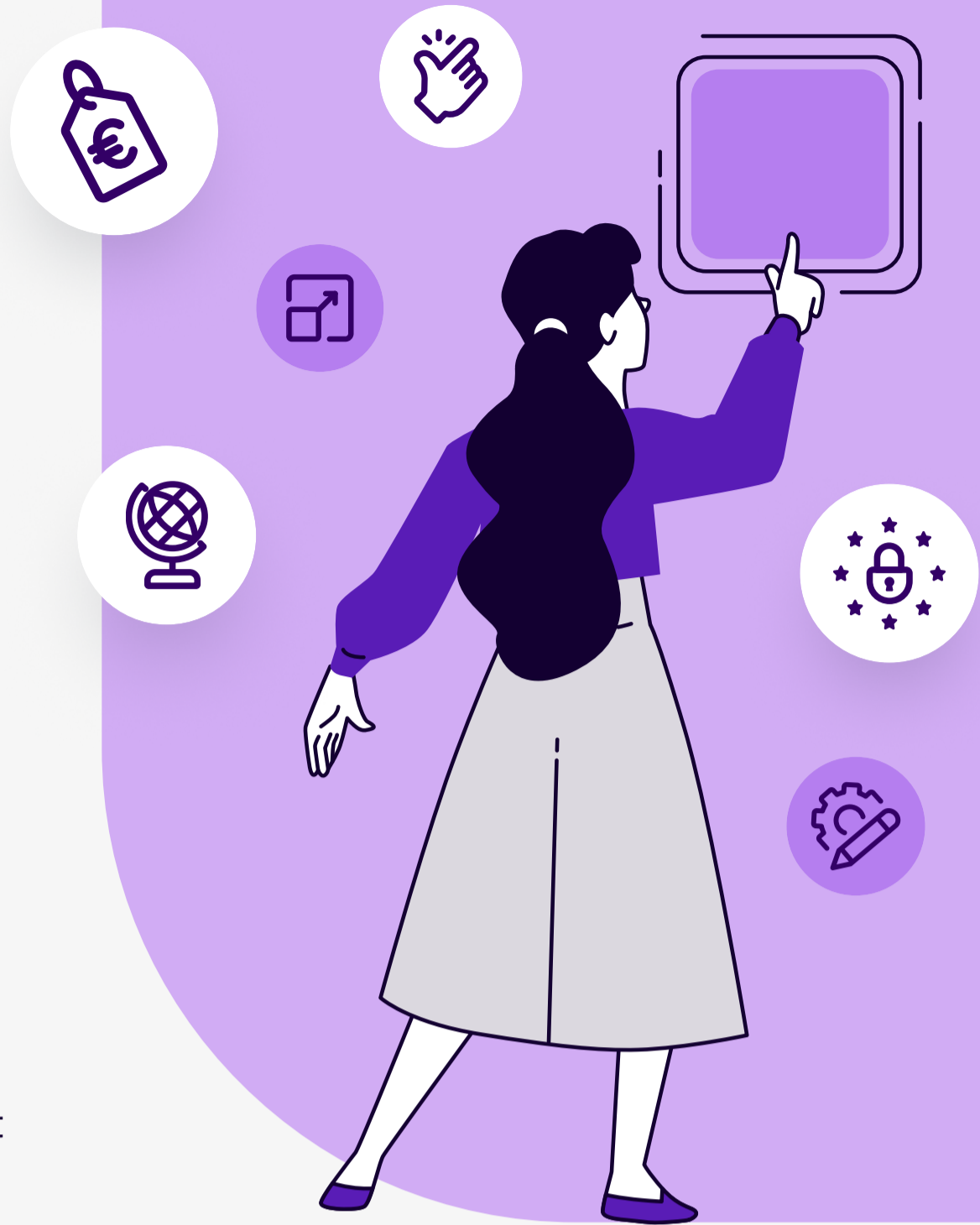


Choosing the right ATS: key factors to consider

Choosing the right applicant tracking system starts with understanding what your hiring looks like today — and where it’s heading.

The factors below help you evaluate both your internal needs, such as hiring volume, workflow complexity, and team structure, and the external capabilities you’ll need from an ATS, including customization, integrations, compliance, and scalability.

Use this list to assess whether an ATS can support your hiring processes now and adapt as they become more complex:



Hiring needs & volume

Is your hiring simple (single recruiter, linear workflow) or complex (multi-team, multi-step, multi-stakeholder)? How many roles do you hire per month, and where do you expect your hiring volume to be in the next 12–18 months?



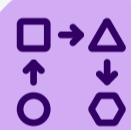
Geographic scope

Do you hire in one country or across multiple regions with varying workflows, languages, and compliance requirements?



Customization needs

How much flexibility do you need across pipelines, automations, templates, and evaluation workflows — and how well can the ATS adapt to your specific processes?



Workflow complexity

Does the ATS support the sophistication of your pipelines, interview processes, stakeholder involvement, and decision workflows?



Automation depth

Does the ATS offer basic stage-based triggers or more advanced rule-based and condition-based automations?



Reporting & analytics

Does the ATS provide basic reports or real-time dashboards, deeper insights, and custom reporting?



Scalability

Can the ATS support you as your hiring volume increases and your processes mature?



Integrations

Is the ATS compatible with your HRIS, job boards, email, calendar, communication tools, and the rest of your tech stack?



Collaboration tools

How does the ATS support collaboration, task assignment, feedback sharing, and visibility across hiring managers and interviewers?



Localized support & compliance

How well does the ATS support GDPR, regional labor laws, data storage requirements, and market-specific hiring needs?



Ease of use & implementation speed

How quickly can your team adopt the ATS and start using it with minimal training?



Budget & pricing model

How will costs scale based on hiring volume, feature requirements, or number of users?