



Applicant Tracking System

FEATURES

- ▶ Provides consistency and legal compliance in recruiting processes
- ▶ Separate hiring manager view with automated candidate routing
- ▶ International language options for candidates and recruiters
- ▶ SaaS solution
- ▶ EEO and OFCCP compliant

First Advantage's Applicant Tracking System (ATS) automates your entire recruiting process and transforms your career site into a powerful recruiting tool.

This best-of-breed solution has been designed to easily accommodate your hiring needs for salaried and high-volume hourly positions, ensure consistent and efficient processes throughout your organization and improve your overall quality of hire. The following are just some of the tasks the First Advantage ATS will allow your team to do without ever touching a single piece of paper:

- ▶ Create & approve requisitions
- ▶ Post jobs online
- ▶ Accept online employment applications
- ▶ Assess applicant qualifications
- ▶ Automatically recommend other open positions for applicants
- ▶ Rank candidates based on qualifications
- ▶ Automate online interview scheduling
- ▶ Conduct advanced searches of applicant database
- ▶ Send all candidate data to your HRIS system upon hire

The results are simple – better employees at a significantly reduced time- and cost-per-hire.

One of the most compelling benefits of the First Advantage ATS is that this solution gives you the ability to virtually eliminate multiple complex vendor integrations. Our ATS offers built-in, direct connections to a variety of other First Advantage services, including job board posting, skills and behavioral assessments, background verifications, substance abuse testing, WOTC screening, online advertising as well as ATS add-on modules.

International Configuration

The First Advantage ATS is delivered to all recruiter and hiring manager users in one language so all labels and instructions are consistent across an organization. However, data entered into requisitions and questionnaires displays in the language in which it is entered. Additionally, the ATS allows the recruiter to enter requisition information for the career portal in as many languages as needed to ensure applicants can read and understand every job posting.

Candidates select from the available language options to search for, view and apply for positions in their native tongue. Applicants who apply to positions will be able to enter data into the fields on the application using any language character set. The ATS fields are i18n compliant, and accept Unicode characters to accommodate languages that require multi-byte character sets including Chinese, Japanese, Korean and Arabic.



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