



Talent Rediscovery

Accelerate Recruiting Outcomes with
Talent Rediscovery



The Challenge

Your talent strategy needs to encompass passive outreach, inbound applicants, and reengagement of previous applicants. At many companies, there are 100 candidates in the ATS for every hire made. Some of these candidates could be great hires but how do you find them?

Your ATS is an important source of candidate data but even the best systems are limited in their capability to source candidates for new positions. The ATS is designed for tracking candidates as they flow through the pipeline – not for searching for past candidates. Even worse, the candidate records in the ATS become stale as soon as they are added. When a previous applicant changes jobs, starts a new project, or goes back to school, the ATS does not reflect the change. The weak search capabilities and outdated information limit the value of the talent pool in your ATS.

Realize the value of the candidates in your ATS

Talent Rediscovery with SeekOut enables effective sourcing from your ATS so you discover warm candidates and greatly reduce time-to-hire. Integrate SeekOut with your ATS and experience up-to-date candidate profiles, powerful search capabilities, and deep talent pool analytics.

SeekOut powers rediscovery of the talent in your ATS

SeekOut is the most powerful tool for sourcing passive candidates and gaining insights into the talent landscape across all industries. By connecting SeekOut to your ATS, you can use SeekOut's AI-powered talent search engine to rediscover the candidates already in your systems. And because SeekOut constantly updates candidate information, you'll have access to the candidate's current information, not an outdated snapshot.

How SeekOut Talent Rediscovery works

SeekOut has partnered with Greenhouse and other systems to match the candidate profiles in your ATS with their up-to-date profile in SeekOut. Once this connection is made, SeekOut stays in sync with any additions or changes to your ATS data.



Please Note: SeekOut integrates with many other ATS systems.

Powerful search of previous applicants

The combination of SeekOut's search, up-to-date profiles, and the data in your ATS enable powerful candidate discovery and engagement.

- Discover previous applicants with search of their public all information in your ATS—including attachments candidates submitted with their applications.
- Use the full power of SeekOut search, including AI Matching and Cloning, full Boolean support, and more than 40 filters to find the best fit candidates.

The screenshot shows the SeekOut search interface. At the top, there's a search bar with placeholder text 'Enter a new search'. Below it, a navigation bar includes 'Search' (with a magnifying glass icon), 'Public Profiles', 'GitHub', 'Expert', 'Your ATS' (which is selected and highlighted in blue), and 'Other Networks'. A counter '425k Candidates' is shown next to 'ATS Insights'. There's also a 'Blind Hiring Mode' button. The main area displays a list of candidates. One candidate, 'Chris Sucio', is highlighted with a larger preview window. This preview shows his profile picture, name, title ('Sr Devops at Picardo'), location ('Denver, Colorado'), and LinkedIn URL ('https://www.linkedin.com/in/jchrisa'). Below his name, it says 'Last updated: May 31, 2019 Recruiter: Cindy Pierce View in Greenhouse'. It also lists 'DevOps Engineer - Application Review, Rejected, December 31, 2020'. Underneath this, there are buttons for 'View Profile', 'Add to Project', 'Clone', and 'Get Email'. Further down, there are sections for 'Experience' (listing 'Sr Devops at Picardo February 2020 - Present' and 'Software Engineer at Blue Coral - August 2018 - January 2020') and 'Education' (listing 'Northwestern University, MS Candidate' and 'San Diego State University-California State University, B.A.'). At the bottom of the preview window, there are skill tags: 'Wireframes', 'Web Development', 'Web Design', 'Visual Identity', 'Video Production', 'User-centered Design', 'User Interface Design', 'User Experience Design', 'User Experience', and 'User Centered Design'. To the right of the preview window, there's a small circular icon with a blue border.

Insights and efficiency

In addition to giving powerful search of applicants, connecting SeekOut and your ATS helps you:

- Use SeekOut's Talent Analytics to see aggregate data on your previous applicants. For example, where are the candidates who declined your offers working now?
- Increase efficiency by seeing which candidates are already in contact with someone on your team and jumping between SeekOut search and the candidate's full ATS record with one click.
- Understand what diversity looks like in each stage of your talent funnel.

Seamless ATS integration

Combining the breadth of SeekOut data with the details from your ATS give you a powerful view of candidates.

One-click access to the candidate's record in the ATS

ATS data, including jobs applied to, recruiter assigned, status, and contact info

This screenshot shows a detailed candidate profile for 'Chris Sucio'. At the top, there's a circular profile picture of a man, followed by his name 'Chris Sucio' and his title 'Sr Devops at Picardo'. Below that, it says 'Denver, Colorado' and provides a LinkedIn link ('https://www.linkedin.com/in/jchrisa'). There are four buttons below the name: 'View Profile', 'Add to Project', 'Clone', and 'Get Email'. The main profile area has a blue header with the text 'Last updated: May 31, 2019 Recruiter: Cindy Pierce View in Greenhouse'. Below this, it says 'DevOps Engineer - Application Review, Rejected, December 31, 2020'. It also shows contact information: an email icon with 'jchrisa@me.com', a phone icon with '(303) 306-8625', and two document icons labeled 'cover_letter.txt' and 'resume.pdf'. Below the profile, there are two sections: 'Experience' (listing 'Sr Devops at Picardo February 2020 - Present' and 'Software Engineer at Blue Coral - August 2018 - January 2020') and 'Education' (listing 'Northwestern University, MS Candidate' and 'San Diego State University-California State University, B.A.'). To the right of the profile, there's a vertical sidebar with the text 'Attachments submitted with the candidate's application' and 'SeekOut's up-to-date candidate profile'.

Attachments submitted with the candidate's application

Security

You control what ATS data is accessible to SeekOut. Information from your ATS is only used to enable your rediscovery of candidates and this data is not shared with any other SeekOut customer or used by SeekOut for any other purpose. As always, your privacy and security are protected by SeekOut's policies and controls.

To see a demo of how Talent Rediscovery with SeekOut can increase the value of your ATS data and reduce time to hire, please contact your SeekOut account team or email support@seekout.com.