

Greenhouse Recruiting

Essential features and functionality

A complete recruiting system designed with your growth in mind

Features at a glance

Applicant tracking

Manage roles and candidates

Structured hiring

Make better hiring decisions

Hiring team collaboration

Keep everyone in the loop

Automated task management

Keep the entire process moving

Multi-channel sourcing

Create a targeted sourcing plan

Candidate experience

Create a enjoyable and equitable process

Core reports

Use data to continuously improve

CRM Essential

Organize your talent database

Mobile app

Perform hiring activities on the go

Advanced anonymization and privacy

Stay compliant with up-to-date requirements

Event management

Collect resumes and candidate data at events in person

Integration ecosystem

Integrate with 300+ third-party apps and providers that support hiring

Implementation and support

Continuous guidance you can rely on

Recruiting

Job dashboard Sourcing Candidates Approvals Reports Job setup

Applications over time

3 months



Candidate source breakdown & quality

3 months

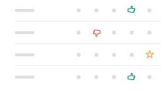


Scorecard



Jacqueline Murphy

Soft skills



Key takeaways

Concisions, pros, cons, etc.

My main takeaway was that the candidate was sharp, visionary and gracious. They would be a fantastic addition to the larger creative team, perhaps even leadership.

Status

Scheduling in-person interview

Scheduling in-person interview

Security and performance

Operate reliably across your system

Diversity, equity and inclusion feature set

Build and scale fair hiring practices

Greenhouse Recruiting

Essential features and functionality

Applicant tracking

An industry-leading core ATS so that you can be efficient and focus on the most important parts of hiring:

- Application review
- Candidate management
- Interview scheduling via Google, iCal and 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

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
- Hidden candidate source
- Tag scorecard attributes to scorecard interview questions
- Visual candidate pipeline
- Customizable role workflows
- DE&I nudges
- Interviewer experience and job boards translated into multiple languages
- Visualize scorecard attributes across interviews and stages

Hiring team collaboration

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 information:

- Granular user permissions
- Private notes and fields
- Candidate packets
- Job kickoff form
- @mentions in public notes, private notes and scorecards
- New scorecard notifications

Automated task management

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

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

Essential features and functionality (continued)

Candidate experience

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 career sites
- Email templates and timed sends

Multi-channel sourcing

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 Recruiter System Connect
- Job ad creation and distribution
- Third-party sourcing integrations
- Sourcing channel quality reports
- Job Ad Market (1,000+ job boards)

Core reports and dashboards

Robust reporting flexibility and the tools and dashboards to efficiently get the data in front of the people who need it:

- Core report bundle
- Core dashboards for easy viewing
- Milestones
- Insight and trend visualizations

CRM Essential

Organize your entire talent database into easy-to-search custom pools, set prospects up for outreach and get visibility into your engagement pipeline.

- Create prospects
- Talent pools
- Talent finder
- Prospecting Chrome plugin
- Lifecycle view

Event management

Efficiently collect resumes and candidate data at in-person events in an organized way. Easily prepare for scaled outreach and communication. One event is included in Greenhouse Recruiting Essential.

- In-person resume and form collection via iPad app
- Auto-import prospects into talent database
- Perform full text search on resumes
- Bulk classify prospects into pools
- Use customizable tags
- Auto-send follow-up emails
- Purchase time-boxed event licenses in Greenhouse Recruiting for quick setup

Essential features and functionality (continued)

Diversity, equity and inclusion feature set

Implement a custom, full-scale sourcing strategy for every role that you manage, all from one place:

- Candidate name pronunciation
- Personal pronouns
- Company initiative for DE&I

Mobile app

Perform all of your most critical activities while on the go:

- Application review
- Candidate profiles
- Interview scorecards
- 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 300+ third-party apps and providers that support hiring
- Developer center

Advanced anonymization and privacy

Be compliant and empowered with up-to-date data retention and privacy requirements:

- Restrict resume sharing
- Candidate anonymization API

Security and performance

Operate reliably across your system:

- Target SLA of 99.5% uptime for the Greenhouse Recruiting application, and 99.9% for job boards hosted by Greenhouse
- SOC 2 and ISO 27001 certified
- GDPR compliance
- EU privacy shield
- SMTP relay
- PCI compliance level 4