



# Recruiterbox Features: Candidate Experience

The experience a candidate has when applying and interviewing for a job has a lasting impact on how they view the company. In some cases, an ideal candidate can decide to accept or reject a job offer based on how welcoming, respectful, and upfront the hiring team was during the process.

But as someone involved in hiring, you know how much goes into bringing on a new employee. You get dozens, maybe even hundreds of applicants for your job openings and you can't please them all.

An Applicant Tracking System (ATS) like Recruiterbox includes numerous features that streamline the hiring process on your end, while also providing candidates with a pleasant interaction with your company. Let's explore what makes a positive candidate experience and how Recruiterbox helps.

## Showcase the employee experience

Unless your brand is well known, many candidates won't apply to your jobs without first knowing what it's like to work for your organization. Most job seekers expect hiring companies to have a careers website highlighting the employee experience—what the workplace is like, the benefits and perks offered to employees, and generally what's great about being part of the team.

Candidates also love when the company tells them what they can expect during the hiring process. For example, [Google outlines the steps in their hiring process and how candidates can prepare for interviews.](#)

In many ways, your careers website is the first impression you make to a job seeker. The right information can be the reason a talented, in-demand professional decides to apply.

## How Recruiterbox helps:

- \* Includes a ready-to-use careers website that can be customized to include all your job openings.
- \* If you already have a careers website, we provide a widget you can embed so all your openings are seamlessly displayed.
- \* If you're hiring for a lot of jobs across different departments, candidates can filter openings to find ones that fit their background and skill set.
- \* Our powerful API gives you the flexibility to build your own job listings page and application forms. [Learn more about Recruiterbox hosted careers site.](#)

## Make applying easy

A clunky application process reflects poorly on your organization.

According to CareerBuilder, [60 percent of candidates abandon applications that are too long, difficult to complete, or ask for too much information.](#)

Keep in mind that most job seekers are applying for multiple roles. If your application requires too much effort, it's easy for them to conclude their time is better spent elsewhere. Furthermore, many applicants get annoyed when they're asked to provide information that is readily available on their resume or answer questions that have little, if anything, to do with the job.

## How Recruiterbox helps:

- \* Resumes in all standard formats are accepted (PDF, DOC, DOCX, HTML). Candidates never have to revise their personalized resume to apply to your organization.

- \* Candidates are never required to register for an account. They can get right to the application.
- \* Recruiterbox automatically parses a candidate's resume and auto-fills portions of their application with basic contact information.
- \* Resumes sent via email are imported into Recruiterbox. You can have a general "careers@companyname.com" email or even bulk import resumes collected in an individual's inbox.
- \* Recruiterbox is mobile friendly, giving candidates the ability to apply from their phone or tablet.

## Include application questions

If your application process is seamless, candidates will be happy to answer questions that allow them to elaborate on their experience. The additional information makes it easier for your hiring team to sort through applicants and determine who is worth interviewing.

From the candidate's perspective, application questions give them the chance to tell you why you should hire them. After all, a job application and resume only say so much and many candidates want to point out what makes them ideal for the job.

### How Recruiterbox helps:

- \* Our ATS allows for complete customization of application questions. You can ask questions where the applicant selects an answer from a list or open-ended questions that require them to write an answer. You can also impose character limits so candidates know how long you expect their answers to be.
- \* You can ask about salary requirements, work hours availability, or other deal-breaker questions—and easily filter out applicants who

don't meet the criteria. That way you don't waste a candidate's time interviewing them if there is a small detail that will prevent you from offering them the job.

- \* You can include an optional field for the applicant's portfolio, personal website, or work samples. Many candidates want to share these details with a potential employer but often don't have the opportunity on a typical job application.
- \* **PRO TIP:** Application questions are great but don't include too many, as it makes for a lengthy process. [Learn more about Recruiterbox customizable applications.](#)

## Stay in touch with applicants

Job seekers constantly vent about applying for a job and not hearing a word back. In fact, [an overwhelming 81 percent of candidates say frequent communication from the hiring company would greatly improve their experience.](#)

Put yourself in the candidate's shoes for a second. You go in to meet the hiring team, give great answers to the interview questions, and leave feeling cautiously optimistic about your chances of getting the job. Then you get home and don't get a phone call or an email. Over the course of the next few weeks, you slowly come to terms with the fact that they're not hiring you.

If you interview a candidate, you should definitely keep them updated on developments and let them know when a decision has been made. Even if you don't respond to someone's application, it's still a nice gesture to let them know you're proceeding with other candidates.

## How Recruiterbox helps:

- \* Applicants are automatically sent a confirmation email after they apply. It gives them peace of mind that their application was received and will be reviewed.
- \* You can email a candidate directly from their profile in Recruiterbox. Each candidate profile contains a messaging history so users can see when the organization was last in touch.
- \* Additionally, users can log when phone calls or communication via social media occurred so no outreach falls through the cracks.
- \* Recruiterbox includes templated messages for common interactions with candidates. For example, when you decide to remove an applicant from consideration, they'll automatically be sent a notification email. [Learn more about emailing candidates via Recruiterbox.](#)

## Streamline hiring

Every organization wants to make quick hiring decisions but that's easier said than done. In fact, [a LinkedIn study found that most companies take 2-3 months to welcome a new employee after posting a job opening.](#)

The truth of the matter is the best candidates won't wait that long. Even if someone wants to work for your organization, they'll likely accept the first offer they get. There is no guarantee you're hiring them and they need to proceed with making an income.

## How Recruiterbox helps:

- \* Your organization likely has a step-by-step hiring process. Recruiterbox makes it simple to replicate those exact steps in the

software so you can reap the benefits of an ATS without changing what has been proven to work.

- \* Admins can assign tasks and deadlines to hiring team members via the solution. They'll receive automated email reminders, keeping the hiring process on track.
- \* Many organizations get held up setting an interview date that works for everyone involved. Our self-scheduling tool allows candidates to select a day/time that aligns with the interview team's availability. [Learn more about the Recruiterbox self-scheduling.](#)

## Come to a mutually-beneficial employment agreement

After a lengthy hiring process, it's crucial to seal the deal with the candidate your team identifies as the best person for the job. The candidate will also be eager, after participating in multiple interviews and getting excited about the opportunity.

Unfortunately, this final step is often far from efficient. Without a solution like Recruiterbox, there is a lot of paperwork that needs to be printed, signed, and exchanged. There is also the matter of onboarding the employee and taking care of all the new-hire administrative tasks.

### How Recruiterbox helps:

- \* Our offer management feature allows you to upload an offer letter template that is auto-filled with the right details once you select a candidate to hire. It can then be sent and accepted completely digitally. [Learn more about Recruiterbox offer management.](#)

- \* Recruiterbox integrates with the e-signature solution HelloSign (there is no extra cost for Recruiterbox Pro Plus subscribers). There is never a need to print documents, sign them, and pass them back and forth.
- \* Recruiterbox also integrates with different employee onboarding/HRMS software providers, making it easy to set up a new hire in all your employee management solutions.

## Make better hiring decisions

Out of all the qualms candidates have with job searching, not getting a position they feel qualified for is the biggest. Most the time, it's simply because the hiring company had plenty of great candidates and someone else stood out. But bad hires happen, especially when the decision is rushed or the organization doesn't invite the right people to participate in the interview process.

### How Recruiterbox helps:

- \* Candidate profiles give you an at-glance overview of a professional's complete background. You don't need to make sense of everyone's uniquely-designed resumes.
- \* You can invite various people within your organization to participate in the hiring process. Admins can make someone responsible for a stage (e.g. phone interviews) or simply ask them to review a candidate's profile.
- \* Each hiring team member can review candidates within Recruiterbox. You'll be notified when someone writes an assessment and can reply if needed.
- \* Candidates who don't get hired can be archived in your ATS for later consideration. For example, if you pass on a great candidate or



decide they're a better fit for another position, their profile will be saved so you can access it later. [Learn more about Advanced Candidate Search in Recruiterbox.](#)

# Give every candidate a great experience

Recruiterbox not only simplifies hiring for your organization. It also makes the application and interview process easier for candidates. Your team will efficiently find the best person for the job and they'll be happy to say "yes" to your offer after enjoying a positive experience.

[Want to learn more about Recruiterbox? Schedule a live demo today!](#)