Avature ATS
The next-generation ATS that redefines user experience and recruiting service delivery across the enterprise

Avature ATS enables global organizations to go beyond the constraints of legacy ATS by combining modern web technology with powerful customization and advanced analytics to make strategic HR possible.

This highly configurable applicant tracking system allows you to easily map your unique recruitment processes to different geographies and lines of business without worrying about technology restrictions. Avature’s sophisticated menu-driven configurations significantly reduce implementation
time and enable system administrators to maintain and optimize your solution over time. This flexibility empowers innovation and creativity and also reduces the risk and pressure of the implementation process: if you didn’t get it 100% right at first or if circumstances changed, you can adjust your configurations while in production mode.

Also, Avature’s high frequency non-disruptive upgrades provide a steady flow of new functionality for your HR organization to work with, ensuring that you remain on the technology vanguard.

And yes, Avature ATS can be seamlessly connected to Avature CRM for state-of-the-art candidate engagement, and to Avature Hiring Manager and Agency Management solutions for superior service delivery.

Redefining the experience for candidates, recruiters and hiring managers

The Candidate Experience

Avature ATS leaves behind poor usability and rigid application processes imposed by legacy systems. With Avature, you have the power to deliver a modern online experience that boosts candidate engagement and maximizes applicant conversion while allowing you to collect the data you need, the way you need it.

• Fully leverage your employer brand by customizing the look & feel and content of your career sites, assessment forms and emails
• Choose the number of steps and fields for an agile application and assessment
• Design different processes — even different career sites — for particular job types, regions or lines of business, and tailor the experience for each audience
• Enable optional account creation for candidates at any stage of the application process
• Allow candidates to apply with social media credentials
• Re-engage job seekers with job search agents based on their preferences
• Boost job visibility and maximize viral distribution by embedding your career site in your Facebook company page

• Benefit from a responsive design approach to provide an optimized experience for all screen resolutions: desktop, tablet and mobile
• Streamline the process for mobile applicants: reduce or simplify steps and allow optional resume upload from Google Drive or Dropbox
• Deliver your content in multiple languages

Avature brings consumer web technology to your career site
• Advanced SEO
• HTML5
• Geo-coding
• Fast rendering
• Live input validation
The Recruiter Experience

Avature gives recruiters what they need to keep up with the thousands of applicants in their pipeline. With Avature ATS, recruiters can:

- Run fast Google-like searches and build sophisticated lists to segment candidates based on tags, skills, location radius, keywords (using Boolean operators), workflow statuses or any other element of your customized data model
- Choose the information they want to see — including resumes — to review and compare candidates at a glance
- Perform massive actions on any group of candidates, such as sending emails or SMS messages, tagging and updating workflow statuses
unnecessary pop-up windows. By updating individual portions of the screen as the recruiter performs different actions (for example, in-line editing), the system delivers a fast user experience.

The Hiring Manager Experience

Combine Avature ATS with our Hiring Manager Solution to provide an outstanding recruiting service delivery and enable real-time collaboration.

Recruiters can finally provide hiring managers with all the information they need in one place: the Hiring Manager Site. Using this easy-to-use, fully customizable and mobile-optimized site, hiring managers can:

• Share or download key candidate data for meetings with hiring managers
• Generate a link that can feed relevant data into a spreadsheet and keep it updated
• Access relevant information from their personalized dashboard to gain a real-time understanding of their workload, pending tasks, KPIs and hiring goals

When on-the-go, Recruiter can use the Avature Recruiter Mobile App to complete actions while offline and sync with the system the next time they connect to the Internet.

In alignment with cutting-edge applications such as Facebook and Google Docs, Avature’s lightweight architecture avoids slow full-page refreshes and
• Review candidates and provide feedback
• Coordinate and manage interview schedules
• Review and approve jobs and offers
• Submit a vacancy using a Job Template Library

Hiring Managers can use the Avature Hiring Manager Mobile App to offline keep track of requisitions, see candidates’ information, add notes, send emails, make calls and move candidates through the process.

To encourage system adoption and speed of response, tasks can also be performed via email. Hiring managers can respond to system-generated email notifications and, for example, move a candidate through the process by simply typing “accepted”.

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Key Solution Attributes

Job Approval

Avature’s approval mechanisms adapt to the most complex business needs. They can be:

- Sequential or parallel
- Unanimous, by majority or first response
- Dependent on multiple conditions and preconditions
- Built on sophisticated automatic actions
- Specific to a department, region or level
- Delivered via hiring manager sites and/or emails
Job Distribution

With Avature, you can easily post or schedule job postings on job boards, distributors and social networks - including Monster, CareerBuilder, Twitter, LinkedIn, Facebook, Seek, Weibo, eQuest and Broadbean, among others.

Offer Management

Using Avature, you can create, manage and deliver customized offer letter templates according to job type, department, business unit and/or region, among other criteria. You can also set up an internal offer approval process and enable managers to access offer letters and easily submit feedback from any device.

When a job offer is extended, candidates can e-sign the offer letter or download it, sign it and then upload it back into Avature.
Interview Scheduling

Avature ATS allows you to take interview scheduling to the next level with online calendars that integrate with your recruiting workflows. Send Google Calendar and Outlook-compatible interview invitations, and let candidates choose their most convenient time in a customized, fully branded site. Avature’s scheduling tool allows you to manage confirmations and cancellations to facilitate interview re-assignment and re-scheduling, which are essential for high-volume schedule management.
Screening & Assessment

Recruiters and managers can easily combine forms, conditional fields and automatic workflow actions to create a powerful screening and assessment process. They can use knock-out questions to establish basic eligibility, and then filter and perform searches based on skills, certifications and experience.
Analytics & Interactive Dashboards

Avature ATS’s built-in reports provide real-time metrics with filtering, drill-downs to sub-reports, and exports to Excel through web services. They include:

- Career site metrics
- Source analysis
- Pipeline metrics
- Job workflow history
- Time-to-fill
- Cost per hire
- Recruiter productivity
- Hiring manager activity

In addition to standard ATS reports, Avature’s reporting framework allows you to create multiple custom reports that filter by and display any data element available in your ATS solution, including simple and complex calculations for advanced analytics. They can be displayed as tables, funnels, indicators, or stacked, pie, line or bar charts.

Reports can be combined to create dashboards and deliver relevant, actionable information based on user roles.
Integrations

Choose vendors from our Partner Network of certified vendors or use your own.

Avature offers an open API integration framework for easy, bidirectional connectivity with your key systems:

• Core HR systems
• Background checks
• Reference checks
• Drug screening
• Assessment
• Video interviews
Get Compliant and Stay Compliant

The flexibility and adaptability of Avature ATS allow businesses to keep pace with compliance requirements, and easily adjust to the unique and variable regulations of different states or countries. Avature ATS supports:

- Global data privacy (OAIC, FDPIC, EU Data Protection Directive)
- Multiple hosting options/data centers in the US, EU and Asia
- OFCCP compliance and reporting
- EEO-1 compliance and affirmative action reporting
- Adverse impact analysis
- Internal policy review and acknowledgment
- Canadian bilingual requirements
- Additionally, Avature’s Full Journal enables you to keep a complete audit trail of all record updates
Growing your Avature Solution

You can expand the use of Avature in multiple ways whenever the time is right. Avature ATS can be seamlessly connected to other solutions, including:

- Avature CRM
- Hiring Manager Solution
- Onboarding
- Employee Referrals
- Agency Management
- Campus & Events Management
- Internal Mobility
- Avature DNA Social (an enterprise social network)

Partners
Market Leaders Rely on Avature

650+ customers worldwide

- 106 of the Fortune 500
- 7 of the top 10 Fortune 500
- 26 of the FTSE 100
- 91 customers with +75,000 employees
- 4 of the big 4 accounting firms
- 8 of the top 20 Forbes America’s largest banks
- 5 of the top 10 World’s largest retailers
- 7 of the top 10 World’s largest RPO’s

100+ multi-country implementations

Since product release in 2008, Avature has been facilitating some of the most advanced talent acquisition and talent management programs in the world.
Contact Us to Learn More

For more information about the ATS, please contact your Avature representative or visit our website

www.avature.net

Avature
Get Engaged to Talent