

greenhouse



HireCraft **=**

Jobvite

Hire

COMPETITOR ANALYSIS

CSM VS OTHERS

Analysed 10 competitor products in market : Lever, Recruitee, Workable, Hire, Hirecraft, Taleo, TalentNow, Ziprecruiter, Greenhouse and Bullhorn. Taking 6 major competitors based on popularity and and listing down features that work.

FEATURE COMPARISON CHART

For a software to work well it's important that it has features required by its intended users and those features are easy to identify and use. The core recruitment activities are job advertising/posting, candidate sourcing, candidate screening, candidate offer and joining, and activity monitoring. This broad categorisation of recruitment activities has a number of tasks associated with each activity. For example candidate sourcing requires access to multiple candidate sources/channels, communication between recruiter and these channels or directly candidates, emailing, notifications, reminders and scheduling... Thus an ATS must include features to help its users accomplish these tasks.

With a large number of ATS available in the market it is difficult to

understand which one works better than the other. An easy way to compare these systems is through a comparison table. Comparison tables can be used for both quantitative or qualitative analysis. The Qualitative Product Comparison table compares products in a rudimentary way. The features of each product for each competitor are listed and compared. The "best" product feature receives a score of 1, while the other product receive a score of 0. In Quantitative Product Comparison table each feature listed in the table for each competitor is assigned a weight designating its relative importance. Scores from 1 to 10 are given to each product at the feature level. The total score is tallied by summing the results of each weight multiplied by the score.

The feature comparison table on the right is a qualitative comparison table '√' represents the feature is working well and '-' represents either it's absent or not working well. The feature list is prepared based on the common features across different Applicant Tracking System. Features include user onboarding (tips and hints on how to use the system for new users), alerts and notifications for various activities, easy candidate sourcing and pipeline management, interview management, email integration, easy communication (chat, notes, feedback and comments), quick actions (quick access to frequent operations), client management (for consultancies), customisation options and overall visual appeal of the software.

FEATURE (works well)	BULLHORN	GREENHOUSE	TALENTNOW	HIRECRAFT	JOBVITE	HIRE	CSM/RMS
User Onboarding	~	-	_	-	 	~	_
Alerts and Notifications	~	~	~	~	~	~	~
Easy Sourcing & Pipeline	~	-	~	~	~	~	~
Interview Management	-	~	-	~	~	~	-
Email Integration	~	~	~	-	~	~	-
Easy Communication	-	-	-	-	-	~	-
Quick Actions	~	~	_	~	~	~	_
Client Management	~	-	~	~	_	-	~
Customisation Options	~	-	-	~	~	~	-
Visual Appeal	-	-	_	-	-	~	-



BEST FEATURES

EMAIL INTEGRATION

An integration with the company's mailing system which makes a common inbox, easy to initiate a communication and tracking it.

CUSTOMISATION

An easy way to move columns and save data sheets as per personal preference to speed up work.

CLIENT MANAGEMENT

A feature particularly important for consultancies where they can separately maintain communication and contact details of their clients.

INTEGRATED APPS

Plugins which can be integrated to increase the system capability.

WALK THROUGH

An introduction to the new features and how they work.

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enst portani	Add	 John Arrigo Director of Information Systems at Winter Wyman, & Company, Inc. et al. 		_ m	27416	Mario Reggeri	QA Engineer	+ (203) 498-9874	Available	3/3/
ofa ni Mail efe (1)	Note Task	company, no. or an] æ	27418	Julienne Oxford	Junior Art Director	+ (212) 987-9854	New Lead	3/3/
ox/BA ox/Product Market	Email Attachments • @ John_Arrigo_Res	Open Tickets Notes (5)		_ æ	27422	Rachel O'Donnell	Creative Director	+ (212) 654-6690	New Lead	3/3
oz/S Rolaane Ha a •	Parse as New Applicant	 PAM Update - Send Placement form on Client Contact change] æ	27423	Oscar Winston	UI/UX Developer	+ (541) 987-8765	Potential	3/3
	+ 🕾 Email Body	ID:305471 - Status: Defining Requirements + Added:5/3/13 - Disable Custom Module: Commissions] æ	27424	George Jenson	Senior Software Engineer	+ (617) 456-2345	New Lead	3/3
		ID: 305309 - Stanu: To Be Assigned - Added: 5/1/13 Custom Activity Report ID: 302734 - Status: Quote Ready - Added: 3/7/13		_ æ	27410	Bennett Charland	Product Marketing Manager	+ (248) 613-6647	Potential	3/1
		 Update 'Right to Know - MA' Merge Document D:302165 - Stans: Quote Needed - Addrd 2/24/13] æ	27409	Dave Taylor	JavaScript Developer	+ (617) 313-3142	Available	3/1
		 Job Analysis Report Modification 10.300505 - Status-asigned - Added: 1/23/13 (View all in Duilhorn) 					No M	Nore Records		
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BEST FEATURES

DYNAMIC DASHBOARD

Landing screen that gives updates about the system. Easier to keep track of the overall system status and less chance of missing on any important activity.

EASY APPROVALS

Approver list easy to add and maintain, which automatically loads based on the requirement and is visible throughout.

VISIBLE TASK FLOWS

Stages and flows highlighted in UI to tell user current status in the process.

SCORECARDS

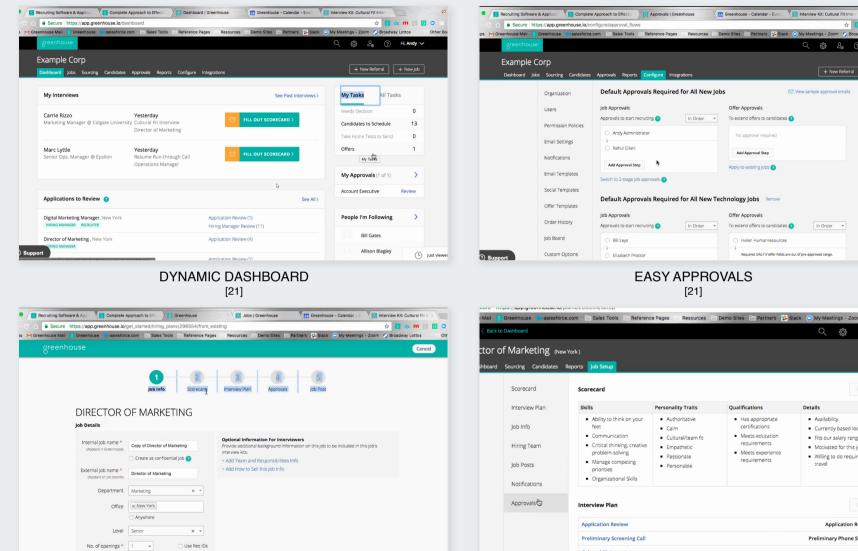
Preloaded scorecards to quickly and conveniently record interviewer's feedback for the candidate.

CLUTTER FREE INTERFACE

Progressive disclosures and simplified interface.

INTERVIEW KIT

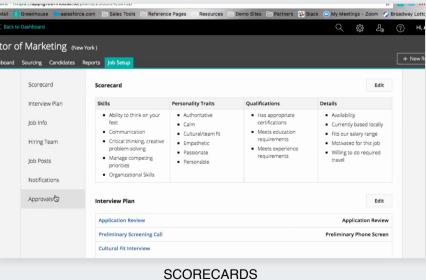
Preloaded and customisable interview kits to help both interviewer and the recruiter.



nce Pages 📄 Resources 📄 Demo Sites 🚞 Partners 🙀 Slack com 🙆 Broadway Lottos Q 않 2₀ ⑦ Hi, Andy ∨ Default Approvals Required for All New Jobs View sample approval emails Offer Approvals In Order To extend offers to candidates 🥎 Add Approval Step Apply to existing jobs Default Approvals Required for All New Technology Jobs Remove Offer Approvals In Order 👻 To extend offers to candidates 📀 In Order 👻 Helen Humanresources Required ONLY if offer fields are out of pre-approved range.

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EASY APPROVALS [21]



[21]

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VISIBLE TASK FLOWS

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Employment Type * Eullytime



BEST FEATURES

RECRUITMENT MONITORING

Allows different views for the dashboard particularly important for the admins where they can view the overall recruitment activity and how it's progressing.

CLIENT MANAGEMENT

A feature particularly important for consultancies where they can separately maintain communication and contact details of their clients.

OUTLOOK SYNC

An integration with the company's mailing system which makes a common inbox, easy to initiate a communication and tracking it.

DUPLICATE CHECK

Easy to maintain single updated version of a candidate profile in the

system as the system alerts for multiple copies and highlights the recent one.

EASY IMPORT

Easy to add candidates from multiple sources through automated parsing.

INVOICE MANAGEMENT

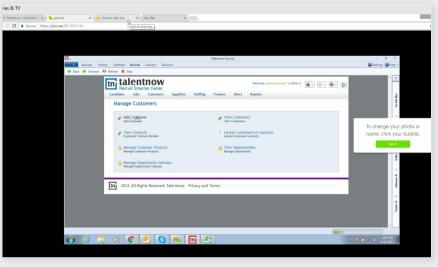
A feature particularly important for consultancies where they can manage their billing information.

Demo Accour	nt - Team Dashbo	ard	Team Dashboard.	014T	- <mark>1</mark> 8 🖬 🙂	
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Jhansi M	58573/TN hr [0001abc]	Sourced	Vasudha Pradhan [Recri Vidhi Shah [Recruiter]	iter]	×	
Ritesh	58682/TN IT Manager [01Incedo]	Sourced	Apr 07, 2017	CANDIDATE	STARTS ON	
Deepika Bedalia	58682/TN IT Manager [01Incedo]	1st Round - Interview Scheduled	Apr 07, 2017	test dhaval ignore Devendra Rachelkar	Apr 20, 2017 Apr 26, 2017	
Mansi Sharma	58682/TN IT Manager [01Incedo]	Profile Not Suitable - By Recruiter	Apr 07, 2017	Reena Sharma	Apr 28, 2017	
Dheeraj Singh	58056/TN TL [005Satin Corp]	Sourced	Apr 06, 2017		more	
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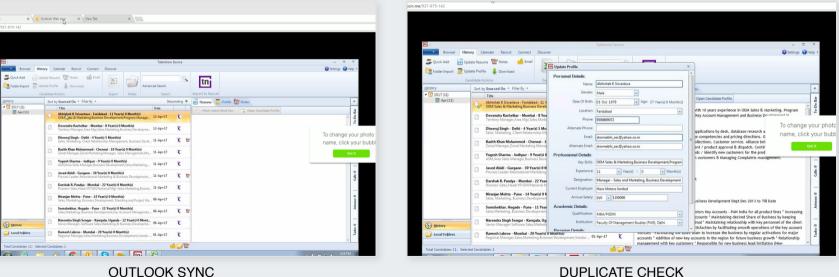
[21]

E History

🗿 Local Folders



CLIENT MANAGEMENT [21]



[21]

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BEST FEATURES

UPDATES

Dashboard which gives the lastest updates in the system when the user logs in the system as well as it notifies the logged in user of any activity as it happens.

RECENT SEARCHES

A quick action button on the global navigation which shows the last searches made by the recruiter to quickly go back to searching where he left.

MY CALENDAR

A handy way to look at all the interviews, joinings and other important events that a recruiter plans.

LIST VIEW

An excel like view of the candidate profiles for people who are used to working with excel.

USER ONBOARDING

Step by step guide for the user to help him understand the system and use it better.

MY CALENDAR [21]

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LIST VIEW [21]

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UPDATES [21]

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Jobvite

BEST FEATURES

WIDGET DASHBOARD

Customisable dashboard with a set of widgets that the user can choose from.

24X7 HELP CHAT

Online help to users.

CALENDAR SYNC

An easy way to check everyone's schedule before setting up an appointment to avoid clashes.

MESSAGE CONTENT

Engaging content breaking the monotony of the regular tasks.

CANDIDATE ONBOARDING

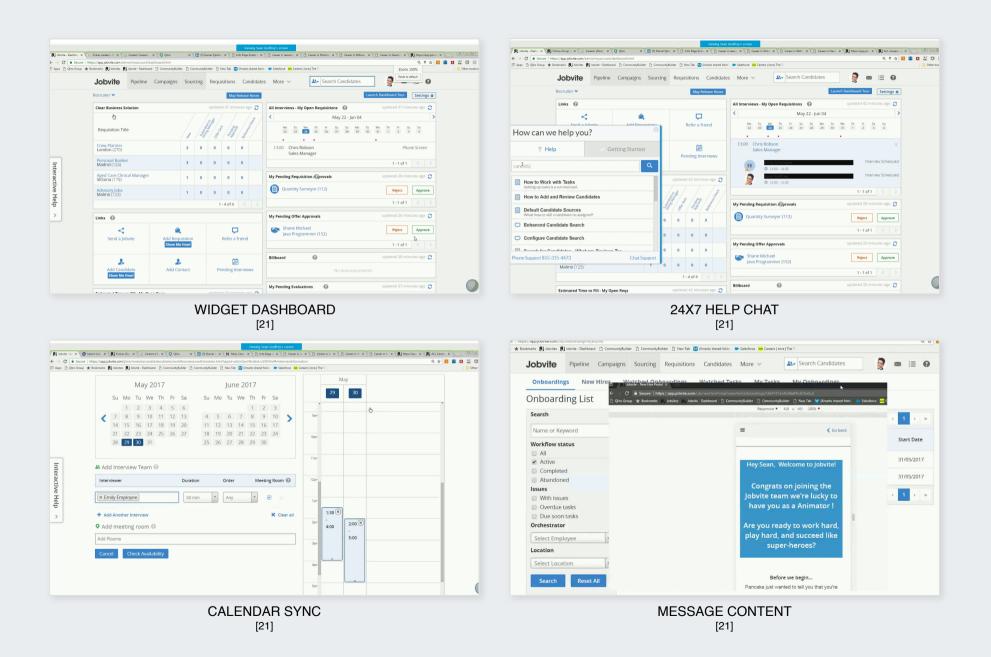
Additional functionality to onboard the new joinees.

PLUG-IN

Plug-in based system for additional features.

JOB BASED REPORTS

Summary of the job with graphs and charts depicting what worked for this hiring and what does not.





BEST FEATURES

PERSONALISED DASHBOARD

Dashboard that lists down all notifications and suggested actions in a contextual manner.

COLLABORATION

Smart comments that can be shared easily with any team member with just @mention.

CANDIDATE SUGGESTIONS

An access to huge candidate database and their presence on various social sites on the web to find the best fit for the role.

EASY SCHEDULING

An easy way to check everyone's schedule before setting up an appointment to avoid clashes.

GRAPHICS

Visually rich design making repetitive tasks look less mundane.

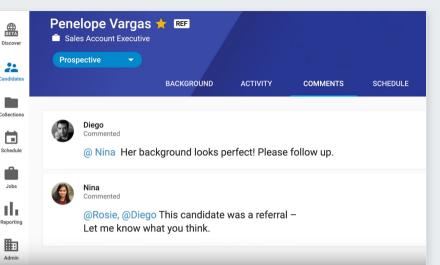
UNBIASED FEEDBACK

The system ensures unbiased feedback by restricting interviewers to view others' feedback before they lock their feedback.

REJECTION MAILS

Automated mails and triggers to enhance candidate experience while not compromising with the time based efficiency of the recruiter.

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Ì	Schedule	1	Janu	ary	
ŀ	Feedback	1		Dallas McClure	 Interview feedback due
	Comments	1		Jan 30	 Interview feedback due Software Engineer (New)
-	Email			Filip Donskoy	Candidate accepted interview
	Alerts			Jan 24	Product Manager (Recruiter screen)
Ì	Reminders			Sonia Fajardo Jan 12	Comment from Doug Bridges - Laurie Horn Great, this is the Instructional Designer (Hiring manager screen)



COLLABORATION [23]

	Interview	date Required In	terview type Required	Interviewer availability	Room availability
over	🖬 Tu	e, 5/22/2018 -	Onsite interview -	Add Interview	Add room
dates	▼ PST				
tions	. 191	Interview Schedule	Rosie Chang	Jenna Shulz	Diego Garcia
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dule	9 am		9:30 am - 10:30 am		
۱I.	10 am		9:30 am - 10:30 am Check in		
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PERSONALISED

DASHBOARD^[23]

SUGGESTIONS^[23]