

# Greenhouse Release Overview

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Greenhouse helps companies make hiring their competitive advantage. The platform's intelligent guidance helps customers define, optimize, and automate all aspects of hiring to win top talent.

Last quarter, we shipped Supplemental Forms, a new feature in Greenhouse Recruiting. We expanded permissions and added more powerful custom fields for Greenhouse Onboarding. We also added reminders to CRM and updated the events app with the Convert Prospects Who Apply feature.



# Winter 2019 Product Additions

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RELEASED THIS QUARTER

## Greenhouse Recruiting

Supplemental Forms

Automated Approval Flows

New Integrations

## Greenhouse CRM

Reminders

## Greenhouse Events App

Convert Prospects Who Apply

## Greenhouse Onboarding

Expanded Permissions

More Powerful Custom Fields



# Winter 2019 Product Additions

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COMING SOON

## Greenhouse Recruiting

Visualizations on Core Reports

Calendly Integration

Making Openings More Useful

GDPR Updates

## Greenhouse CRM

Prospect Posts

## Greenhouse Onboarding

Updates for Managers

Integrate with Workflow Tools



greenhouse

OPEN

# Meet the Talent Makers

Greenhouse OPEN 2019 is returning to New York City June 12–13 at the Jacob Javits Center.

We invite you to join us this year at Greenhouse OPEN, as we celebrate the Talent Makers — the people on all sides of the hiring process who have figured out how great hiring drives business growth.

Registration is live for Greenhouse OPEN 2019. To see the agenda and learn more, click the link below.

*Secure your spot now* [▶](#)

# 19



# We Built Greenhouse to Solve the Deeper Problem

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## Greenhouse Principles

- Continuous improvement towards best practices
- Improve candidate, new hire, and hiring manager experience
- Flexibility to support a wide range of companies
- Measure, iterate, and improve every part of your hiring process
- Enable the Ecosystem



# Greenhouse Recruiting

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Greenhouse Recruiting is the leading talent acquisition suite and the only ATS that delivers the solution that makes hiring your competitive advantage

*Learn more about Greenhouse Recruiting* [>](#)



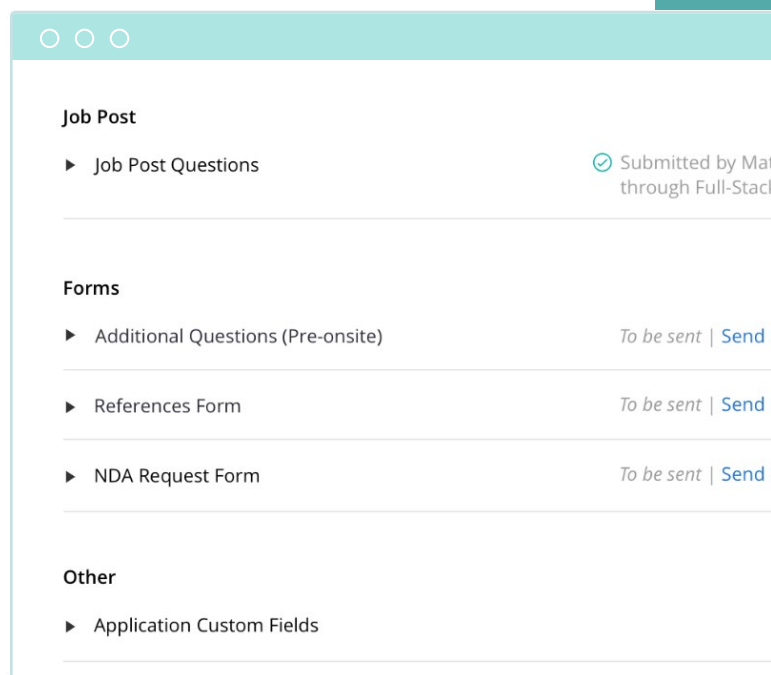
GREENHOUSE RECRUITING

# Supplemental Forms



In some cases, you may need to collect additional information, like a secondary application or a travel form, from candidates after the initial application. Supplemental Forms allows you to collect candidate data as needed throughout the interview process.

- Configurable forms can be added to any job to surface new questions to candidates
- Check the form status on the application, and trigger a send to the applicant
- Candidates receive an email and link to fill out the form, and can easily complete on desktop or mobile



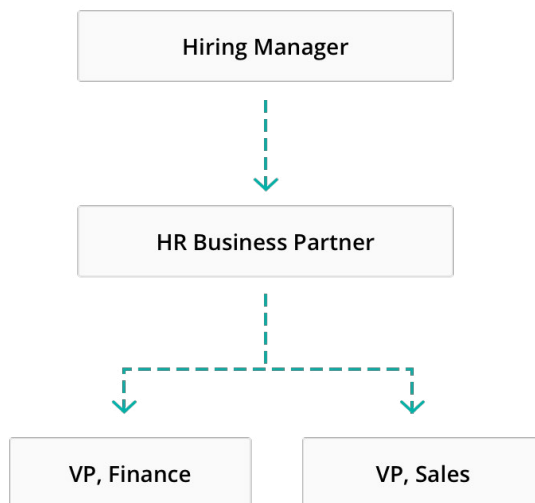
*Learn more about Supplemental Forms* [>](#)

GREENHOUSE RECRUITING

# Automated Approval Flows

For some companies, many approval flows are dependent upon the org chart, and require the appropriate HRBP, Hiring Manager and Finance team member to be looped in. At Greenhouse Recruiting, we want to give organizations the flexibility to programatically add or remove approval steps for any job.

Automated Approval Flows allow organizations to create and update job and offer approval flows to build deeper integrations with HRIS systems, calculate the approvers in their outside system and push the right approvers into every flow.



*Learn more about Automated Approval Flows* [>](#)





COMING SOON

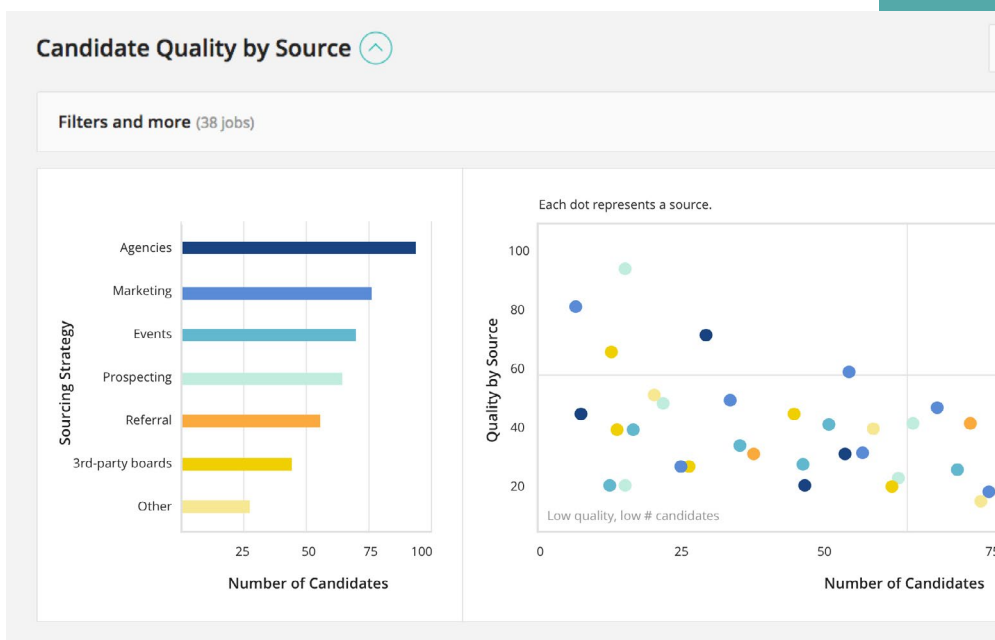
## GREENHOUSE RECRUITING

# Visualizations on Core Reports

When you want to tell a story about your talent acquisition efforts – whether it’s team activity, source quality or pipeline health – reports can be very helpful. But you know what they say about pictures and words...

Visualizations are coming to Greenhouse Recruiting Reports to help you tell your stories in the best possible way. Filter, save and share beautiful reports and visuals with executives and other stakeholders to tell the best possible story.

We’ll be rolling out charts for our reports in batches, starting with the most popular and requested: Candidate Quality by Source, Pipeline History and Pass Through Rates, Pipeline Snapshots, and many of the trend reports.



COMING SOON

## GREENHOUSE RECRUITING

# Calendly Integration

Interviewing at the top of the funnel takes a lot of time, from speaking with each early stage candidate to scheduling each interview and finding the right time.

Coming soon we will integrate with Calendly, a best-in-class scheduling tool that enhances the candidate experience and allows candidates to self-schedule 1:1 interviews, saving you time and resources.



**Phone Call with Ashley** Times are in [Eastern Time - US & Canada](#) ▾

Select from this calendar to set up a phone call to get to know each other! I'll give you a call at your selected time.

I'll Call You

**Select a Day**

**- TODAY -**

**Mon** Nov 27

**Tue** Nov 28  
unavailable

**Wed** Nov 29  
unavailable

**Thu** Nov 30

**Fri** Dec 1

**Mon** Dec 4

**Tue** Dec 5



COMING SOON


## GREENHOUSE RECRUITING

# Making Openings More Useful

Selectively manage individual openings to guarantee accurate reporting.

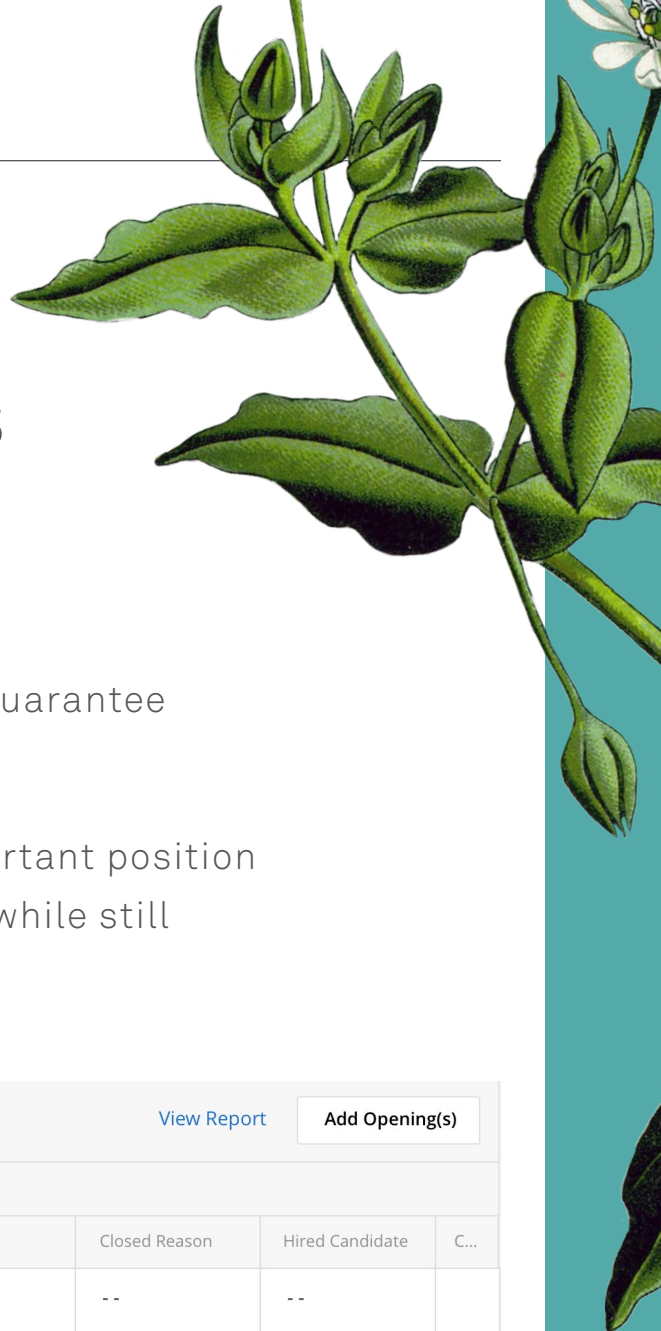
Add more data on Openings to capture important position details, making it easier to map to an HRIS while still leveraging a unified job pipeline.

Req ID & Openings [View Report](#) [Add Opening\(s\)](#)

Req ID 65 

Opening ID	Status	Open Date	Target Start Date	Close Date	Closed Reason	Hired Candidate	C...
65-1	● Open	11/20/18	2/20/19	--	--	--	
65-2	● Open	11/20/18	2/20/19	--	--	--	
65-4	● Open	11/20/18	2/20/19	--	--	--	
65-5	● Open	11/20/18	2/20/19	--	--	--	
65-3	● Closed	11/20/18	2/20/19	05/01/18	Hire - Backfill	John Snow	
65-6	● Closed	02/20/18	05/20/18	04/28/18	Hire - New Hi...	Michelle Cho	

^ Hide Closed Openings



COMING SOON

# GREENHOUSE RECRUITING GDPR Updates

We are updating our GDPR features with two important enhancements:

- Office-specific data retention periods to give you even more control over your data and comply with local regulations without losing important information
- Automated candidate consent extension to easily collect candidate consent to retain their data before the retention period has lapsed



The screenshot displays two configuration panels. The top panel, titled "Email to Candidate", includes a "From" dropdown set to "no-reply@greenhouse.io", a "Subject" field with "Candidate Consent Extension", and a "Body" editor. The body editor contains a rich text editor with a toolbar and a preview of an email body. The email body text includes a greeting "Hi {{CANDIDATE\_FIRST\_NAME}}", a paragraph explaining the update to the General Data Privacy Regulation, and a statement that data is scheduled for removal on a specific date. To the right of the editor is a list of "Available Tokens" such as {{INTERVIEW\_SCHEDULE}}, {{JOB\_NAME}}, and {{CANDIDATE\_DELETION\_DATE}}.

The bottom panel, titled "Form", shows a "Form Name" field set to "GDPR Candidate Data Retention". Below this is a "Build your form" section with a list of form elements: "The data we collect", a statement "Lorem ipsum dolor sit amet, consectetur adipiscing elit. Vestibulum pretium sapien sit amet interdum varius. Aliquam eget dictum nisi. Pellentesque mattis dui mauris, sed laoreet nisl blandit a. Morbi fringilla, tortor...", and a question "Can we keep your data for another 365 days? (required)". At the bottom, there is an "Add:" section with buttons for "Question", "Section Title", and "Statement".



## GREENHOUSE RECRUITING

# New Integrations

This last quarter we added 27 partners, surpassing 250 partners that build our customer-centric ecosystem – the largest partner ecosystem for a talent acquisition suite in the market.

Much more is coming in 2019!

### BACKGROUND CHECKS

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Canadian-based background checks

### EMPLOYER BRANDING

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Employer and job page branding services



Custom job board and integration solutions

### VIDEO INTERVIEWING

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Create video interviews and invite candidates to record their answers at their own convenience

### RECRUITMENT OPTIMIZATION & ANALYTICS

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Automatically updates outdated CRM data



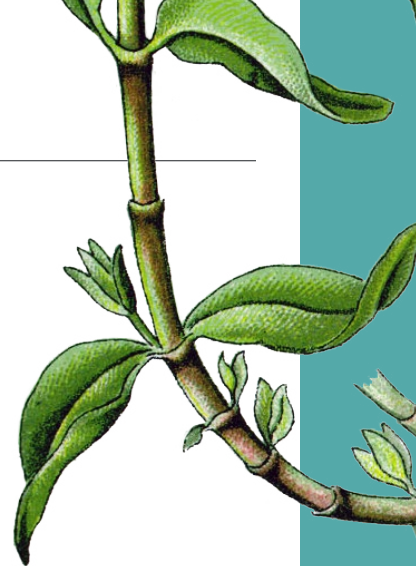
Automates top of the funnel review by shortlisting best fit candidates



Uses artificial intelligence to automate candidate matching, increase diversity, reduce time to fill jobs and analyze the social web



Keeps candidate data up to date and complete automatically



RECRUITMENT OPTIMIZATION & ANALYTICS

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**TRUSTCRUIT**

Automatically collects feedback from candidates through surveys

**TurboHire**

Summarizes candidate resumes to highlight skilled candidates

TESTING

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Offers a wide range of innovative psychometric assessments - personality, motivations, cognitive abilities and specific skills

**correlation.one**

Evaluates 50+ data science and analytics skills, including Statistics, ML, SQL, Python and many more

**CSPA**

COMPUTER SCIENCE PROFICIENCY ASSESSMENT

Free tests for software engineer candidates

**humantelligence**

Culture Analytics and AI for hiring, increased engagement, lower retention and optimal performance



Provides AI-powered blind candidate screening to power diversity hiring



Tests technical talent using an automated Interview Simulator

SCHEDULING

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Accelerates the hiring process with a suite of scheduling tools

SOCIAL

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Real-time communication platform for businesses

SOURCING

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Takes the job offer directly to candidates on the channels they use most



Where University Recruiters source, engage and hire top, diverse college engineering talent



Modern recruiting outreach with powerful email automation, analytics and contact data



Automatically sources and screens applicants according to your custom qualifications, while optimizing job advertising spend across all sources

## PRODUCT FEATURE SHEET

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### PRODUCTIVITY & COLLABORATION

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A new type of document that blends the best of docs, sheets and data from Greenhouse



Helps you connect and automate the apps you use to hire, so you can spend more time on human work

### JOB ADVERTISING

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Access and manage job distribution from a single platform to let you spend more time on meaningful work and less time on manual, repetitive tasks



Provides users with a one stop shop or an all in one platform designed for Recruitment Marketing Automation

### JOB BOARDS

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Accelerates the hiring process with a suite of scheduling tools

Follow our growing list of integration partnerships at <https://www.greenhouse.io/partners>.



# Greenhouse CRM

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Paired with Greenhouse Recruiting,  
Greenhouse CRM gives you the tools to build  
strategic relationships at scale and measure  
the outcomes of your efforts

*Learn more about Greenhouse CRM* [▶](#)



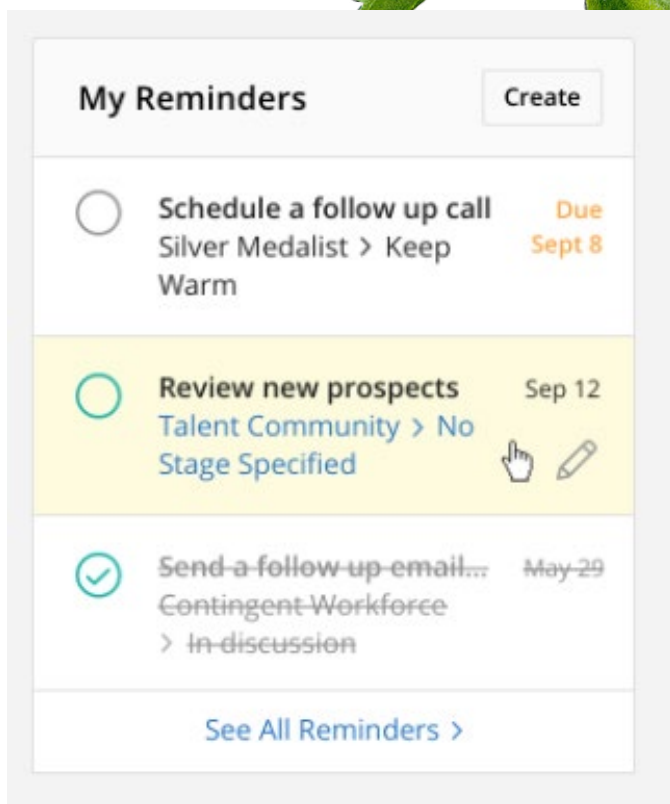


GREENHOUSE CRM

# Reminders

Customers managing large numbers of prospects and multiple prospect processes need a scalable way to remind themselves of next steps and when to take action.

With Greenhouse CRM Reminders, you can set reminders on pools and stages to better manage and organize prospecting tasks. These reminders help users stay proactive by alerting them when the next round of emails should be sent or when it's time to re-engage with a specific group.



[Learn more about CRM Reminders](#)

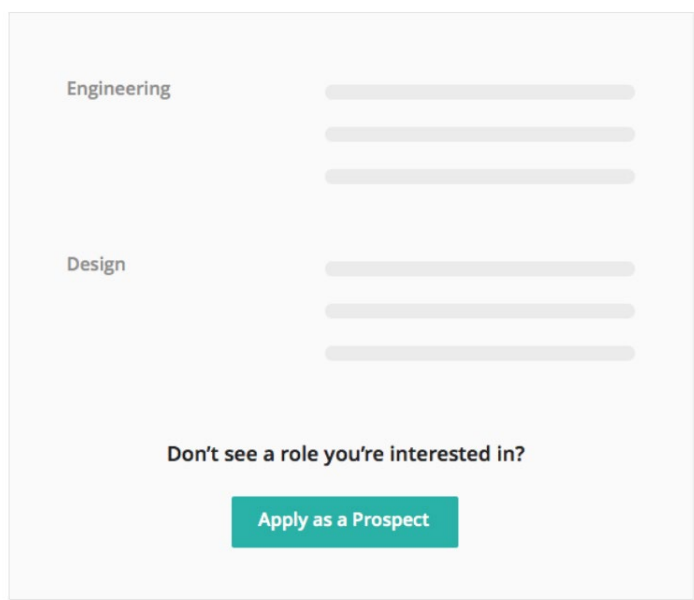
COMING SOON

## GREENHOUSE CRM

# Prospect Posts

Career sites often have an open role called “General Interest” or “Don’t see what you’re looking for?” so that passive candidates can apply. These jobs mess with reporting and create a lot of manual work to convert these applications to prospects, get them into CRM and build a relationship over time.

With Prospect Posts, users can create general interest “job posts” where prospects can “apply” and express interest in the company. These prospects are then added to a relevant Pool & Stage so companies can build and nurture healthy pipelines of passive candidates who have opted in.



# Events App

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The Greenhouse Events App allows you to easily collect and manage prospect data while you are at events so that you can focus on the person, not the resume.

Easily collect resumes and candidate information at recruiting events in an organized way that tees it up for effective engagement.

*Learn more about the Events App* [>](#)



GREENHOUSE EVENTS APP

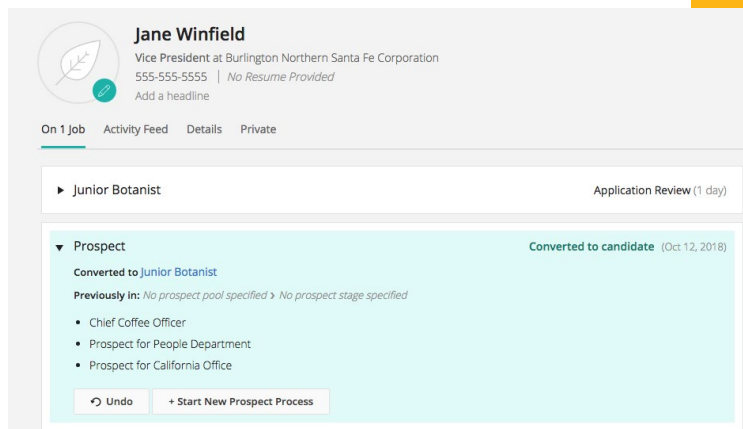
# Convert Prospects Who Apply

When planning events, money is often wasted going to the same events just “because you’ve always gone there,” without clear visibility to measure the success of an event.

If recruiting teams were better able to report on which events yielded the best candidates and the most conversions, it would be easier to make decisions and consistently spend time and money in the right places.

Introducing the Convert Prospects Who Apply feature:

- When someone submits their information through the Events App, they enter Greenhouse as a prospect
- When the same event prospect submits an application to a job post, the status is updated to candidate
- These connected profiles will help customers accurately report on event conversions and the quality of prospects met at events



Learn more about Convert Prospects Who Apply 



# Greenhouse Onboarding

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Paired with Greenhouse Recruiting, Greenhouse Onboarding allows you to build a new hire experience that begins the moment you extend an offer, providing a consistent transition from offer letter to integrated team member

*Learn more about Greenhouse Onboarding* [>](#)



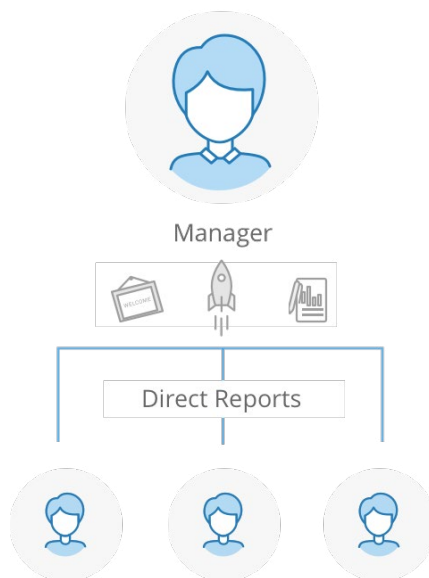
## GREENHOUSE ONBOARDING

# Expanded Permissions

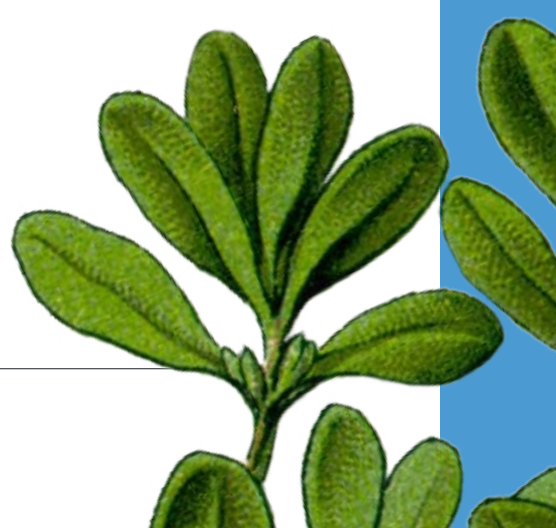
Onboarding isn't just a company-wide activity, departments also have specific needs and workflows for their new hires. In addition, the HR team can't always be responsible for the success of a new hire's onboarding, but a new hire's manager will be.

To give managers more autonomy in the onboarding process, we'll introduce permissions that empower managers to build out an onboarding plan and monitor tasks assigned only for their new hire's onboarding. For example:

- Managers can build out onboarding tasks for a specific department, location, employment status or other criteria
- Managers can monitor tasks once they've been assigned and view or edit specific fields on the employee's profile



[Learn more about expanded permissions](#) >

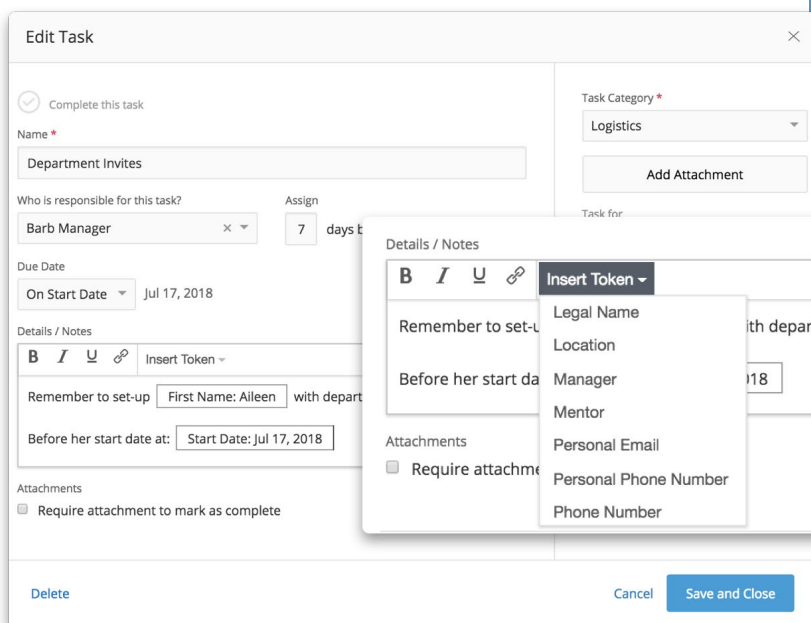


GREENHOUSE ONBOARDING

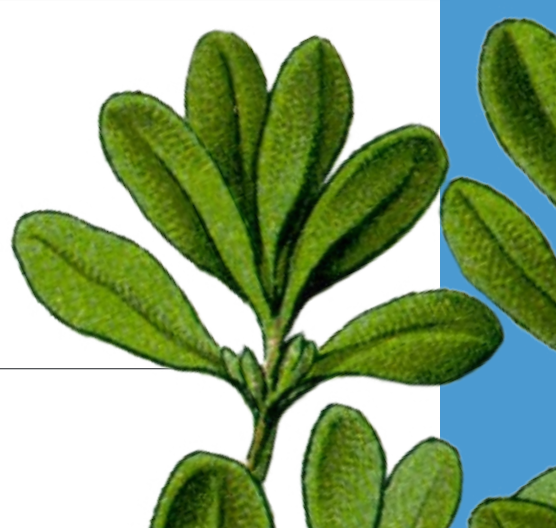
# More Powerful Custom Fields

Create customized Onboarding Plans for new hires, based on their department, location, employment status or other criteria. Save time by using tokens to pull custom field values for a new hire into a task.

- Share more context with task owners, by using custom field Tokens in tasks to pull in important new hire information
- Apply rules to Custom Fields, to control which type of employee will fill out which field (i.e. Only Engineers can choose their type of computer, so you'd set a rule for Engineering on the custom field Computer Preference)



Learn more about more powerful custom fields [▶](#)



COMING SOON

## GREENHOUSE ONBOARDING

# Updates for Managers

Managers can build out onboarding tasks for a specific department, location, employment status or other criteria.

Additionally managers can monitor tasks once they've been assigned and view or edit specific fields on the employee's profile. Fill out information for new hires before they start by using the updated manager form.

The screenshot displays the Greenhouse Onboarding interface. The main content area is titled 'Permissions > Manager Additional Access' and 'Manager Additional Access'. It includes a table for 'Field Permissions' with columns for 'Field', 'Can Edit for Direct Reports', and 'Can View for Direct Reports'. The table lists various fields such as 'About', 'Address', 'Birthday', 'Computer ID', 'Computer Model', 'Date of Termination', 'Department', 'Desk Location', 'Dream Vacation Spot', 'Email', and 'Emergency Contact'. The 'Desk Location' field is checked for both edit and view permissions.

Overlaid on the bottom right is a task list for a new hire named 'Veronica New Hire'. The task list shows 22 tasks, with the first two visible:

Name	Task Category	Assigned	Due	Response
Read the core company documents	Know the Company	Nov 2, 2018	Nov 9, 2018	Veronic
Send a welcome message to the new hire	Build Relationships	Nov 2, 2018	Nov 9, 2018	



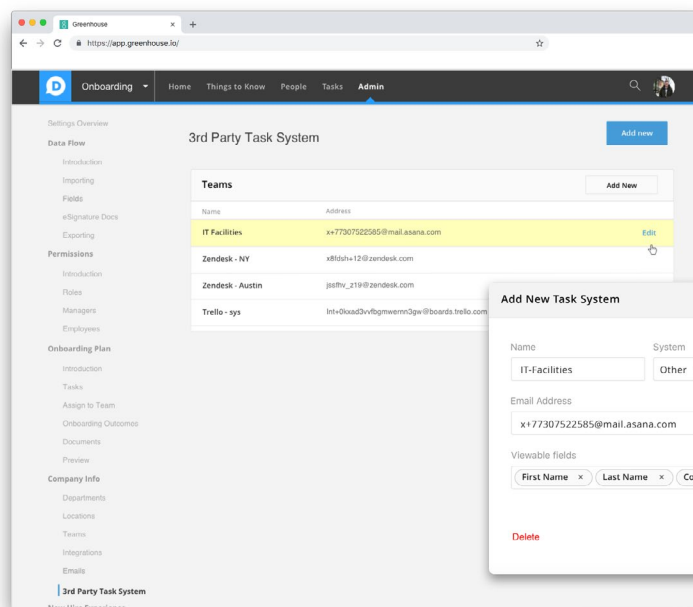
COMING SOON

## GREENHOUSE ONBOARDING

# Integrate with Workflow Tools

Let your IT and Facilities teams continue to manage their tasks in their own systems, like Zendesk or JIRA, by using Greenhouse Onboarding 3rd Party Tasks Systems.

- Tasks assigned to a 3rd Party Task System will send a one time task notification to the email address connected to the system
- The email notification will create a task in that 3rd party system (like when we email itsupport@greenhouse.io)
- The subject of the task will always be unique, and only one reminder will be sent



# We value your feedback

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We are always looking to work with companies to gain feedback to guide our roadmap and future releases. To get more involved in the Greenhouse development process:

- Subscribe or “Follow” **Greenhouse Release Notes** in the Help Center [>](#)
- Join the **Greenhouse Ivy League** advocacy program [>](#)

