

2018 Applicant Tracking System Vendor Comparison Matrix

Vendor Characteristics	ClearCompany	iCIMS	Greenhouse	Jobvite	Lever	JazzHR
How long has the company been in the market?	2004, 14 years	1999, 19 years	2012, 6 years	2003, 15 years	2012, 6 years	2009, 9 years
How many years has the ATS been in the market?	14 years	18 years	6 years	15 years	6 years	9 years
Are there client case studies/references?	✓	✓	✓	✓	✓	✓
Have you received service awards?	✓	✓	✓	✓	✓	✓
Are external ratings/reviews good/fair/mixed/bad?	4.5-5 stars	4 stars	4.5 stars	4-4.5 stars	4.5 stars	4.5 stars

Features	ClearCompany	iCIMS	Greenhouse	Jobvite	Lever	JazzHR
Candidate Sourcing Search	✓	✓	✓	✓	✗	✗
Passive Candidate Sourcing Tools	✓	✓	✗	✓	✓	✓
Candidate Data Import Capabilities	✓	✓	✓	✓	✗	✗
Job Board Management	✓	✓	✓	✓	✓	✓
Job Board Reporting	✓	✗	✓	✗	✗	✓
Job Board Partnerships (Discounted Rates)	✓	✗	✗	✗	✗	✗

Search Engine Optimization of Job Postings	X	X	X	✓	X	X
Branded Career Site	✓	✓	✓	✓	✓	✓
Intuitive Candidate Application Builder	✓	X	✓	X	X	X
Candidate Management	✓	✓	✓	✓	✓	✓
Customizable Recruiting Workflow	✓	✓	✓	✓	✓	✓
Recruiting Event Management	X	✓	X	X	X	X
Mobile Management Capabilities	✓		✓	✓	X	✓
SMS Texting Capabilities	Coming soon!	✓	X	X	X	X
Multilingual Options	✓	X	X	X	X	X
Employee Referral Tracking/Management	✓	✓	✓	✓	X	✓
Social Media Job Post Sharing/Referrals	✓	✓	✓	✓	✓	✓
Social Posting Automation	X	✓	X	X	X	X
Mobile Candidate Apply Capabilities	✓	✓	X	✓	X	✓
Video Interviewing	✓	X	✓	✓	X	X
Internal Scheduling/Calendar Management	✓	✓	✓	✓	✓	✓
Sourcing/Recruiting/Hiring Resources	✓	✓	✓	✓	✓	✓
Customizable Interview Scorecards	✓	✓	✓	X	✓	✓

Customizable Interview Guides/Scripts	✓	✓	✓	✓	✓	✓
Internal Notes and Collaboration Tools	✓	✓	✓	✓	✓	✓
Proprietary Candidate Communication Tools	✓	✗	✓	✓	✓	✗
Delayed Candidate Rejection Emails	✓	✗	✗	✓	✗	✗
Filtered Candidate Search (ex. By skill, certification, etc.)	✓	✓	✗	✓	✗	✗
Prescreening Capabilities	✓	✗	✗	✓	✗	✗
Candidate/Recruiting Analytics and Reporting	✓	✓	✓	✗	✓	✓
Candidate Assessments	✓	✗	✗	✗	✓	✓
Background Checking	✓	✗	✓	✗	✗	✓
Reference Check	✓	✓	✓	✗	✗	✓
Offer Letter Management	✓	✗	✓	✓	✓	✓
Predictive Candidate Performance Analytics	✓	✗	✓	✗	✗	✗
HR & Recruiting Competency Data	✓	✗	✓	✓	✗	✓