



E-BOOK

Guide to Building a Recruitment Tech Stack

A guide for recruiters to assess their hiring technology and build the perfect toolkit.





03 Assessing Your Recruitment Tech Stack

Learn the most helpful questions to ask when you begin your evaluation.

06 Types of Recruitment Tech

Learn more about the differences between talent management software, onboarding software, and talent screening tools.



09 Finding The Right Candidate Screening Tools

Learn how to speed up the interview stage of the hiring process to save time and snag the best candidates first before they're off the market.



Assessing Your Recruitment Tech Stack

The best toolboxes are customized by the craft person; the same is true for the ideal tech stack. When HR teams and recruiters are at the point where they have not only identified a problem, but they know that issue can be addressed with the right piece of software, hardware, or service.

This is an exciting position for many recruiters. It means that you will likely see massive improvements once you find the right tool. However, the most important concern before that can happen is ensuring that your tools can work with one another.

Building a functioning tech stack is a balancing act for many recruiters. Once it's built, the benefits can take your hiring to the next level.



What to Ask

Evaluating your HR tools is no small task. It can mean rightsizing your software licenses or simply tracking what features are used the most in each software. Rebuilding an efficient tech stack might be a months-long project or a simple check-in with your team. For today, you can start by using the questions below to find the best starting point:

- What are your industry-specific needs?
- Do you need to rightsize your tech portfolio?
- What are your company goals?
- What are your department KPIs?
- What is the most significant time sink in your company's hiring cycle?





Cutting down on the price tag of hiring is especially important, considering that the average cost per hire is \$4,425, and it takes 36 to 42 days to fill a position.

Types of Recruitment Tech

There are a few categories of recruitment software — some that you likely already use. When it comes time to assess or build a tech suite, categorizing what you have into these groups can help you see each tool as a building block and find what you are missing.

Talent Management

Talent management tools help attract and recruit qualified candidates. According to Yello, roughly 73% of companies in the United States already use talent acquisition software for this exact purpose. These tools include job board ads, which are possibly the most popular option for companies looking to cast a broad net for candidates.

Talent management tools are essential in streamlining the hiring process to reduce costs. Cutting down on the price tag of hiring is especially important, considering that the average cost per hire is \$4,425, and it takes 36 to 42 days to fill a position. There are two main types of talent management tools — candidate relationship management (CRM) and applicant tracking systems (ATS).

CRM tools help recruiters encourage engagement and improve the experience for applicants. CRMs work well with recruitment software and applicant tracking systems such as Workday to help organize application information. CRMs often allow HR professionals to improve the hiring experience while streamlining their candidate management processes.



ATS platforms allow recruiters to track candidates and automate certain parts of the workflow to keep those candidates moving through the pipeline. Many recruiters use an ATS as their source of truth to keep track of applicants. While having a powerful ATS can be a huge help for recruiters, most platforms require a few additional tools to assist with things like interviewing, assessments, or scheduling.

CRM and ATS tools tend to work best when backed up with an efficient virtual interview tool that streamlines the interview process. For example, Qualifi utilizes automated phone interviews to allow recruiters to screen interviews up to seven times faster than if they were conducting traditional pick-up-the-phone interviews.

Onboarding

Once candidates have reached the end of their hiring process and are ready to join the company – it's time for onboarding. Onboarding tools assist in speeding up this process and getting candidates working as fast as possible. This includes e-signature software and other paperwork tools which expedite contracting signing and legal agreements.





Talent Screening Tools

When you are trying to find the best candidate before your competition does, every minute counts. Being bogged down by interviewing each applicant one at a time, you are likely to miss out on applicants who could be a great fit. Many recruiters have turned to automated interview software and talent assessment tools to help them find the right candidate faster.

Tech Stack Checklist

Is your tech stack missing a crucial component? Use this checklist to see what gaps you might currently have:

- Applicant tracking system
- Candidate relationship management
- Scheduling software
- On-demand phone interviews
- E-signature software
- Background check tool
- Talent assessment tool



Finding The Right Candidate Screening Tools

The interview stage of the hiring process is the biggest time sink. Glassdoor notes that phone interviews can add 6-8 days to the hiring process. When you consider that the best candidates are off the market in just 10 days, according to Forbes, the extra week tacked onto your time-to-hire can mean the difference between the ideal hire and an applicant you will need to replace in a month or two.

Candidate screening is often not addressed by many recruitment tools like your ATS or CRM. Shortening the hiring process requires interview tools capable of assisting phone interviews. Recruiters report that it takes an average of thirty minutes to two hours to just schedule an interview time that works for both the candidate and recruiter. Qualifi is the ideal solution.

Qualifi is a phone interview platform that allows recruiters to:

1. Record themselves asking interview questions
2. Send that recording to applicants
3. Allow applicants to record their responses
4. Lets recruiters scan, organize, and listen to every interview at once.



Flexibility in the interview process brought in 75% more responses outside typical business hours.



This interview method is known as an on-demand interview (also called asynchronous interviewing, one-way interviews, or self-guided interviews). This form of self-guided interview builds more flexibility into the interviewing process, which is important to the modern job seeker. We found that this flexibility brought in 75% more responses outside typical business hours. That alone proves the demand for flexible interview options.

As for recruiters, this solves the #1 challenge they face with interviews — finding a time that works for everyone. Asynchronous interviews circumvent this challenge entirely. They not only speed up the hiring process but create more time for recruiters and hiring managers to focus on talent sourcing for the right candidates that best fit the position they're trying to fill.

Visit our website to get a self-guided walkthrough of the product.

