

Greenhouse alternatives



Greenhouse

Core functionality	Who is it ideal for?	Free trial	Pricing	Pros	Cons
Standalone ATS that integrates with HRIS	Global enterprises with complex hiring needs	No	Not publicly available	<ul style="list-style-type: none">▪ Robust ATS supporting high-volume recruiting▪ Highly customizable workflows▪ Vast number of integrations available	<ul style="list-style-type: none">▪ Doesn't offer a separate HR tool for teams that want to unify hiring and HR in an all-in-one solution from the same vendor▪ Complex implementation▪ Costly

Telltent Recruitee

Core functionality	Who is it ideal for?	Free trial	Pricing	Pros	Cons
Standalone ATS that integrates with all leading HRIS. You can use its modular HRIS, Tellent HR	Mid-to-large companies in DACH, Benelux, and France with localized hiring needs	18-day free trial available	Tiered pricing with the base plan starts at €301 per month	<ul style="list-style-type: none">▪ Robust talent acquisition features▪ Powerful automation, reporting, and customization▪ Easy to use▪ Fast implementation▪ Proactive customer support	<ul style="list-style-type: none">▪ Built primarily for in-house recruiting teams; agency workflows require a separate add-on (Agency Hub)▪ May be limiting for large enterprises that need advanced configuration, governance, and permission controls

Personio Recruiting

Core functionality	Who is it ideal for?	Free trial	Pricing	Pros	Cons
HR suite, Personio's basic ATS module	SMBs in Europe with simple hiring needs, already using Personio as their HRIS	14-day free trial available	Not publicly available	<ul style="list-style-type: none">▪ Easy to use▪ Fast implementation (6-8 weeks)▪ Proactive customer support	<ul style="list-style-type: none">▪ Basic recruiting features▪ Limited customization, reporting, and automation features▪ Customer support access limited to support access to admins only

Workable

Core functionality	Who is it ideal for?	Free trial	Pricing	Pros	Cons
HR and hiring platform	Startups and small businesses with low hiring needs	15-day free trial	Tiered plans with the base plan starting at \$299 per month	<ul style="list-style-type: none">▪ User-friendly interface▪ Unified HR tasks and hiring workflows	<ul style="list-style-type: none">▪ Limited reporting and analytics

BambooHR

Core functionality	Who is it ideal for?	Free trial	Pricing	Pros	Cons
Primarily an HRIS with built-in ATS functionality	BambooHR users looking for integrated recruiting features to manage their simple hiring needs	7-day free trial	Custom pricing, starting from \$10 USD per month per employee	<ul style="list-style-type: none"> Unified hiring and HR processes 	<ul style="list-style-type: none"> Basic recruiting features with limited reporting

Lever

Core functionality	Who is it ideal for?	Free trial	Pricing	Pros	Cons
Standalone ATS	Mid-market, scaling companies	No	Not publicly available	<ul style="list-style-type: none"> Easy to use Easy to set up workflow automations 	<ul style="list-style-type: none"> Basic workflow automations No integrated pre-onboarding and onboarding capabilities

Jobvite

Core functionality	Who is it ideal for?	Free trial	Pricing	Pros	Cons
Standalone ATS	Mid-market organizations and enterprise	No	Not publicly available	<ul style="list-style-type: none"> Highly customizable Advanced automations 	<ul style="list-style-type: none"> Steep learning curve Long implementation time

BreezyHR

Core functionality	Who is it ideal for?	Free trial	Pricing	Pros	Cons
Standalone ATS with a separate performance management module available	Startups and SMBs with simple hiring needs	No	Tiered pricing with a basic free plan and base plan starting at \$157 per month	<ul style="list-style-type: none"> Easy to use Quick and simple implementation 	<ul style="list-style-type: none"> Limited reporting with limited customization Expensive as costs of advanced features and add-ons stack up

SmartRecruiters

Core functionality	Who is it ideal for?	Free trial	Pricing	Pros	Cons
Standalone ATS with CRM, analytics, and onboarding modules available	Enterprises based in the United States and Europe, having complex hiring workflows	No	Custom quotes with base plan starting at around €15K/year	<ul style="list-style-type: none"> Support for multi-region hiring Highly customizable. 	<ul style="list-style-type: none"> Steep learning curve Complex implementation

JazzHR

Core functionality	Who is it ideal for?	Free trial	Pricing	Pros	Cons
Standalone ATS	Small businesses with basic hiring needs	No	Tiered plans starting at \$75 per month	<ul style="list-style-type: none"> Easy to use Accessible pricing for startups 	<ul style="list-style-type: none"> Not scalable for growing teams No mobile app

Rippling Recruiting

Core functionality	Who is it ideal for?	Free trial	Pricing	Pros	Cons
ATS module within the workforce platform, Rippling	US-based companies of any size already using Rippling and looking to streamline basic hiring within their HR processes	No	Not publicly available	<ul style="list-style-type: none">Hiring unified with HR, IT, and finance in one systemEasy to use	<ul style="list-style-type: none">Basic recruiting featuresLimited customization

Deel Talent

Core functionality	Who is it ideal for?	Free trial	Pricing	Pros	Cons
Primarily a global payroll provider with basic recruiting features	Companies hiring globally, looking to manage global payroll, compliance, and basic hiring in one platform	No	Not publicly available	<ul style="list-style-type: none">Strong payroll compliance supportEasy to useNetwork of recruitment partners you can tap into	<ul style="list-style-type: none">Recruiting module is still relatively newBasic capabilitiesKey features available as add-ons