



Build the hiring tech stack you need

Integrations are arguably the most important aspect of any tech stack, particularly when it comes to seamless user experience and protection of employee and candidate data. Because Greenhouse offers 325+ integrations, our customer base is a great resource to guide you in which integrations are must-haves, which are giving our users an edge, and to offer examples of successful TA tech stack configurations.

Initial considerations

Customization is key. TA tech stack development requires access to free and open APIs that allow for flexibility based on your business needs. You likely have current platforms and software that you can't upgrade today, and other technologies you plan to introduce into your stack in the future. So where should you spend this year's technology budget?

1. Identify your challenges

First, determine which hiring initiatives are a priority for your organization. Are you hiring from a competitive hiring pool? Do you plan to grow your entire organization by 15%? Are you losing top talent along the candidate journey? Is important HRIS data unavailable to your TA team? These talent issues are solved using very different tools. Get clear about the solutions your business really needs.

2. Create and prioritize your tech wishlist

Your ATS is the foundation of your TA tech stack. It's easy to accept a basic ATS that's offered as an add-on to your HRIS, but it will likely fall short in today's talent market. Greenhouse customers prefer an ATS with a more holistic approach to applicant tracking – one that offers specialization in recruiting workflows. Understanding that employing a stack of specialized technologies offers a competitive














edge, Greenhouse customers have an average of seven integrated technologies that rely on Greenhouse as their central source of truth. The main TA tech categories are:

Sourcing	Recruitment marketing
Candidate screening	Candidate assessment
Onboarding	




Visit greenhouse.io/integrations for a comprehensive list of categories to consider.

3. Explore providers and determine where pre built integrations exist

Across our customer base, we have identified a set of Customer-Preferred Partners who should absolutely be considered as you build your hiring tech stack.

These are companies we work closely with every day to improve our mutual customer experience and who share our commitment to helping companies ace hiring. We also work with many partners to develop pre built integrations to save businesses like yours time and money, including:

Start where pre built integrations already exist. Find our full list of Greenhouse's 325+ tech partners and more details at greenhouse.io/integrations.

4. Strategically plan to develop your TA tech stack over time

Planning how to build your tech stack over time and considering the prioritization of solutions can help relieve the pressure of trying to solve everything at once. It's also helpful to take things slowly as your business needs may change. If you plan to implement new tools, be sure you speak to customers who have been through integration processes with your vendor. Get a feel for what challenges they faced so you can address their potential impact *before* you are in the throes of implementation and integrations.

One last note

The tech stack you need is unique to your company. Don't assume you need every new shiny tool out there or worry that you're falling behind. Innovation in this industry is still in its infancy – there's plenty of time and open APIs to make all things possible for you and your TA team as your business grows.

Questions?

Reach out to us at 1 888 551 2614.

