A HiringSmart System to match every need and budget

Every Online Interview Portal we build for a client is custom configured to meet each client's exact needs, with the sole objective that it deliver more, better candidates with less work and effort.

We offer three main platforms based on the size and complexity of the organization; however they all have the same core logic and functionality. Every system includes:

- A website, built for you and hosted by us, where candidates can go to learn about your company and your jobs… and then complete a full, fit-based interview on their time, not yours.
- A fully functional management dashboard that allows you to screen and manage the flow of candidates through your system and create pools of talent who will be pre-qualified and 'ready when you are'.
- An integrated Online Assessment Center that allows you to set up screens, print reports and interview guides, and manage your data securely.
- Integrated communication, reports and email templates, and full audit trail so everything is in one place and paperless.
- Full and ongoing support by phone from your HiringSmart Account Manager for as long as you are a client.
- Vanity URLs to attract candidate traffic to your site.
- An attractive, descriptive landing page describing your company and your jobs, each with a unique interview specific to the role.
- Unlimited number of first interviews by candidates at no additional cost (and no time investment) to you.
- Full data export capabilities… saves you double-entry into payroll or other systems.

FEATURES AT A GLANCE	SMALL BUSINESS EDITION	CORPORATE EDITION	ENTERPRISE EDITION
	The right choice for single-location businesses, custom configured with a full suite of admin tools and functions.	Ideal for multi-location businesses, custom configured will full administrative control and access from a central location.	Built for full configurability, where administration and control are decentralized, usually across multiple business units, divisions or geographic regions.
Unique URLs to drive candidate traffic to your site	✓ Up to 3 vanity URLs	✓ Up to 5 vanity URLs	✓ Up to 5 vanity URLs
Custom landing page with your logo and text describing your company	✓	✓	✓
Post Jobs and have them "always on", each with its unique fit-based interview	✓ Up to 15 jobs	✓ Up to 25 jobs	✓ Unlimited jobs
Unlimited number of candidates	✓	✓	✓
Custom *thank-you* email sent to every candidate on your behalf	✓	✓	✓ Unique to each Division
Activity funnels for candidate management and tracking	✓	✓	✓
Dashboard to manage activity across locations		✓	✓
Full suite of Administrative options and controls:			
Custom email templates	✓ Up to 5 templates	✓ Up to 10 templates	✓ Up to 10 templates
Email communication automatically attached to the candidate file	✓	✓	✓
Space to add notes and electronic attachments to the candidate file	✓	✓	✓
Standard Reports as well as ad-hoc reporting capabilities built in	✓	✓	✓
Full data export capabilities	✓	✓	✓
Full activity audit trail, time and date stamped	✓	✓	✓
"Click and Send" Assessment feature	✓	✓	✓
Branded, secure Assessment Center	✓	✓	✓

The benefits of HiringSmart's *Fit First* approach…

To *you*:

- Gives you access to those candidates who are most prized – those who are not actively looking for a new job, but who may also not be totally engaged where they are.
- Saves you time by helping you prioritize candidates based on factors that are highly predictive of retention and performance. You spend your time only with those candidates who are most deserving of it.
- Dramatically reduces the administrative time and overhead associated with recruitment.
- At-a-glance management of the hiring funnel and easy retrieval of candidate information, including full audit trail and communication history.
- Simple tools to create talent 'pools' of pre-qualified candidates, and the tools keep them warm.
- Manages risk because all candidates are assured an identical first interview.
- Provides a single, consistent and fully documented path for your entire candidate flow.
- Eliminates the requirement for paper trails and expensive records retention.
- Can be used seamlessly across multiple locations, regions, countries and languages.
- Users in different regions can configure their dashboards and settings on the fly to meet their requirements; the system will re-apply preferences with each log-in
- Externally-hosted Software as a Service (SaaS), so there's no load on your existing servers or IT staff. Integrates seamlessly with your existing payroll, HRIS, ERP and other systems.
- Makes communication with candidates simple and quick, with templated emails and regular outbound communication to those you want to 'keep warm'. All candidates feel respected and honored in the process.

To *your company*:

- Reduces spend on recruitment advertising, allowing you to divert dollars to those sources that are most productive and yield the best quality.
- Can be used to host a myriad of 'specialized' functions, such as campus recruitment, virtual job fairs and events… getting you to the front of the line for the best talent, at virtually no cost.
- Allows you to be always on the lookout for great talent and engaging them in conversation, independent of whether or not there is a current opening.
- Speeds the requisitioning and hiring process by allowing remote approvals, and the pooling of vetted talent in 'ready' pools for easy activation when an opening is established.
- Automatic tracking of where the best *quality* candidates come from, allowing you to better target and manage your attraction budget.
- Provides candidates with a fully-branded, state of the art online experience that allows them the opportunity to engage fully and complete a full first interview for any position they wish.
- Full reporting (standard, ad-hoc and custom) on candidate quality, quality of hire, ROI on attraction strategies, and other metrics that are directly aligned with the company's core business strategies and clearly present HR's EVA.
- Because it is web-based, managers and others who require access to the system can log in from any smart-phone or web-enabled computer in the world, to meet candidates.
- This system puts powerful and easy to use tools in the hands of every hiring manager, right up to customized interview guides that are *specific to the candidate and their fit with the job, manager and team.* The tools give them the *right* information to make *better* decisions.

*"I was tired of wasting my time meeting bad candidates who looked great on paper.
If I could have stopped wasting those ten hours/week, I'd have actually liked my job"*

FIT is the key to your success, regardless your industry or the size of your enterprise.

The case for a *Fit First* approach to filling roles has been proven in organizations large and small, in a wide variety of industries, and in cultures as diverse as North America, Europe, Africa and the Middle East.
Wherever you go and whatever you do, *fit matters.*
Whether your enterprise has twenty employees or 20,000, we have a solution to meet your needs.

Call us, visit our website, or drop us a note. You won't believe how easy it is to get started.