the Recruitment Process.** Streamline every component of the recruitment process, from building the candidate pool to OnBoarding and each step along the way. With HRsmart, you gain access to an easy to use system to help track and approve requisitions, post jobs, source candidates, route resumes, track candidates, negotiate offers and ultimately prepare for their first day of work.

**Empower Hiring Managers.** There is no better way to improve your productivity than by shifting some of the ground work to your hiring managers. Allow your hiring managers to enjoy the flexibility and sense of empowerment that comes from working with recruiters through a system to submit requisitions, review candidate credentials, and be informed throughout the process.

**Build a Relationship With Jobseekers.** A company-branded career center that is consistently updated with new opportunities attracts candidates you want to engage with your company. Build on these relationships with a solution that allows them to set up job search agents, so they are notified when a new position matching their skills and experiences becomes available, and use bulk email notifications to communicate with your best applicants.

## Applicant Tracking

- Source Qualified Talent
- Increase Recruiter Productivity
- Deploy Talent
- Track Hiring Milestones
- Onboard New Hires

## HRsmart Talent Management Suite

Applicant Tracking is a key component of HRsmart's Recruitment Solution, which seamlessly integrates with its full Talent Management Suite. Each solution has the breadth and depth to stand alone as a single solution or integrate with other HRsmart applications to form a complete Talent Management Solution.

- Employee Performance Management
- Career Development & Succession Planning
- Learning Management
- Compensation Management

HRsmart's ATS comes equipped with the tools you need to run a successful recruiting program, from the jobseeker first point of contact to new hire onboarding.

**Build a Searchable Resume Databank.** Just because an applicant isn't the right job fit today, doesn't mean they won't be a great fit down the road. Passive applicants often become your best candidates and, with a recruitment solution that allows you to locate them with a simple search, they can be your greatest resource for filling new hiring orders.

**Manage Job Requisitions.** Create a new requisition when a position opens, then save it for future use. Route it to approvers by email and track their approval. Post it for easy access, so the Hiring Manager can pull and submit it when a position opens again. It's an easy process with the HRsmart recruitment system at your fingertips.

**Negotiate Offers.** Gain compensation approval internally and negotiate offers with the candidates by email to save time and money. Forget the days of mailing the offer letter; now, they can be submitted in bulk to candidates. Candidates can negotiate the offer and sign it digitally, speeding up the process and leaving you an online audit trail.

**OnBoard New Hires.** Avoid the delays that a paper process entails with online smart forms that include digital signature capabilities. HRsmart's Onboarding solution was built to seamlessly integrate with the recruitment system, allowing the online delivery of department notifications, key documents and employee profile data to your organizations' HRIS or other talent management applications. These integrations allow for faster time to productivity for all of your new hires.

HRsmart's ATS is the key component of the full recruitment solution that can be combined with complementary modules for a tailor-made system to perfectly fit your organization.

- Global configurations
- Advanced employee referral solution
- Integrated vendor management
- Sophisticated voice & kiosk system optional
- Full-featured hourly and bulk hiring module

“According to the various metrics that I run, HRsmart has helped us to prove the ROI not only on their system, but for additional areas within my Recruiting functions.”



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