



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 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

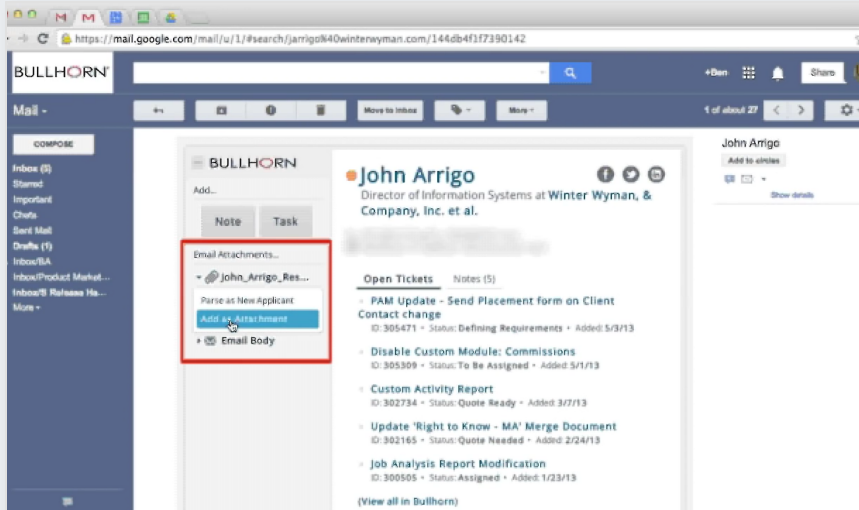
A feature particularly important for consultancies where they can separately maintain communication and contact details of their clients.

INTEGRATED APPS

Plugins which can be integrated to increase the system capability.

WALK THROUGH

An introduction to the new features and how they work.



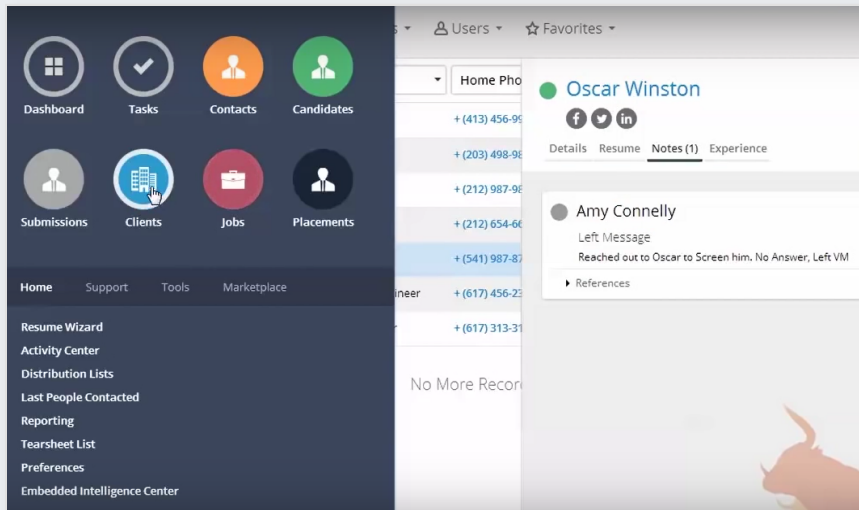
EMAIL INTEGRATION
[21]

The screenshot shows the Bullhorn Candidates management interface. It features a search bar, a 'Columns' dropdown, and a 'Users' dropdown. Below these are several tabs: 'Id', 'Name', 'Home Phone', 'Status', and 'Last Note'. The main area displays a list of candidates with the following data:

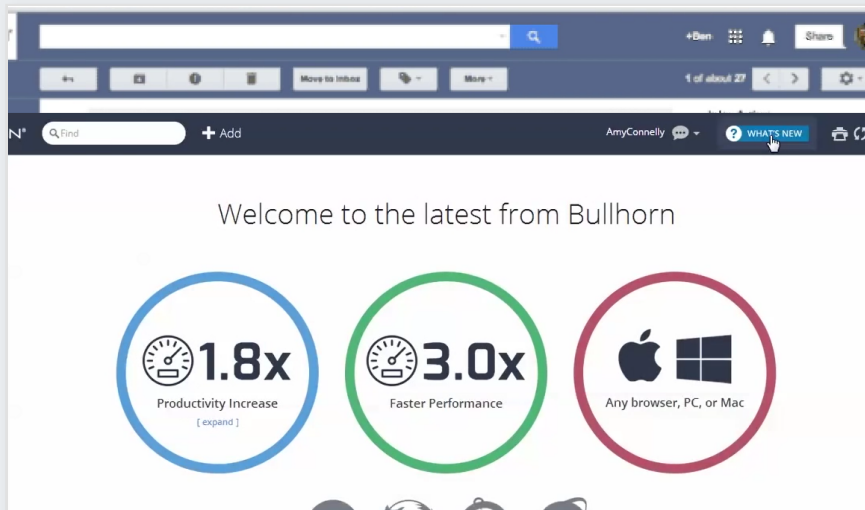
Id	Name	Home Phone	Status	Last Note	
27425	Bill Blake	JavaScript Developer	+ (728) 917-6196	Available	3/17/2
27414	Gunther Schnauss	Software Engineer	+ (413) 456-9908	New Lead	3/3/20
27416	Mario Reggeri	QA Engineer	+ (203) 498-9874	Available	3/3/20
27418	Julienne Oxford	Junior Art Director	+ (212) 987-9854	New Lead	3/3/20
27422	Rachel O'Donnell	Creative Director	+ (212) 654-6690	New Lead	3/3/20
27423	Oscar Winston	UI/UX Developer	+ (541) 987-8765	Potential	3/3/20
27424	George Jensen	Senior Software Engineer	+ (617) 456-2345	New Lead	3/3/20
27410	Bennett Charland	Product Marketing Manager	+ (248) 613-6647	Potential	3/17/2
27409	Dave Taylor	JavaScript Developer	+ (617) 313-3142	Available	3/17/2

At the bottom of the table, it says 'No More Records'.

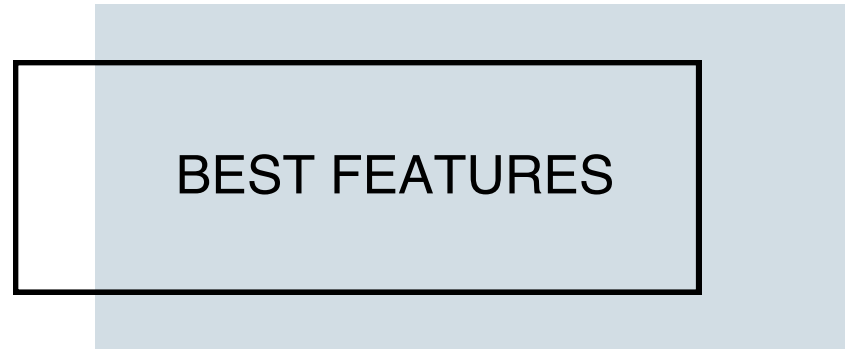
CUSTOMISATION
[21]



CLIENT MANAGEMENT
[21]



INTEGRATED APPS & WALKTHROUGH [21]



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

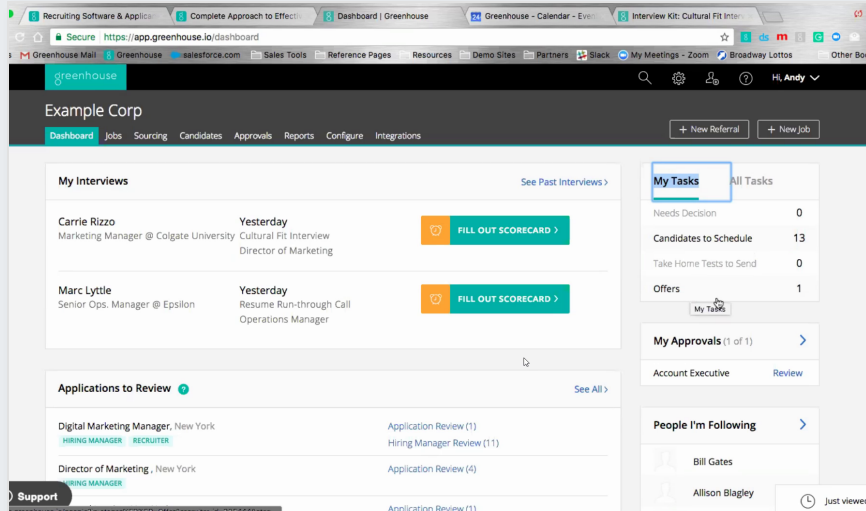
Preloaded scorecards to quickly and conveniently record interviewer's feedback for the candidate.

CLUTTER FREE INTERFACE

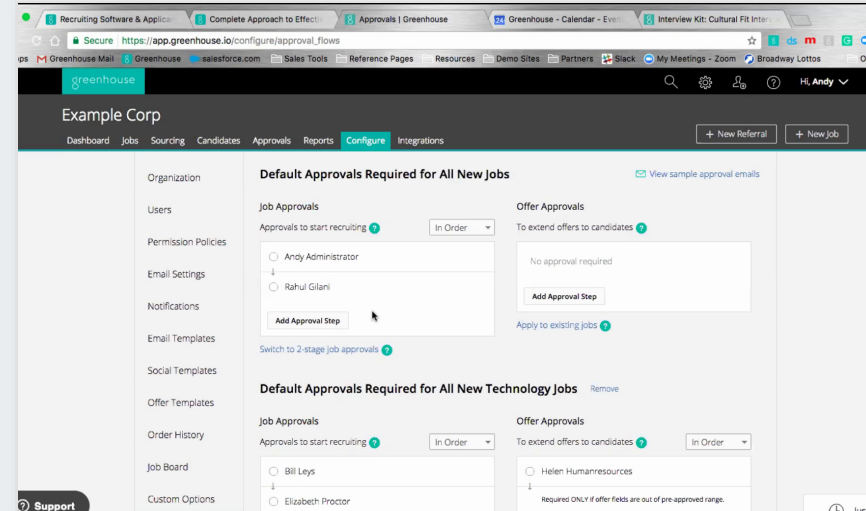
Progressive disclosures and simplified interface.

INTERVIEW KIT

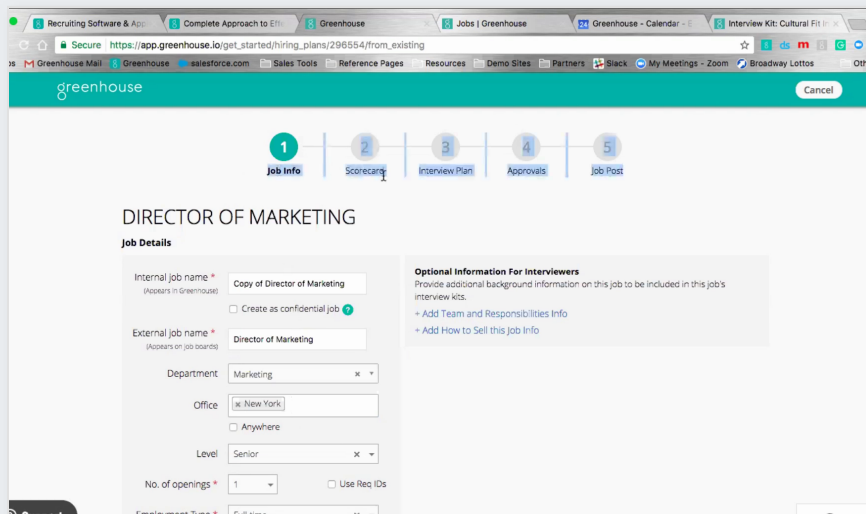
Preloaded and customisable interview kits to help both interviewer and the recruiter.



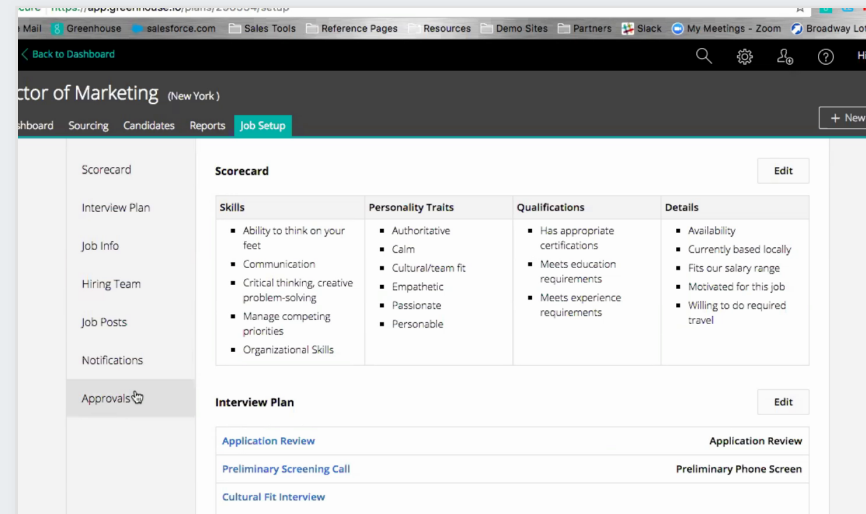
DYNAMIC DASHBOARD
[21]



EASY APPROVALS
[21]



VISIBLE TASK FLOWS
[21]



SCORECARDS
[21]



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

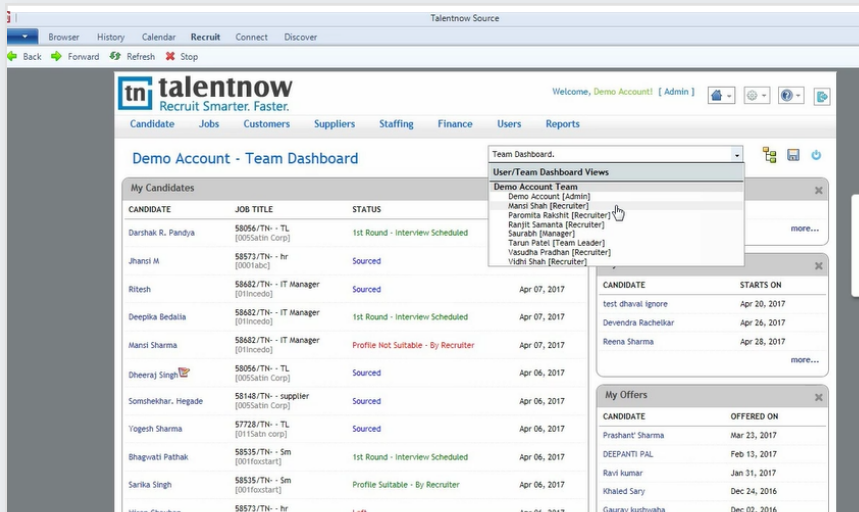
system as the system alerts for multiple copies and highlights the recent one.

EASY IMPORT

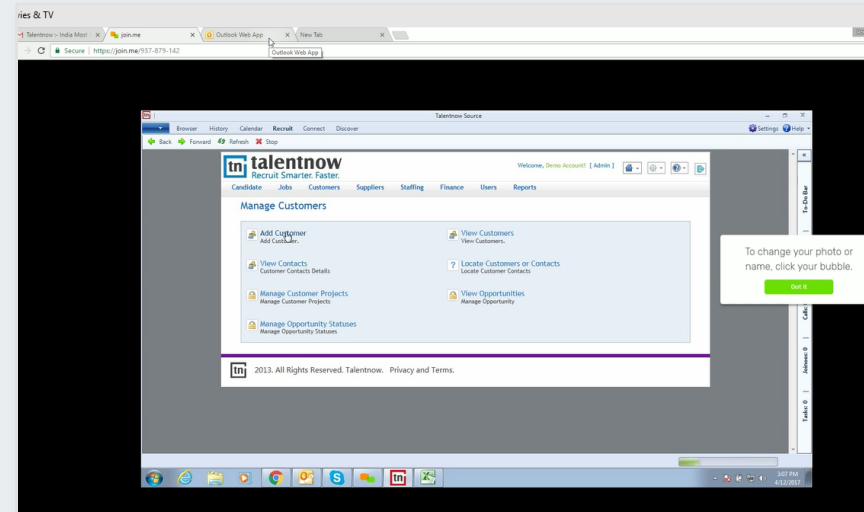
Easy to add candidates from multiple sources through automated parsing.

INVOICE MANAGEMENT

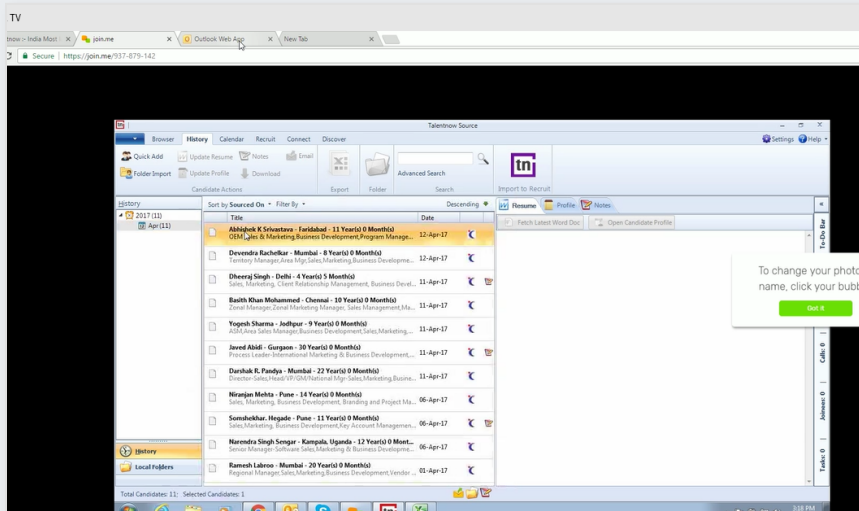
A feature particularly important for consultancies where they can manage their billing information.



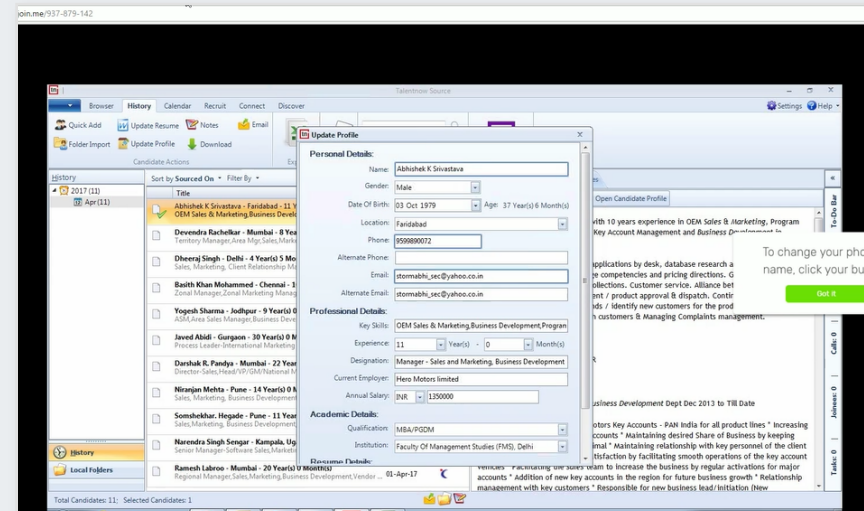
RECRUITMENT MONITORING [21]



CLIENT MANAGEMENT [21]



OUTLOOK SYNC [21]



DUPLICATE CHECK [21]



UPDATES

Dashboard which gives the latest 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

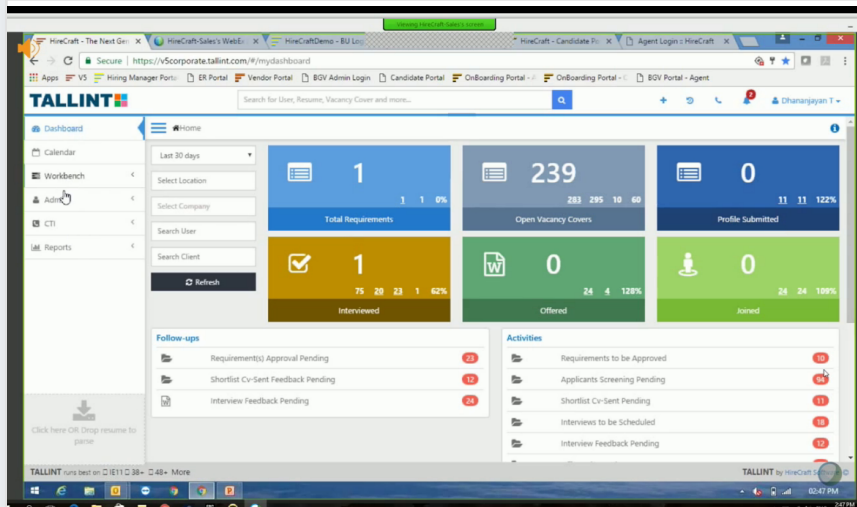
A handy way to look at all the interviews, joinings and other important events that a recruiter plans.

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.



UPDATES [21]

Applicant Summary

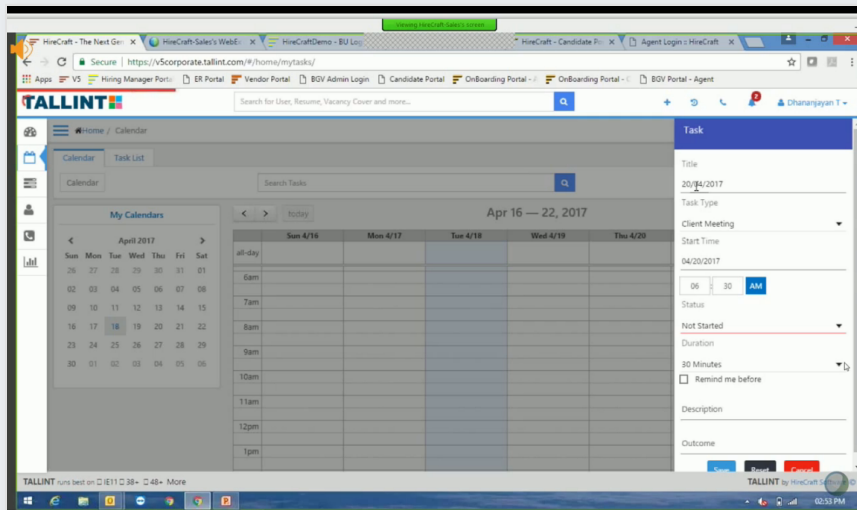
Candidate Name: Aarfa Shaikh
 Candidate Mobile: [Redacted]
 Candidate Email: aarfa99@gmail.com
 Requester: [Redacted]

Role: [Redacted]
 Source Name: [Redacted]

Interview scheduler

Stage: [Select Stage]
 Duration: 1 hour
 Venue: [Select Interview Venue]
 Interviewer Type: Recruiter Hiring Manager Client
 Date: 04/18/2017 02:52 PM
 Interview Round: [Enter Interview Round]
 Schedule Confirmed:
 Panel: [Search Interviewer]
 Assessment Template: [Search Interview Assessment]
 Travel Reimbursement: [Enter Travel Reimbursement]

RECENT SEARCHES [21]



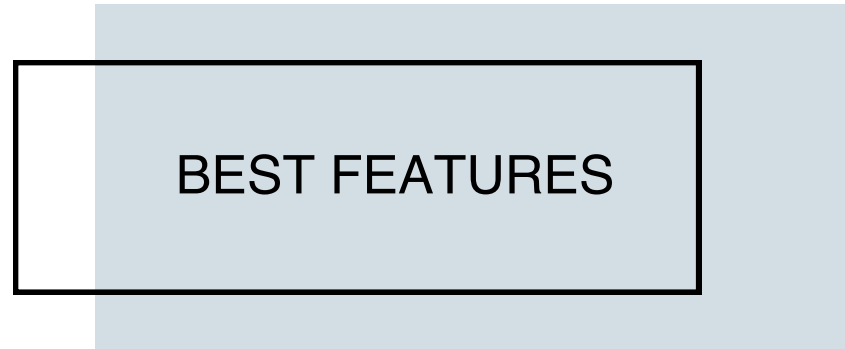
MY CALENDAR [21]

View	FL	JobCode	BU	Departm...	Status	Role	R...	Anchor	Requester	Applicants	Total CV Sent	Shortlist	Interview	Intervie
<input checked="" type="checkbox"/>	View	JC/107/2017	DEMO PR...	BLADE F...	Approval P...	ASSISTANT MA...	H...	Dhananjayan T	Dhananjayan T	0	0	0	0	0
<input checked="" type="checkbox"/>	View	JC/105/2017	DEMO PR...	BLADE F...	Approval P...	ASSISTANT MA...	D...	Recruiter Gam...	Dhananjayan T	0	0	0	0	0
<input checked="" type="checkbox"/>	View	JC/104/2017	DEMO PR...	BLADE F...	Screening	Sales Manager	Hirecraft HC	KOMATHSRI ...	Dhananjayan T	3	1	0	2	0
<input checked="" type="checkbox"/>	View	HC_TEMP_306...	DEMO PR...	BLADE F...	Approval P...	WCF Developer		Dhananjayan T	KOMATHSRI ...	0	0	0	0	0
<input checked="" type="checkbox"/>	View	HC_TEMP_306...	DEMO PR...	BLADE F...	Approval P...	ASSISTANT MA...		Dhananjayan T	KOMATHSRI ...	0	0	0	0	0
<input checked="" type="checkbox"/>	View	HC_TEMP_306...	DEMO PR...	BLADE F...	Approval P...	TRAINEE		Dhananjayan T	KOMATHSRI ...	0	0	0	0	0
<input checked="" type="checkbox"/>	View	HC_TEMP_306...	DEMO PR...	BLADE F...	Approval P...	TRAINEE		Dhananjayan T	KOMATHSRI ...	0	0	0	0	0
<input checked="" type="checkbox"/>	View	HC_TEMP_306...	DEMO PR...	BLADE F...	Approval P...	TRAINEE		Hirecraft HC	KOMATHSRI ...	0	0	0	0	0
<input checked="" type="checkbox"/>	View	HC_TEMP_306...	DEMO PR...	BLADE F...	Approval P...	ASSISTANT MA...		Dhananjayan T	KOMATHSRI ...	0	0	0	0	0
<input checked="" type="checkbox"/>	View	HC_TEMP_306...	DEMO PR...	BLADE F...	Approval P...	TRAINEE		Dhananjayan T	Nanthakumar...	0	0	0	0	0
<input checked="" type="checkbox"/>	View	JC/106/2017	DEMO PR...	BLADE F...	Approval P...	TRAINEE	D...	Dhananjayan T	Dhananjayan T	0	0	0	0	0
<input checked="" type="checkbox"/>	View	JC/103/2017	DEMO PR...	BLADE F...	Screening	TRAINEE		Dhananjayan T	KOMATHSRI ...	3	2	1	2	0

Total Items: 12 (Selected Items: 1)

LIST VIEW [21]

Jobvite



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

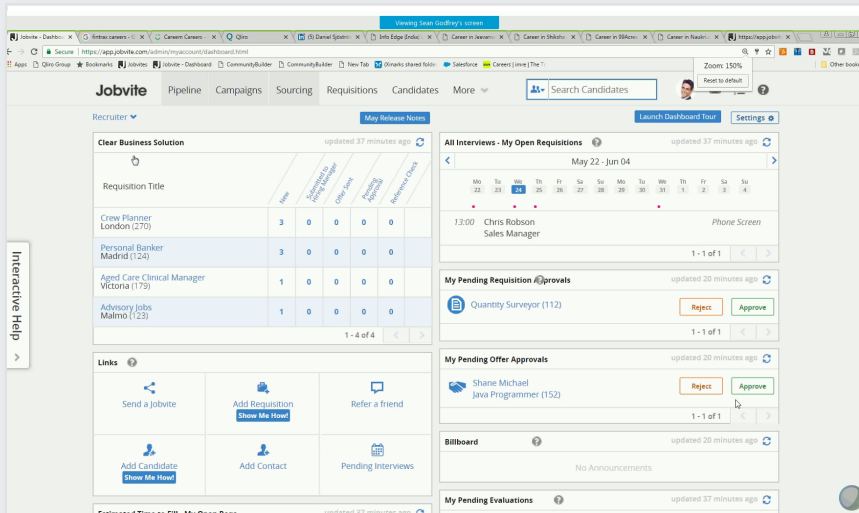
Additional functionality to onboard the new joiners.

PLUG-IN

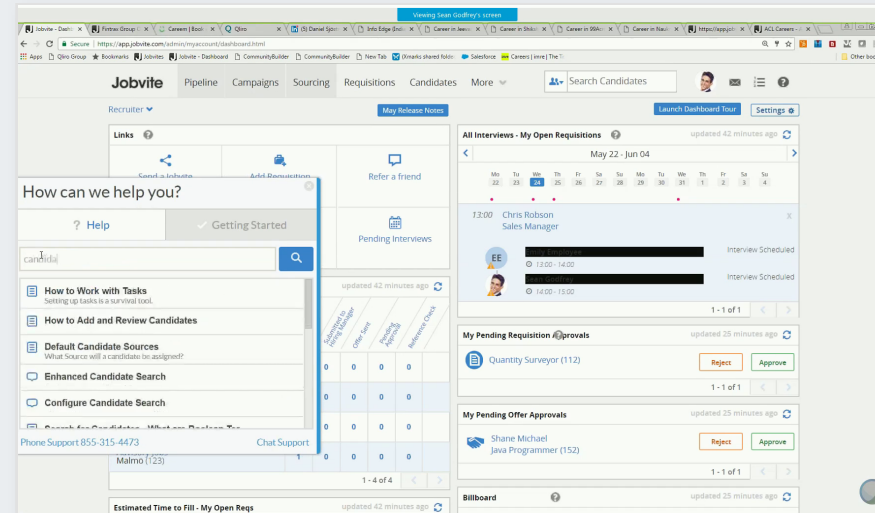
Plug-in based system for additional features.

JOB BASED REPORTS

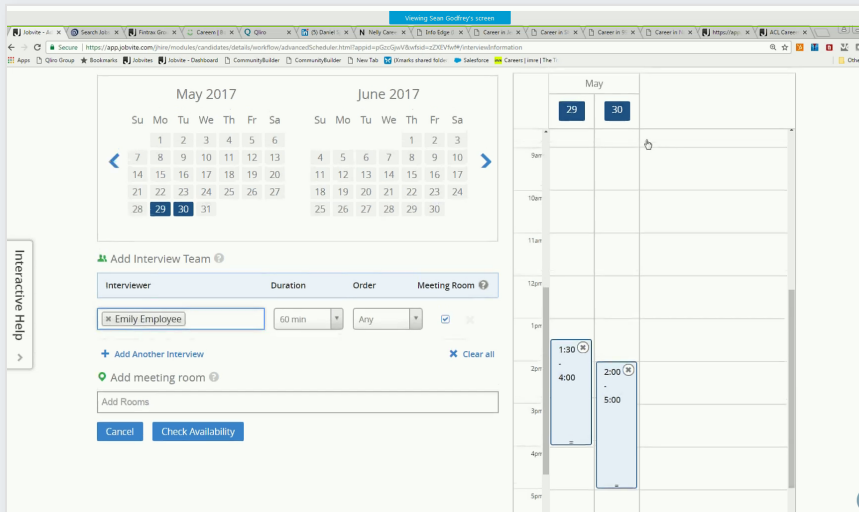
Summary of the job with graphs and charts depicting what worked for this hiring and what does not.



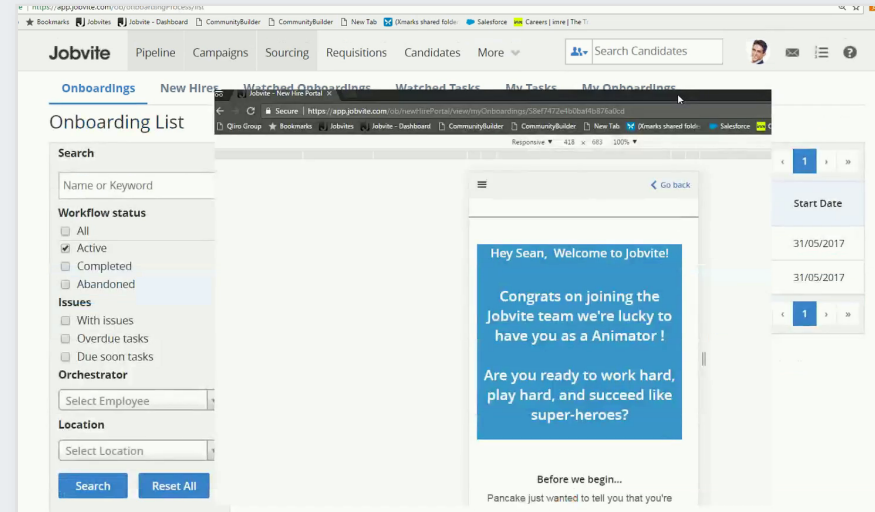
WIDGET DASHBOARD [21]



24X7 HELP CHAT [21]



CALENDAR SYNC [21]



MESSAGE CONTENT [21]



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

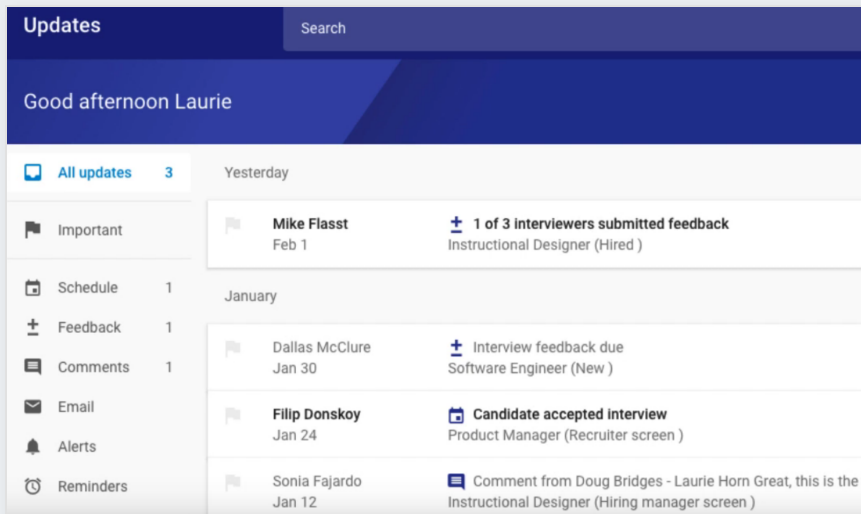
Visually rich design making repetitive tasks look less mundane.

UNBIASED FEEDBACK

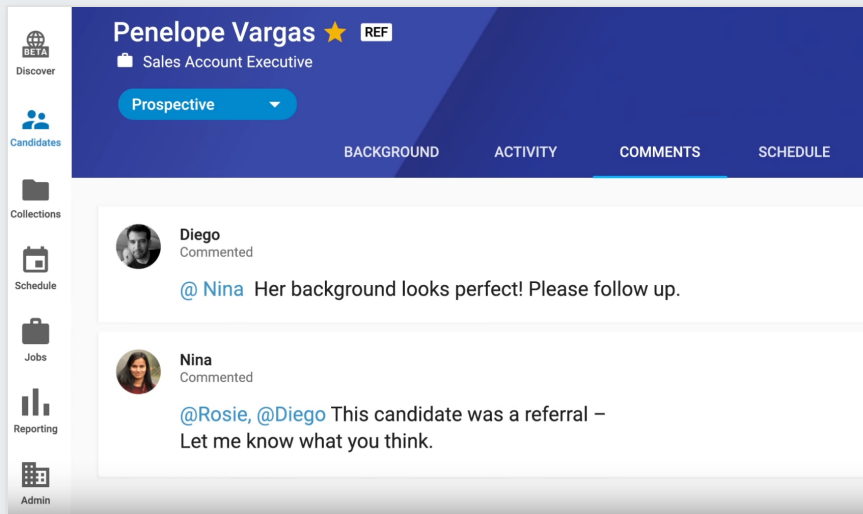
The system ensures unbiased feedback by restricting interviewers to view others' feedback before they lock their feedback.

REJECTION MAILS

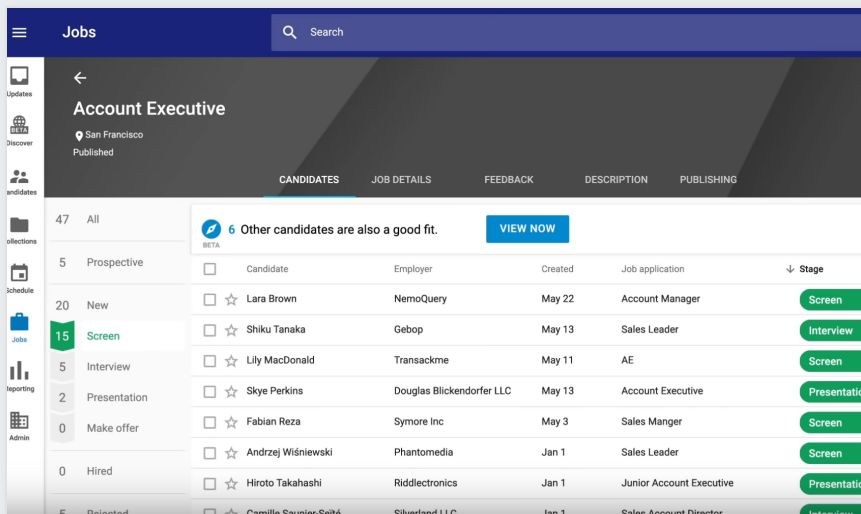
Automated mails and triggers to enhance candidate experience while not compromising with the time based efficiency of the recruiter.



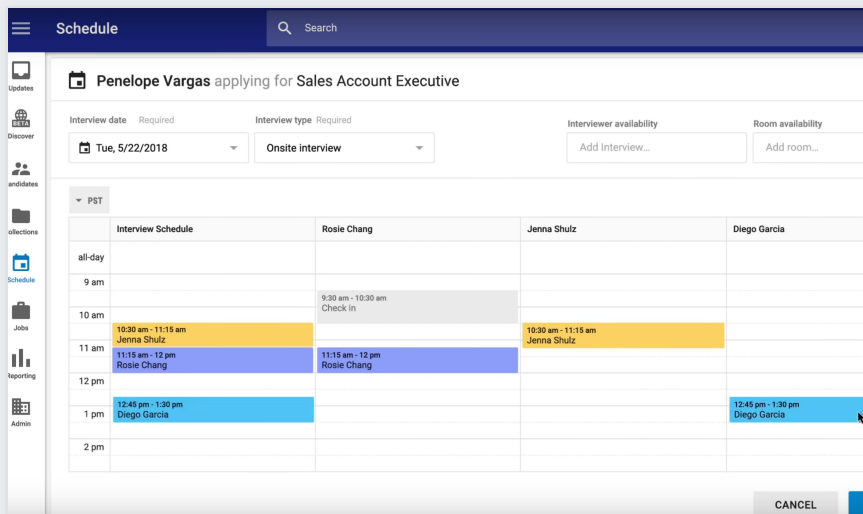
PERSONALISED DASHBOARD [23]



COLLABORATION [23]



CANDIDATE SUGGESTIONS [23]



EASY SCHEDULING [23]