

# SIGNS YOU NEED AN APPLICANT TRACKING SYSTEM (ATS)



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

## YOUR 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Using outdated processes for recruiting *and* hiring can slow you down, make you appear disorganized to potential candidates, and delay the process of bringing in talented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 position. 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.



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