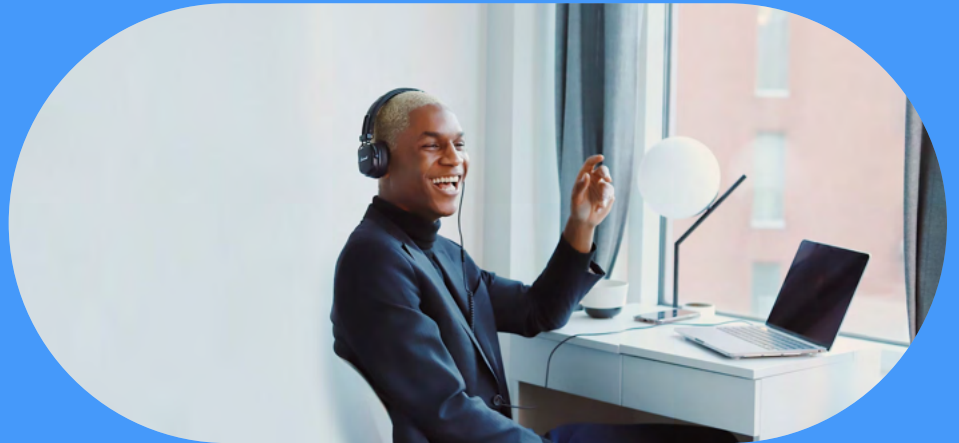


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The Modern Recruiting Tech Stack Checklist







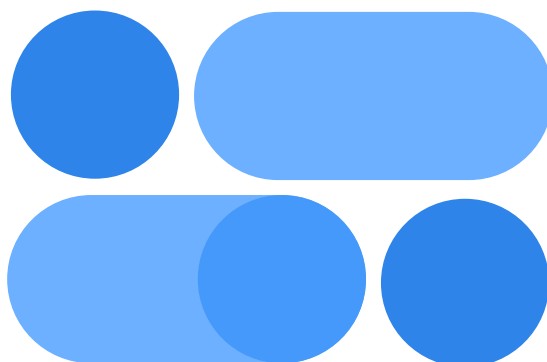
The Modern Recruiting Tech Stack Checklist

Today's talent teams are turning to technology to keep pace with modern recruiting practices. This recruiting technology stack checklist will help you improve your sourcing, engagement, and analysis capabilities with key points of interest to guide you to the right solution.





Whether you are automating manual processes or looking to optimize your tech stack, keep these 11 points in mind.

When partnering with technology vendors




-  **Consolidation:** Are you able to simplify your tech stack to eliminate unnecessary data integrations and complex processes, reducing cost-per-hire?
-  **Workflows:** Are you able to automate processes to deliver a more personalized candidate experience, reducing time-to-fill?
-  **Shared vision:** Are you able to align on product success metrics, while partnering with the customer success team or is it purely transactional?
-  **AI and automation:** What processes and procedures are in place to address bias and mitigate risk?



When discovering talent

-  **Data comprehensiveness:** Are you able to source across many talent pools, data sources, and locations in a central location?
-  **Diversity prioritization:** Can you assess diversity in your talent pool to ensure that priority groups are well represented?
-  **Candidate targetability:** When sourcing, are you able to identify candidates by attributes such as “Stayed with company from series A to D” or “Inspires loyalty”?
-  **Candidate nurture:** Are you able to engage and nurture passive candidates in an automated way?

When uncovering insight

-  **Analytics:** Do you have visibility into team productivity, funnel, and diversity analytics and reporting across channels?
-  **Planning:** Do you have real-time visibility into talent pool details for more strategic meetings with hiring managers and leadership?
-  **Benchmarking:** Do you have visibility into competitive and market intelligence, helping you to refine your talent strategy?

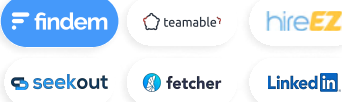
As recruiting has become more strategic to business success, talent leaders are faced with a technology market that has grown in complexity and breadth with new entrants and updates to legacy players.

The Recruiting Tech Stack

Sourcing

Can you source a diverse, qualified candidate pipeline at scale?

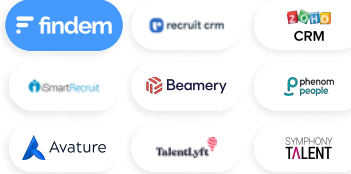
Sourcing



Engagement

Can you nurture your shortlist in a personalized, automated way?

Candidate Relationship Management



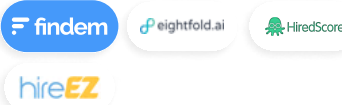
Analysis

Can you analyze every stage of the funnel to inform your recruiting strategy?

Recruitment Analytics



ATS Rediscovery



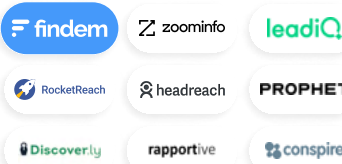
Outreach



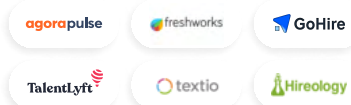
Labor Market Analytics



Contact Finder



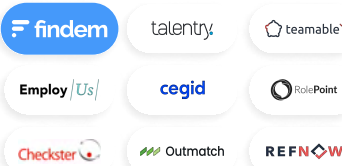
Recruitment Marketing



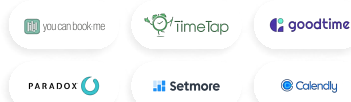
Workforce Planning



Referrals & References



Scheduling



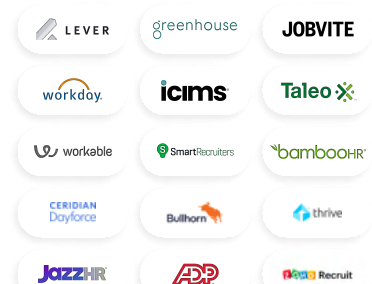
Benchmarks



Job Boards



Post-Applicant Workflow: Applicant Tracking System



For more details on recruiting technology trends, read our [Recruiting Trends Report](#) on how talent leaders plan to recruit and hire in 2022.

About Findem

Findem turbocharges talent acquisition with AI from search to hire.

We help companies source from 750+ million enriched profiles, engage without limits, and close the most interested, exceptional candidates. Talent leaders from Fortune 100 companies to startups are using Findem to massively increase their talent pipeline, raise candidate quality and diversity, and shrink their time to hire by 80%.

To learn more, visit
www.findem.ai



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