

Features

Applicant Tracking Software (ATS) is an online system used to facilitate the hiring process from start to finish. Manage your job postings and design the information you wish to collect from candidates. Locate, identify, rank, and organize qualified candidates according to your unique screening process.

The StartDate ATS by HireGround introduces a range of useful & innovative features:

Mobile-friendly

Access the system via desktop, tablet or other mobile device. StartDate is completely mobile-friendly for all users: HR, hiring managers and job applicants.

What this means for you: On top of mobile access for the hiring team, applicants can search and apply for jobs on their preferred device. With almost 70% of job seekers on mobile, your careers page and application process now caters to a growing number of users.

Cloud-based

HireGround's StartDate is offered as a SaaS (Software as a Service) based solution or hosted model. We host the software, perform updates and maintenance, as well as back up and store your data.

What this means for you: No need for extensive implementation, downloading updates, special hardware, or a dedicated IT team. The only requirement to access the system is a current internet browser.

Fast implementation

With only a short list of initial requirement, StartDate can be up and running in mere minutes.

What this means for you: Some ATS providers take several weeks, or months to install. Using this software should be hassle-free, not a time-consuming process.

Careers Page Integration

The StartDate system is branded with your company logo and colours. Job Descriptions on your Careers Page utilize your own website's CSS. If using an XML feed, you have complete control over the look and feel of your site.

What this means for you: Job seekers are shown a consistent company brand throughout their job search and application process.

Job Templates

Human Resources can easily create and edit any job posting, as well as save frequently used jobs as a template.

What this means for you: Do you frequently hire for a certain position? Instead of creating the job from scratch each time, a template saves the job details so posting is quick and painless.

Cross-post to external job sites

Advertise your job postings to a range of job sites (Indeed, SimplyHired, etc.) without any extra effort.

What this means for you: Announce your jobs to a wide audience to receive more applicants. Especially useful for hard-to-fill positions. Your jobs are automatically posted to external job sites, and de-posted to match your own careers page.

Social Media Integration

Broadcast your jobs through your corporate social media account. It's simple to link one or more Twitter accounts within the system to schedule and announce your job postings.

What this means for you: Promote your jobs to a wider audience, and attract more passive candidates.

Multiple Candidate Workflows

Different types of jobs have different hiring processes. Create, organize and name each hiring stage to match the type of job posted.

What this means for you: Hiring a C-level position involves different steps than an entry-level job. Using a specific candidate workflow for each means less chance of error, a better candidate experience and more accurate reporting.



Internal Postings

Choose to advertise specific jobs to internal candidates only. Post a job internally before, during or after it's posted publicly. Internal candidates are flagged and given a higher ranking.

What this means for you: Easily distinguish and give more weight to internal candidates. Keep jobs private or public as necessary.

Express Apply

An easy form to complete or resume-upload option allows candidates to apply easily and quickly from their preferred device. There is no need to sign up or create a profile.

What this means for you: Your application process now eliminates some common obstacles and annoyances such as being forced to set up a username and password. Applicants can apply with minimal information, greatly simplifying the process for job seekers who are less tech-savvy.

Weighted Pre-screening questions

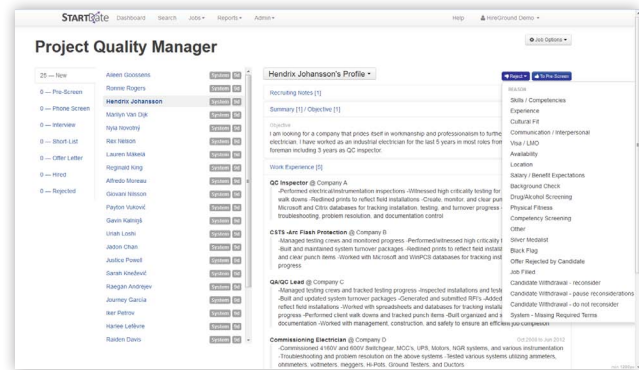
Create, organize, modify and delete pre-screening questions. Answers can be assigned weighting or 'showstopper' qualities. Questions can be assigned and customized on a per-job basis and answerable in different formats: yes/no, multiple choice, short or long answer.

What this means for you: Collect the information you really need. Automatically reject a candidate if they answer a question incorrectly, or bring a candidate to the top of the list for a preferred answer.

Candidate Ranking

Candidates are automatically ranked from most to least qualified within each job list. Weighted question responses, resume and job description match and past history within the system are taken into account.

What this means for you: With a pre-sorted list, you can start reviewing the highest potential candidates first, instead of organizing everyone manually.



Smart Candidate Search

Search your candidate database to identify the most qualified candidates and add them to a job list. Smarter than a simple keyword or Boolean search, the StartDate 'elastic' search considers root words and semantic meaning.

What this means for you: Find candidates through keywords, qualifications, certifications, skills, location and application date as well as by how far they got on previous job applications.

Rejection Reasons

Give a reason for a candidate not being hired - such as cultural fit, not qualified, not enough experience, offer letter refused, etc.

What this means for you: The system remembers who has been rejected, and why, so future applications from the same individual can be evaluated using this knowledge. Some key positive rejection reasons influence the system's auto-ranking feature.

Email Templates

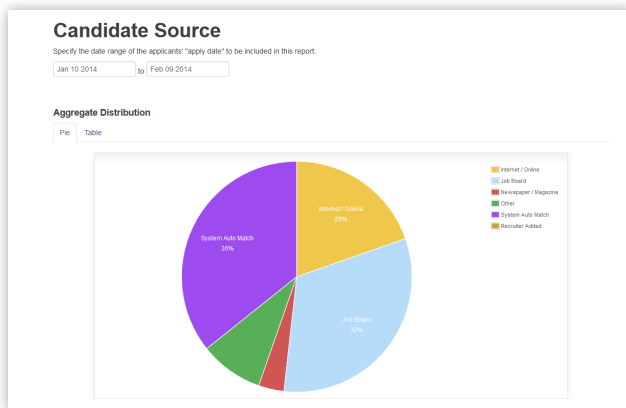
Automatically send a message to applicants, such as reject letters to those not hired for a position and application confirmation emails to new candidates.

What this means for you: A "lack of response from companies" is the most common frustration among job seekers. We offer a simple solution.

Reporting Capabilities

Reports are available both on a per job or company-wide basis. Metrics such as time-to-hire, applicant source and job views are reported in an exportable table or chart form.

What this means for you: Knowing information such as where your best candidates are coming from, and how long it takes to fill a position allows you to focus your recruiting budget and take steps to improve your hiring process.



Hiring Managers

Assign Hiring Managers decision-making authority for certain stages of the hiring process. Limited system access and privacy control means they don't see all candidates, or other system jobs. Email notifications are sent when there are candidates pending.

What this means for you: An easy way to involve others in the hiring process from any location, while retaining confidentiality.

Unlimited support and online training

HireGround takes pride in our personal approach. Our team ensures all users are well-informed and can receive prompt answers to their questions.

What this means for you: Your unique needs and concerns will be listened to and addressed by a dedicated staff.

Admin user privileges

One or more individuals in each organization has special privileges to customize various features, such as job and email templates, applicant source options, hiring workflow and custom question forms. They can also remove and assign new users.

What this means for you: Customize the system to your own company's needs, without requiring HireGround to make each change.

Canada-based servers

HireGround is a Canadian owned and operated company, so your data is housed on Canadian servers.

What this means for you: Your information is regulated according to tight Canadian privacy laws. We are not subject to such regulations as the USA Homeland Securities Act that may expose servers to confiscation by the US Government.

Security & Privacy of Information

Security and privacy is maintained for users following the PIPA and PIPEDA guidelines for Canada and the Affirmative Action guidelines for the USA. All websites are protected and encrypted through the industry standard SSL.

What this means for you: Your data belongs to you, and the privacy of both your company and candidates is protected by law on our servers.