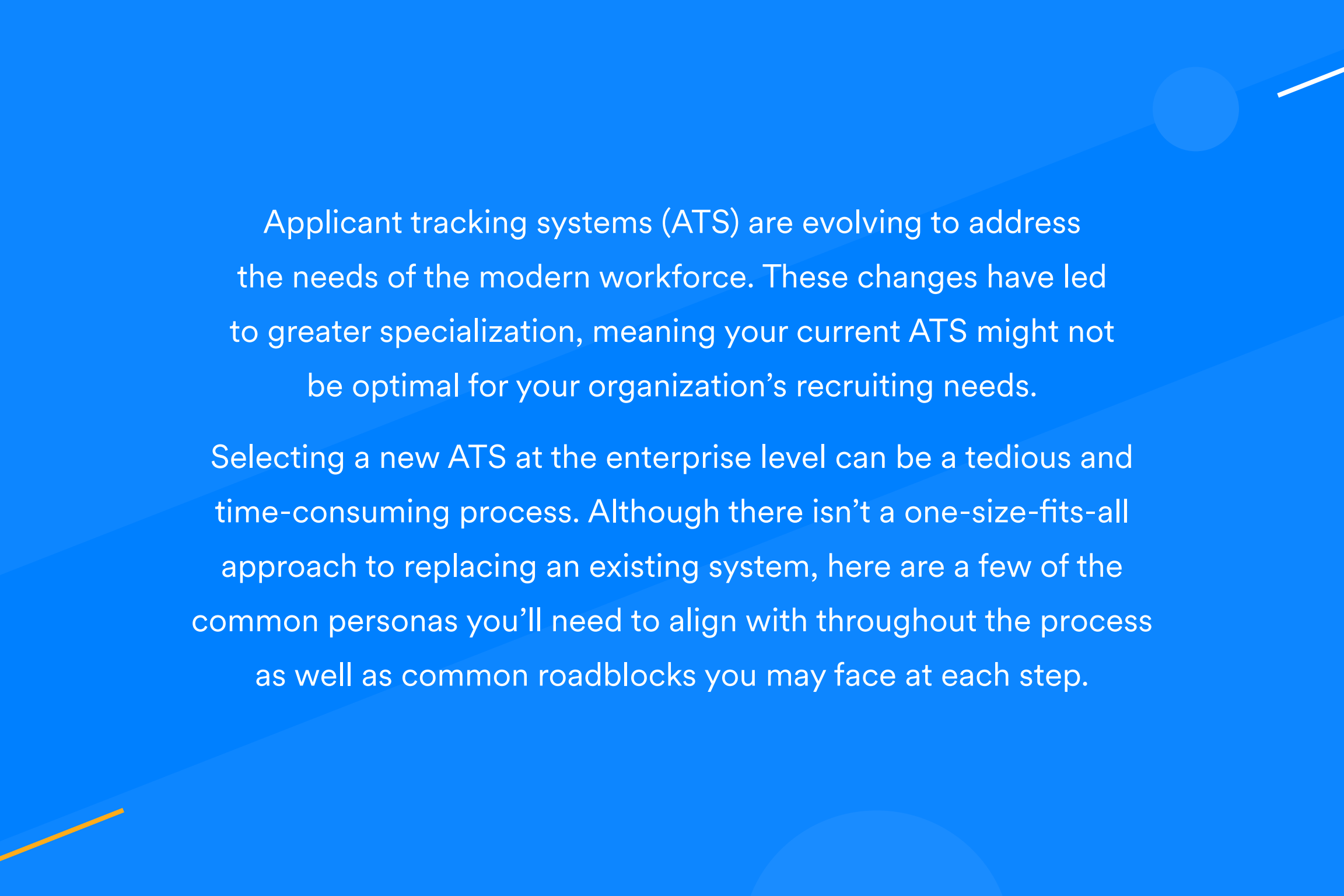




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Selecting an ATS: The 4 People You Need To Get Buy-In From



Applicant tracking systems (ATS) are evolving to address the needs of the modern workforce. These changes have led to greater specialization, meaning your current ATS might not be optimal for your organization's recruiting needs.

Selecting a new ATS at the enterprise level can be a tedious and time-consuming process. Although there isn't a one-size-fits-all approach to replacing an existing system, here are a few of the common personas you'll need to align with throughout the process as well as common roadblocks you may face at each step.



1 HR: Chief Human Resources Officer (CHRO), HR Operations, Recruiter, and Talent Acquisition (TA) Manager

If you're reading this guide, you likely fall into one of these roles.

Traditionally, a member of the HR Operations team—or even a more senior member of the HR team—serves as the internal champion pushing for a new applicant tracking system. They research and work directly with ATS providers to identify which system will best serve the needs of the organization.

Because HR and TA teams will be the primary users of the applicant tracking system, it's crucial for these departments to align on:

The deficiencies of the current system.

The must-have features of the next system.

Once the HR team is aligned on what they require from their next ATS, they may need to address the following roadblock early in the process.

COMMON ROADBLOCK: BUDGET CONSTRAINTS

When considering a new applicant tracking system, it's important to examine how much the current system's deficiencies are costing the company.

If you don't have this information readily available or need help pitching the operation cost internally, talk to your ATS provider representative, who can be a valuable resource for identifying the opportunity cost.

Once this roadblock has been cleared, it's time to start engaging other departments.