

fountain

7 Features to Look For in a **High-Volume ATS**



High-volume hiring is not for the faint of heart.
Most recruiters rank sourcing and screening candidates as their top pain points, and when it comes to hiring hundreds or thousands of hires at once, those challenges and headaches are magnified.

A traditional ATS doesn't adequately address the problems found in high-volume recruiting, which is why we detailed 7 crucial features to look for when selecting your next system.



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Text to apply

With a significant portion of job seekers owning a smartphone, **they expect to be able to apply from their mobile devices**. Text to apply allows job seekers to text a keyword to a shortcode, beginning the application process right away or at a later time. This simultaneously keeps applicants engaged while also driving higher conversion rates.



These shortcodes and customized keywords can be displayed on everything from social media posts and digital ads to windows and takeout bags. **A recent study conducted by Glassdoor found that mobile-friendly applications increased candidate pools by 11.6%.**

When searching for an ATS that offers text to apply, **identify systems that are able to incorporate geolocation**. This feature will help to give you a more relevant applicant pool as it only shows candidates the job openings most relevant to their area.