



# Your ATS Implementation

## How can you avoid a nightmare?

### Tips for your non-scary implementation

#### 1. Understand your time commitments

A reputable supplier should carefully manage your ATS implementation around your existing priorities.

They should set your expectations and put dates in place so you know when your time is going to be needed, such as for a kick-off session, training or UAT (User Acceptance Testing).

#### 2. Listen to your supplier

Be open to the suggestions and recommendations your supplier makes.

You will know what you want to get out of your Applicant Tracking System (ATS), but they may be able to suggest more efficient ways of doing it.

#### 3. Be prepared to roll out in phases

No supplier can weave a magic spell over hiring managers who are doubtful about an ATS.

One of our favoured solutions is to roll out the new system in phases. Begin with a pilot group of managers who can provide feedback and produce success metrics to 'win over' other recruiters within the business.

The system can be rolled out stage by stage until eventually everyone is singing from the same hymn sheet.

#### 4. Become involved with configuration

You might wish to have a hands-on recruitment system implementation.

Taking an 'Assisted Build' approach means you're involved in the configuration of the system. This can prove incredibly beneficial, as you'll grow in confidence using the system during your implementation, which may have the added bonus of reducing training costs in the future.

### Interested in finding out more?

Discover Hireserve's [approach to implementation](#), and find out more about [Hireserve ATS](#).