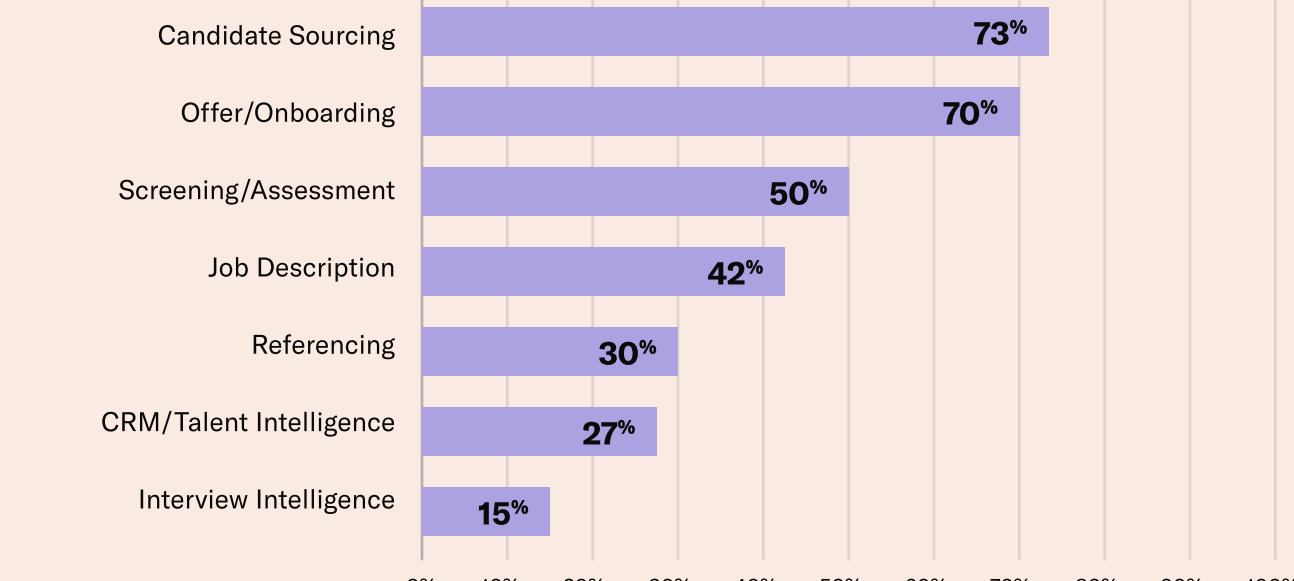


Guide

Breaking Down the Recruiting Tech Stack

When it comes to HR tech today, the options seem endless. From sourcing platforms to applicant tracking systems...and everything in between. So, to make breaking down the recruiting tech stack a little simpler, we thought it would be helpful to ask our Pillar community, made up of 30,000+ talent acquisition and HR professionals, what tech platforms they're using to operate efficiently. This way, if you're considering new additions to your organization's stack, you can see what others in the space are doing along with what new tech the most forward-thinking teams are using.

Here are the results:



What Does the Data Tell Us?

- **Almost 100% of the respondents use an applicant tracking system**, which proves that hiring teams see ATS's as a core part of their tech stack. Candidate sourcing and offer/onboarding platforms are not far behind.
- **~50% of respondents use screening/assessment and job description software**. This is not surprising to see as recruiters prioritize learning more about candidates to qualify them further and look to manage their job descriptions with ease.
- **Only 30% of respondents are using a referencing tool**, which leads us to ask...are references a thing of the past? Or are hiring teams just manually keeping track of these and only using reference checks for certain roles?
- **CRM/talent intelligence and interview intelligence are the "new" kids on the block** and are providing teams with the intel they need to make more confident hiring decisions.

We posed a question at the end of our survey on if we missed any other pertinent software platforms. There were two mentioned on a few different occasions, so we thought they were both worth noting here: Scheduling & Employer Brand.

Most Common Platforms

For those respondents that were willing to share, we asked them what platforms they're using for each piece of their stack. Here are the most common platforms mentioned...

- **Applicant Tracking System** = Greenhouse
- **Candidate Sourcing** = LinkedIn Recruiter
- **Offer/Onboarding** = Rippling
- **Screening/Assessment** = Karat
- **Job Description** = Textio
- **Referencing** = HireRight
- **CRM/Talent Intelligence** = Gem
- **Interview Intelligence** = Pillar

The two we missed (explained above):

- **Scheduling** = GoodTime
- **Employer Brand** = Glassdoor

How Do I Choose the Right Platforms?

Choosing the right tech stack can seem like a daunting task, but it doesn't have to be! Here's a checklist of a few things to consider to ensure you select the best platforms for your organization (and hopefully this guide has provided you with intel into what other hiring teams are doing as well).

☐ Key Features

It's important to take note of the key features that any software platform should have. Otherwise, you won't be able to reap the full benefits.

☐ Implementation Timeline

Be sure to ask how long it will take to get up and running. This way you're clear on what the project implementation will accomplish and it will help to set clear direction and priorities.

☐ Data Security

Every platform that has access to company data should maintain a high level of information security. SOC 2 compliance is one industry standard that ensures sensitive information is being handled responsibly.

☐ Automation

Ask for a list of what processes are automated within the platform. Certain pieces of functionality may look great in the demo, but it's important to consider what's automated vs. what's not so you understand how to be as efficient as possible when using the tool.

☐ Product Roadmap

Software platforms are ever changing. Be sure to find out what's coming next from a product roadmap perspective. You want to ensure you select an organization that is constantly ideating on how to create value vs. remaining stagnant.

☐ User Experience

Opt for the solution that offers the best user experience. The easier the platform is to use, the quicker it will be to reap the rewards of what benefits the platform has to offer.

More Efficient, Effective Hiring

There's no universal tech stack for every organization as each has its own hiring needs. Taking the time to evaluate your business needs and challenges first and then conducting thorough research will help you develop a well-rounded recruitment tech stack. Overall, you want to make sure all of the solutions can be integrated with your existing technology and complement each other. This will help your organization have more clarity into the right hires as well as cut costs and increase efficiency.

Ready to take the next step in improving your tech stack?

Schedule a demo of Pillar, an interview intelligence platform, and see how we're helping hundreds of organizations grow better with every hire.

[Schedule a Demo!](#)