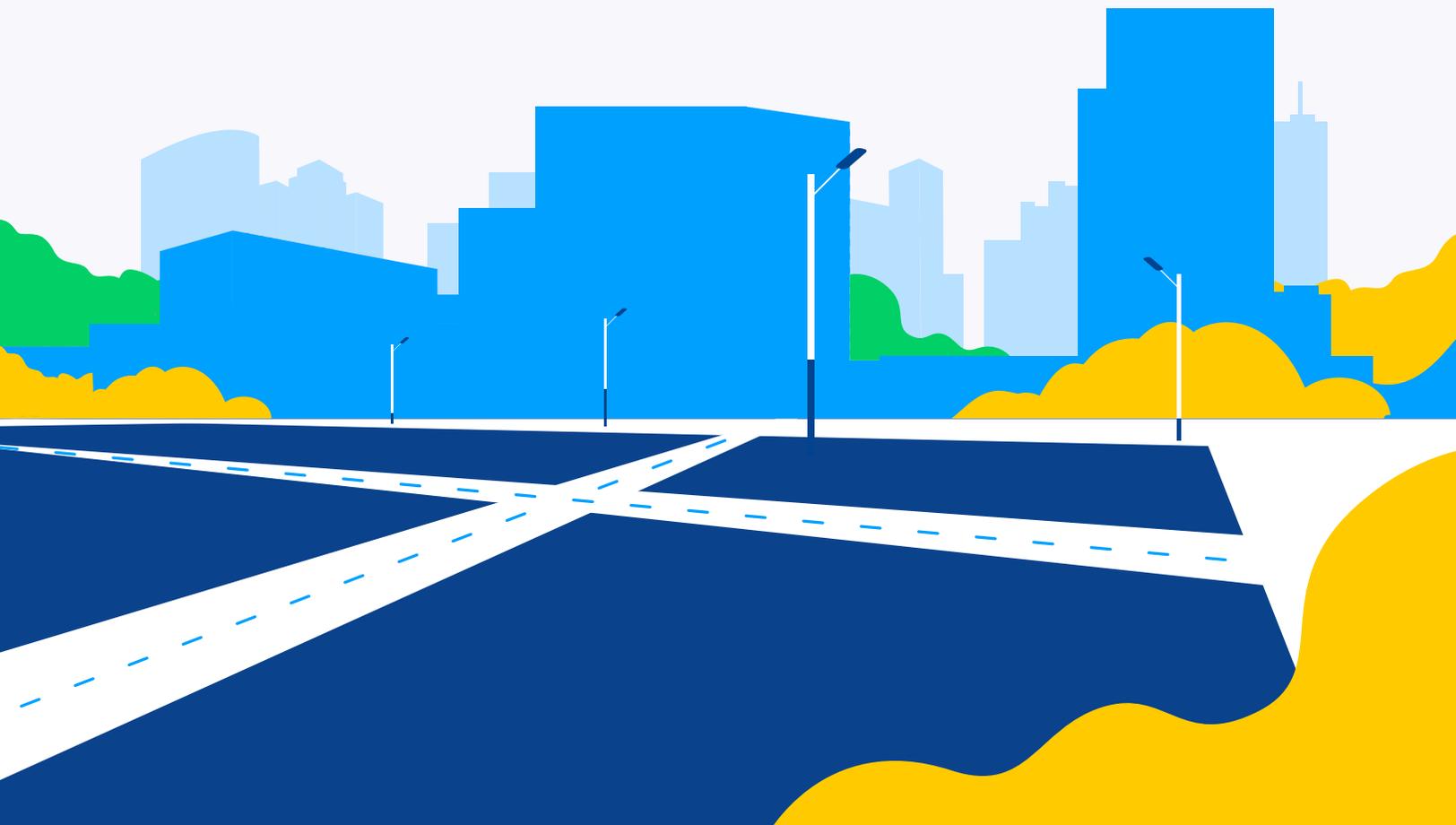


The Ultimate Checklist for Better Hiring

Here's a Checklist Just For You!



Choosing the right recruiting technology for your business can be challenging. And when you're constantly hiring a high volume of hourly employees, you need hiring software that can keep up with your business.

Unfortunately, many hiring managers still rely on outdated, inefficient hiring tools (or spreadsheets) to track where candidates are in the hiring funnel, and then follow up with them via email or phone calls. On average, this manual process takes 45 days to respond to an applicant and it's the biggest reason why you're losing qualified candidates to your competitors. **Today's workforce wants to onboard and start working quickly**, and not moving fast enough puts your company at a significant disadvantage.

These outdated processes have become the status quo, so the idea of a "new hiring tool" seems complicated and daunting. But it doesn't have to be anymore. There are now user-friendly tools that allow you to do more efficient hiring in half the time. And the best part is that you can do all your hiring operations from your phone, you don't have to deal with emailing and calling people, and interviewing candidates no longer pulls your focus away from running business operations.

The Rise and Fall of Applicant Tracking Systems

To solve this problem, many companies invested in popular applicant tracking systems (ATS), which were meant to serve as a company's system of record for hiring and centralize all aspects of the recruitment process. This includes tasks like:



Managing job postings



Scheduling interviews



Communicating with candidates



Collecting interview feedback



Storing resumes and notes



Extending offers to candidates

At first glance, this looks like a complete solution for any recruiting team. However, the problems lie in its hidden limitations:

Reminders are sent to recruiters via email, so candidates aren't contacted until the recruiter physically receives an email, logs into their ATS and responds.

ATSs represent one part of the entire hiring ecosystem, which means recruiters have to log into separate systems to complete different tasks (i.e., one system for posting jobs, another for emailing, a third for scheduling, etc.).

While it may not seem too time-consuming for 1-2 candidates, it could take weeks to manage a high volume of applicants. And then you're back to square one, trying to solve the original problem your ATS was meant to fix.

Today, the market is flooded with tools like this that claim to offer a "complete suite of services." But the reality is that while they sound impressive and convenient, they can't provide an effortless and personable hiring process for growing companies with a large service workforce.

The Shift to Intelligent Recruiting Software

Not all hiring platforms are built to serve companies like yours. If you're ready to put attention back on successful recruiting, here are 4 key features the recruiting technology you invest in must provide:

1. Integrations

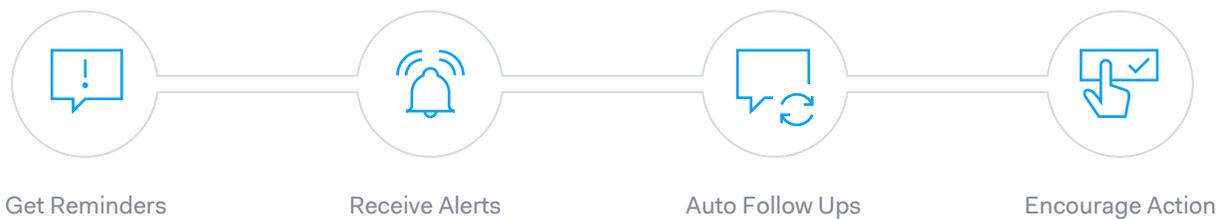
We're not talking about complicated integrations where new features and functionality are built on top of antiquated systems. You need a platform that connects your existing ATS, CRM, background check and onboarding software into one workflow; offering a single view into an applicants' progress through the hiring process and thereafter. In other words, you want a single system that is connected to all your operations: recruiting, onboarding, documentations and payment system.

When all systems are connected via one platform, your hiring managers can better engage with applications across more touchpoints.



2. Automation

Automating the recruiting process means your recruiters can finally leave tedious, manual work behind. This includes getting reminders and receiving alerts, as well as applicants getting auto follow ups to encourage them to take action.



Automation, however, isn't just for large franchises. It can even be applied to one location, where the GM is responsible for hiring in addition to running the business, keeping employee morale high, and managing work schedules. By removing the barrier of having to worry about the interview process (and all the back-end operations that come with it), GMs can create automated workflows and receive alerts before those interviews take place.

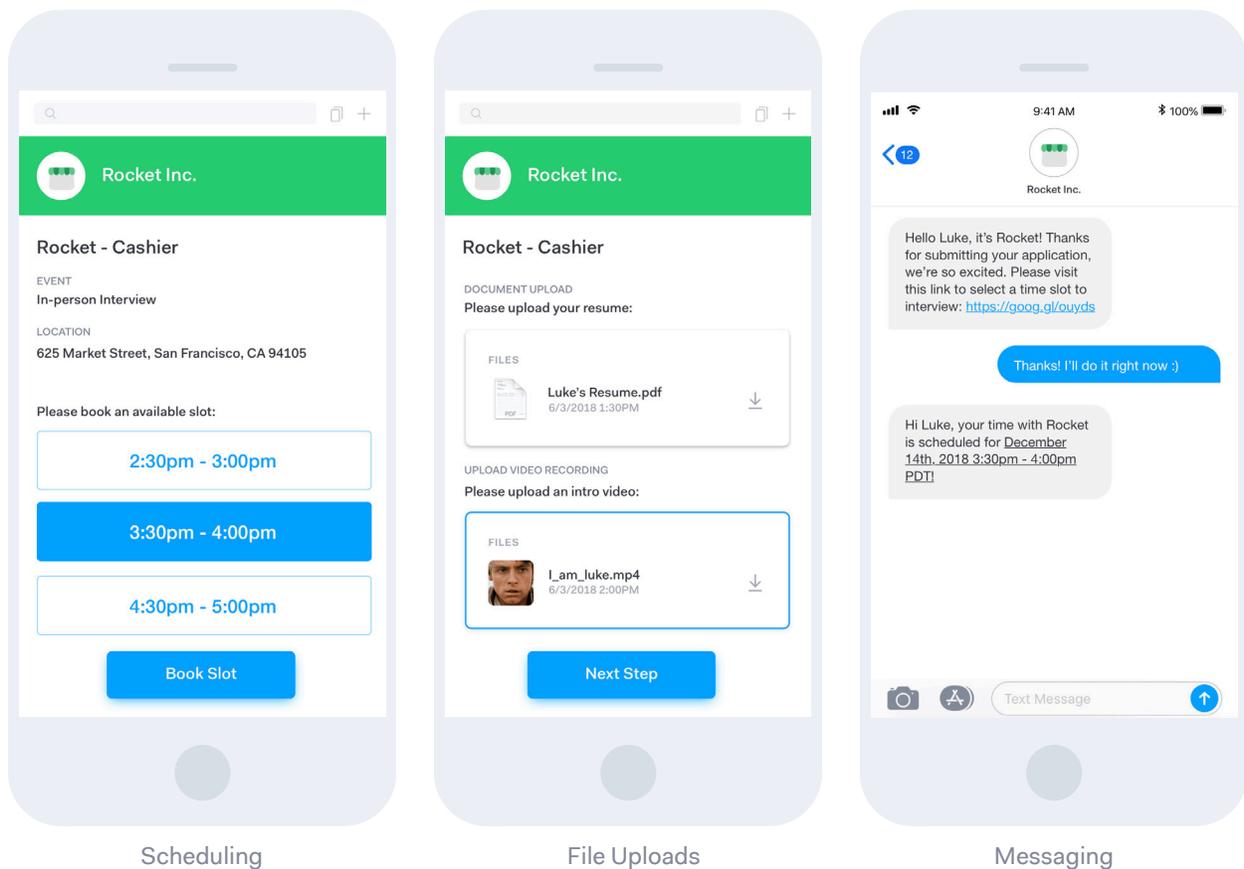
Embracing automation will enable you to respond faster, have personal interactions with 300-400 applicants each month, improve your conversion rates (with higher quality candidates) and in some cases cut the time to recruit in half.

3. Customization

Companies today are operating in the [New Service Economy](#), which means you need to provide a platform for candidates to interact with your recruiters when it's most convenient for them. It also means you need a flexible tool that allows you to make changes whenever, wherever. To be truly competitive, you need a recruiting tool that allows you to make changes on the fly without having to contact customer support. This saves you valuable time and resources, while minimizing hiring costs and the added stress of hiring in high volumes.

4. Communications (SMS)

Nothing is more frustrating than missed interviews, scheduling mix-ups, or candidates forgetting to complete paperwork. Sophisticated hiring platforms send automatic reminders, allow follow-ups, and encourage next steps throughout the hiring process. With constant communication, you can ensure your most qualified candidates get hired, onboard and start working quickly. With SMS messaging, you can engage instantly and on-demand with applicants and move them quickly to the interview stage.



If your hiring tool doesn't offer these five features, it could be holding your company back. Download our free hiring guide to learn how you can automate the hiring process for your business today.