Greenhouse Enterprise Product Features

Enterprise Tier: Features & Functionality

The most innovative solution for hiring at scale.

HIGHLIGHTS OF THE ENTERPRISE EDITION OF GREENHOUSE RECRUITING ARE:

Applicant Tracking

Structured Hiring

Hiring Team Collaboration

Multi-Channel Sourcing

Candidate Experience

Core Reports

Workflows for Scale

Power Reporting

Advanced Career Page Configuration

Single Sign On

Developer Toolkit

Business Intelligence Connector

Advanced Anonymization and Privacy

Enhanced Security

Advanced Data Configuration

Automated Task Management

PLUS

+ Mobile App

+ Integration Ecosystem

+ Implementation and Support

Enterprise Product Features

The ENTERPRISE edition includes:

APPLICANT TRACKING

Gives you all the basic machinery that you get in a standard ATS, plus some, so that you can be efficient and focus on the most important parts of hiring:

- Application review
- Candidate management
- Interview scheduling via Google + iCal + Outlook
- Bulk editing for candidates
- Offer creation and management
- EEOC data management
- Robust database search
- Auto-merge duplicate profiles
- Candidate profile and activity feed

STRUCTURED HIRING

Enables you to structure a consistent hiring process where everyone is informed of their role and the next step in the evaluation process:

- Interview planning
- Interview prep kits
- Candidate scorecards
- Customizable role workflows
- Anonymous take home tests

HIRING TEAM COLLABORATION

Allows you to see candidate data in one place, bring your team together by tagging people and sending notifications, and maintain a high degree of control over user access and need-to-know data:

- Granular user permissions
- Private notes and fields
- Candidate packets
- @mentions in public notes, private notes, and scorecards

AUTOMATED TASK MANAGEMENT

Takes the burden off of the recruiting team to remember and inform next steps, so that you know where to take action and things don't slip through the cracks:

- Task tracking
- Configurable alerts
- Notifications for candidate actions
- Dashboard aggregating tasks across roles

MULTI-CHANNEL SOURCING

Gives you the tools to implement a custom, full-scale sourcing strategy for every role that you manage, all from one place:

- Sourcing strategy and channel planning
- Employee referral portal
- Agency portal
- Social media posting
- LinkedIn Cross-Site Awareness
- Job ad creation and distribution
- 3rd-party sourcing integrations
- Sourcing channel quality reports

CANDIDATE EXPERIENCE

Empowers you to create relevant, purposeful, and attractive candidate experiences and measure the outcomes, so you have the levers necessary to build a stronger employer brand:

- Candidate experience survey
- Customizable careers sites
- Structured hiring
- Email templates & timed sends
- Custom job forms

CORE REPORTS

Provides actionable insight into your pipeline health, conversion rates, and more, enabling you to easily diagnose what's happening throughout your hiring operations:

- Core report bundle
- Source quality dashboard
- Milestone reporting

Enterprise Product Features Continued

The ENTERPRISE edition includes:

WORKFLOWS FOR SCALE

Powers your team to support a complex recruiting process, maintain control over privacy and data integrity, and continue to foster collaboration throughout the process:

- Approval workflows
- Granular job admin permissions and custom admin levels to protect processes and privacy
- Bulk job editing
- Tiered office and department data structure
- Interviewer tags
- Offer sections

ADVANCED CAREER PAGE CONFIGURATIONS

Gives you total flexibility to create effective career page experiences for different candidates while keeping the integration mechanics simple on the backend:

- Multiple job posts per job
- Internal-only job board
- Multiple job boards (for multiple brands, etc.)
- Engineering support for fully API-driven careers page integration

SINGLE SIGN ON

Enables your IT department to manage all login credentials in a single location, significantly improving the ease of maintaining user permission requirements:

- Integration with all SAML2 providers including Okta, OneLogin, ADFS, etc.

POWER REPORTING

Gives you robust reporting flexibility and the tools to efficiently get data in front of the people that need it most:

- Save your reports
- Schedule reports to be automatically emailed
- Configure report views
- Connect and integrate your Greenhouse report data with Google sheets

MOBILE APP

This on-the-go companion allows you and your team to continue to perform all of your most critical activities while away from the desk:

- Application review
- Candidate profiles
- Interview scorecards
- Approvals
- Interview prep kits

INTEGRATION ECOSYSTEM

The most innovative recruiting tools integrate with Greenhouse first, and our integrations with hundreds of apps facilitate streamlined hiring even if you're using a variety of tools:

- Integrated with hundreds of 3rd party apps and providers that support hiring
- Developer center

Enterprise Product Features Continued

The ENTERPRISE edition includes:

* ADVANCED DATA CONFIGURATION

Gives you the tools to capture more segmented and detailed data so that your reporting accurately reflects the complexity of your org structure and recruiting process for advanced analysis:

- **Specific custom fields by department and office**
- **Custom rejection fields**
- **Auto-reject**
- **Custom fields for each candidate/role combination**
- **Bulk offer workflows**

* ENHANCED SECURITY

Protects your organization from bad actors and allows you to maintain your internal IT and security practices across all your systems:

- **SMTP relay**
- **Configurable restricted file settings**
- **Configurable session time-outs**
- **Copy emails to a local address**

* ADVANCED ANONYMIZATION AND PRIVACY

Empowers you to be compliant with up-to-date data retention and privacy requirements:

- **Restrict resume sharing**
- **Candidate anonymization API**

* DEVELOPER TOOLKIT

Makes custom development easy and provides a flexible development environment so that you can build your systems and integrations to fit with the way you work:

- **Employee ID sync**
- **Workday-specific tools**
- **Developer sandbox**
- **Custom fields editable by API only**

* BUSINESS INTELLIGENCE CONNECTOR

Makes it easy to visualize how your most important metrics have changed over time, and create the custom reports most impactful to your organization and executives:

- **Structured data tables for BI tool connection**

* ENTERPRISE only

greenhouse

110 5th Avenue, FL 3
New York, NY 10011

(646) 760-9750

sales@greenhouse.io