

ATS vendor scorecard

Score each platform from 1 to 5 against the criteria that matter for your hiring process.

How to use this scorecard

Fill in one to five stars for each criterion. Use 1 star when the ATS does not meet your needs and 5 stars when it strongly fits your process.

Criterion	Score
1 Solves our core hiring bottlenecks	☆ ☆ ☆ ☆ ☆
2 Supports our hiring volume	☆ ☆ ☆ ☆ ☆
3 Handles our process complexity	☆ ☆ ☆ ☆ ☆
4 Easy for recruiters to use	☆ ☆ ☆ ☆ ☆
5 Easy for hiring managers to use	☆ ☆ ☆ ☆ ☆
6 Provides reporting we will actually use	☆ ☆ ☆ ☆ ☆
7 Integrates with our existing tools	☆ ☆ ☆ ☆ ☆
8 Supports candidate-data requirements	☆ ☆ ☆ ☆ ☆
9 Realistic to implement and maintain	☆ ☆ ☆ ☆ ☆
10 Total cost is justified by the value we will use	☆ ☆ ☆ ☆ ☆

Decision rule

Choose the ATS that fits your real hiring process - not the one with the longest feature list or the strongest demo.