

Everything You Need to Know About Next-Gen ATS

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This e-book is designed to help you understand the basic uses of AI-powered Applicant Tracking Systems. It will give you a better understanding of what a next-gen ATS is and how it can help with the hiring process.

Everything You Need to Know About Next-Gen ATS

➤ What is a Next-Gen ATS?

Applicant Tracking Systems (ATS) are software that help companies automate and manage the hiring process. They can automatically screen candidates and organize applicants into categories. ATS can be used to store resumes, track applicants through various stages of the application & interview process, schedule interviews, and send out communications to candidates.



Next-Gen ATSes are modern, AI-powered platforms that are usually cloud-based software programs, though some have desktop versions as well. Some common features of a next-gen modern ATS include:

- ✦ Online application forms
- ✦ Robotic video interviews
- ✦ Candidate database management
- ✦ Recruiting chatbots
- ✦ Reporting and analytics
- ✦ Automated engagement with candidates
- ✦ 360-degree view of candidates
- ✦ Data-driven recommendations
- ✦ Interview scheduling and calendaring
- ✦ Tracking job postings on external sites
- ✦ Integration with 3rd-party assessments

So, if you want to stay on top of your hiring game in today's candidate-driven market, a Next-Gen ATS helps drive:

- ✦ Intelligent data-driven hiring
- ✦ End-to-end automation
- ✦ Stellar recruitment experience for all stakeholders

➤ How do Applicant Tracking Systems work?

An ATS typically consists of three main components: a front-end portal, where candidates can find job postings and submit applications; a back-end portal, where recruiters and interviewers can conduct searches and evaluate candidates; and administrative features that allow recruiters or decision-makers to configure the platform according to their company's needs.

Job seekers upload their resumes in a Career portal which is connected to an ATS so that recruiters can automatically commence the screening process. Consider yourself lucky if you have a software like Zappyhire that auto-ranks these candidates based on how closely his or her resume matches the job description.



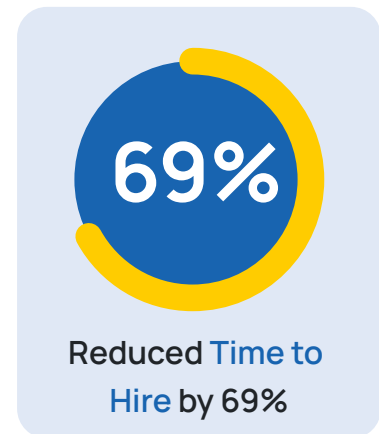
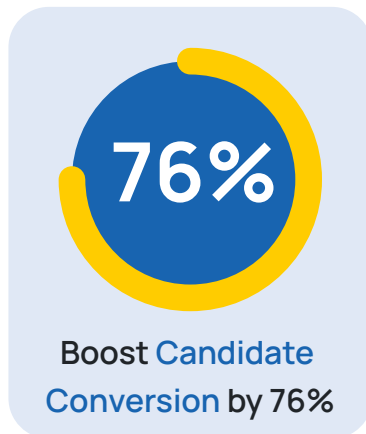
Recruiters can collect and store candidate and job-related data, and track and monitor the progress of candidates through all stages of the hiring process. Data is either collected from internal applications via the ATS front-end, located on the company website or is extracted from applicants on job boards.

The vast majority of ATS are now cloud-based, which means they are hosted online on remote servers. They can be accessed by multiple users from any location using an Internet browser and have become popular due to their ease of implementation, configuration, and ease of use. In addition to these capabilities, a next-gen ATS offers more features and intelligent recommendations which will improve your hiring strategy. This is discussed in the sections below.

Why do you need to use next-gen ATSes?

A next-gen ATS can help you automate your recruiting workflows and get more out of recruitment data. This can make a significant impact on the company's hiring KPIs.

For example, customers have reported the following impacts on their hiring KPIs after using Zappyhire:



Here's How Next-Gen ATSes Help Improve Hiring KPIs

+ **Candidate pipeline automation**

With automated workflow rules and processes, recruiters can focus on other administrative tasks.

+ **Trend insights**

With data on hiring trends based on historical data and patterns, you can make informed decisions about your recruiting strategy and budget.

+ **Improved candidate experience**

A positive candidate experience means good reviews for your company and better chances of them referring other qualified candidates and long-time retention.

+ **Improved hiring manager experience**

Simplify the onboarding process for hiring managers; give them a centralized hub for job requests, review applications, and communicate with applicants.

+ Improved recruiter experience.

Source top candidates by automating job postings across multiple channels instantly and use email templates to send personalized communications to applicants at scale.

+ Improved interview process.

Make interview scheduling easier for everyone involved by enabling them to pick their own times based on their schedules while also seeing others' availability in real-time with synced calendars.

+ Reduced time-to-hire.

ATS tools can not only handle the initial filtering and screening of resumes, but also automates most of the steps in the recruitment process. This saves time, which reduces costs and helps improve hiring quality by auto-ranking the applicants.



How does a next-gen ATS help with hiring?

A next-gen ATS helps you keep track of your applicants, automate tedious processes like scheduling interviews while simultaneously providing candidates with a positive candidate experience. It also allows you to make faster and better hiring decisions based on data (data includes candidates' data, as well as historical data on your hiring patterns) that are collected through the software. Furthermore, they:



1. Reduce redundant tasks:

The most obvious benefit of having an ATS is that it allows recruiters to focus on more important tasks rather than doing repetitive work.

2. Automate and streamline the hiring process:

With an ATS, hiring workflows can be easily configured for each open position and automate the time-consuming, repetitive tasks.

3. **Save time and reduce cost:**

As an ATS automates most of the work associated with hiring, you can focus on finding the right talent, thereby reducing the rate of attrition.

4. **Make smarter decisions:**

An ATS allows you to develop a recruiting process that suits your company's needs, make smarter hiring decisions with custom reports which shows key metrics, and run more effective recruiting campaigns.

5. **Applicant tracking:**

Information from resumes and applications is collected by the ATS, which organizes it so it can be searched by keyword or category. Candidates can also be organized according to their status in the hiring process.

6. **Job posting:**

The ATS tracks job openings and publishes them not on the company Careers site, but also automatically distributes them to external job boards and social media with a single click.

7. **Ensure a pleasant candidate experience:**

You can easily keep track of candidate pipelines and keep applicants informed about their status in each stage of the hiring process. Maintaining consistent communication is key to a good candidate experience.

8. **Interactive candidate search:**

You can choose from hundreds of job titles for each role and narrow down results by location and salary range.

9. **Candidate scoring:**

The ATS also provides comprehensive scoring with a 360-degree view of candidates based on a variety of criteria, including skill set, experience and education level and personality traits.

10. **Smart recommendations:**

You will receive data-driven recommendations and insights throughout the hiring process with respect to your workflow, recruiting metrics and candidates. It makes your entire hiring process smarter and free of inherent human biases.

How to choose the best ATS for your business

It's not easy to find the right applicant tracking system for your business. There are many different solutions on the market, and each one offers a unique set of features.



To help you navigate the ATS landscape, we've created this section on how to choose the right ATS for your business.

Here are some of the most important factors to consider

1. How easy is it to implement and use?

Cost and complexity can vary widely by vendor. If it's difficult to implement and use, you may miss out on some of the benefits of the software.

Although all ATS are computer programs and will require some learning curve on the part of users, some are much easier than others to set up and use.

For example: An ATS like Zappyhire is a recruiter-favorite for its user-friendly, drag-and-drop interface that is easy to configure and can be seamlessly interspersed with the existing hiring process - all that in an affordable package.

2. How easy is it to integrate with other systems?

Some ATS incorporate scheduling and billing functions, while others integrate with HR systems. Consider your other software needs as well.

It's important to ensure that the ATS you choose will integrate with your other systems, such as your email and social media. This will simplify the process of transferring resumes and referrals. And for seamless internal collaboration and candidate engagement, integration with WhatsApp, Slack, G-Suite, Zoom and Microsoft Teams are crucial (integrations available in Zappyhire).

3. Does it support multiple languages and local standards?

Standards vary by country and language, so make sure that any product you are considering supports your location.

This includes things like language, legal regulations, and currency. Depending on where you're located/hiring from, you will want a system that takes those differences into account (for instance by allowing lots of customization or being able to integrate with other tools).

4. What features/integrations does it offer?

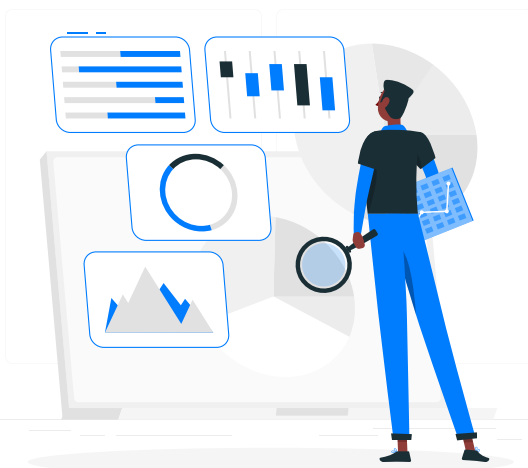
Advanced features can include tools for social media recruiting, onboarding, background checks, predictive analytics, recruitment marketing and more.

Make sure to ask prospective vendors how their products work with other technologies you are using. For example: if your organization uses a CRM system like Salesforce or HubSpot, confirm that the ATS will integrate—and avoid any unnecessary hassle. For example, Zappyhire integrates with Zoom, WhatsApp, Slack, GSuite, Microsoft Teams, SMS, and Telecall.

5. What kinds of reports can you get out of the system?

Customized reports are essential for data-driven recruitment. Along with the metrics of your company's hiring efficiency, a 360-degree view of candidates is also needed!

Data and reporting are important to consider as they can point out issues that could be holding your hiring process back, and highlight any areas for improvement so you can keep moving forward.



Analytics will also give detailed insights into performance metrics such as cost per hire, time to hire, and source of hire. These metrics help measure how well strategies are working and can often help uncover problem areas early on.

Use Zappyhire to Spot, Hire and Retain Top Talent!



Zappyhire is an AI-powered recruitment automation software that helps enterprises screen, engage, and hire the right talent faster. It is user-friendly, affordable and highly scalable.

Did we mention that we're more affordable and feature-rich than 92%* of all recruiting software currently in the market?

*Based on pricing information curated from G2.

What Zappyhire Can Do for You

Automate the entire recruitment process of a company - from creating a job requisition to releasing the offer letter, and onboarding.

Transform recruitment cycle from process-driven to an experience-driven journey for all stakeholders.

Get all the benefits of an Applicant Tracking System (ATS) and Candidate Relationship Management (CRM) tool on a single platform.

Help save recruiters' time by automating manual/clerical tasks like scheduling interviews to make better hiring decisions faster.

Explore data-driven hiring practices with advanced analytics, insights on past hiring patterns, and intelligent recommendations.



What Our Powerful Tool Offers



Intelligent resume parser and candidate auto-ranking with a detailed summary.



360-degree candidate profile with 16+ data points including personality and language proficiency.



Predictive hiring based on past transactional data, and intelligent recommendations throughout the hiring process.



Candidate Engagement Automation via 3rd party integrations and personalized communication channels.



Post-offer engagement through conversational AI.



Personalized multi-lingual recruiting chatbot.



AI-enabled robotic video interview.



Collaborative hiring and managing hiring vendors through dedicated portals.



Dedicated leadership and interviewer screens with advanced analytics & reporting.



Recruitment marketing tools and Candidate Relationship Management (CRM) system to track and organize candidates, employee referrals, and more.

Ready to revolutionize your hiring process and onboard the RIGHT talent?

 **Book a FREE demo**

