

# What are Applicant Tracking Systems? How Do They Rank Potential Candidates?

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**An Applicant Tracking System (ATS)** is a software tool that streamlines the recruitment process for companies. It is designed to manage the entire hiring process, from posting job openings to screening candidates to scheduling interviews and hiring.

At its core, an ATS is a database that collects and stores candidate information. When a job opening is posted, the ATS will scan resumes and cover letters for relevant keywords and phrases, and then rank the candidates based on how closely their skills and experience match the job requirements.

## What's your score?

ATS uses a scoring system to evaluate resumes and applications submitted by candidates. The system assigns scores based on a variety of criteria, such as the relevance of the candidate's experience, the number of years of experience, education, and skills.

Here is a practical example of how ATS works in ranking three candidates:

Candidate 1:

- 10 years of experience in the relevant field
- Bachelor's degree in the relevant field
- Skills: Java, Python, Ruby, and SQL

Candidate 2:

- 8 years of experience in the relevant field
- Master's degree in the relevant field
- Skills: Java, C++, and PHP

Candidate 3:

- 6 years of experience in the relevant field
- Bachelor's degree in a related field
- Skills: Java, Python, and JavaScript

Now, let's assume that the job posting requires a candidate with at least 8 years of experience, a Bachelor's or Master's degree in the relevant field, and skills in Java and Python.

Based on these requirements, the ATS would assign a higher score to Candidate 1 since they meet all the requirements and have the most years of experience. Candidate 2 would receive a lower score as they do not have the required skills in Python, despite having a Master's degree. Candidate 3 would also receive a lower score due to having only 6 years of experience and not having the required degree.

The table below illustrates how the ATS would rank the three candidates based on the scoring system:

Candidate	Years of Experience	Education	Skills	ATS Score
Candidate 1	10	Bachelor's degree	Java, Python, Ruby, SQL	High
Candidate 2	8	Master's degree	Java, C++, PHP	Medium
Candidate 3	6	Bachelor's degree	Java, Python, JavaScript	Low

Once the candidates are ranked, the ATS will send automated emails to the most qualified candidates, inviting them to take the next steps in the hiring process. This could include taking a skills test, scheduling a phone interview, or even scheduling an in-person interview.

During the interview process, the ATS can also track the progress of each candidate, including notes on their strengths and weaknesses, their answers to interview questions, and any feedback from the hiring team. This information is then used to make informed hiring decisions.

In addition to streamlining the recruitment process, an ATS can also help companies stay compliant with Equal Employment Opportunity (EEO) laws by ensuring that each candidate is evaluated fairly and consistently. It can also help to reduce bias in the hiring process by removing personal information such as name, address, and age from the initial screening process.

Overall, an ATS is a powerful tool that can save companies time and money by automating many of the time-consuming tasks associated with recruiting. By using an ATS, companies can more easily identify and attract top talent, ultimately leading to better hires and a stronger workforce.

ATS	Website
AkkenCloud	<a href="http://www.akkencloud.com/solutions/applicant-tracking-systems/">http://www.akkencloud.com/solutions/applicant-tracking-systems/</a>
ApplicantPro	<a href="https://www.applicantpro.com/products/applicant-tracking-system/">https://www.applicantpro.com/products/applicant-tracking-system/</a>
ApplicantStack	<a href="https://www.applicantstack.com/">https://www.applicantstack.com/</a>
ATSONdemand	<a href="https://power.atsondemand.com/">https://power.atsondemand.com/</a>
BambooHR	<a href="http://bamboohr.com/applicant-tracking/">http://bamboohr.com/applicant-tracking/</a>
BirdDog Software	<a href="http://birddoghr.com/">http://birddoghr.com/</a>
Bullhorn	<a href="https://www.bullhorn.com/">https://www.bullhorn.com/</a>
Ceridian	<a href="http://www.ceridian.com/human-capital-management/index.html">http://www.ceridian.com/human-capital-management/index.html</a>
Clinch	<a href="http://clinch.io/">http://clinch.io/</a>
ClearCompany	<a href="https://www.clearcompany.com/">https://www.clearcompany.com/</a>

ATS	Website
Cleverism	<a href="http://www.cleverism.com/job-classifieds-overview-worlds-largest-players/">http://www.cleverism.com/job-classifieds-overview-worlds-largest-players/</a> (postings on job boards)
Cleverism	<a href="https://www.cleverism.com/how-to-measure-track-seo-success/">https://www.cleverism.com/how-to-measure-track-seo-success/</a> (search engine optimization (SEO))
Freshteam	<a href="https://www.freshworks.com/hrms/">https://www.freshworks.com/hrms/</a>
Gartner	<a href="https://www.gartner.com/doc/3109218/magic-quadrant-talent-management-suites">https://www.gartner.com/doc/3109218/magic-quadrant-talent-management-suites</a>
Greenhouse	<a href="https://www.greenhouse.com/">https://www.greenhouse.com/</a>
Greenhouse	<a href="https://www.greenhouse.io/">https://www.greenhouse.io/</a>
HireBridge	<a href="http://www.hirebridge.com/">http://www.hirebridge.com/</a>
HRSmart	<a href="https://www.hrsmart.com/solutions/applicant-tracking-system">https://www.hrsmart.com/solutions/applicant-tracking-system</a>
iCIMS	<a href="http://icims.com/">http://icims.com/</a>
IBM Kenexa Brassring on Cloud	<a href="http://www-03.ibm.com/software/products/en/ibm-kenexa-brassring-on-cloud">http://www-03.ibm.com/software/products/en/ibm-kenexa-brassring-on-cloud</a>
iRecruitment/PeopleSoft	<a href="http://www.oracle.com/us/products/applications/peoplesoft-enterprise/overview/index.html">http://www.oracle.com/us/products/applications/peoplesoft-enterprise/overview/index.html</a>
JobScore	<a href="https://www.jobscore.com/applicant_tracking_system/">https://www.jobscore.com/applicant_tracking_system/</a>
Jobvite Hire	<a href="http://www.jobvite.com/products/jobvite-hire/">http://www.jobvite.com/products/jobvite-hire/</a>
Jazz	<a href="https://www.jazz.co/">https://www.jazz.co/</a>
JazzHR	<a href="https://www.jazzhr.com/">https://www.jazzhr.com/</a>
Kronos	<a href="http://www.kronos.com/hiring-software/hiring.aspx">http://www.kronos.com/hiring-software/hiring.aspx</a>
Lever	<a href="http://lever.co/">http://lever.co/</a>
Lumesse TalentLink	<a href="http://www.lumesse.com/lumesse-talentlink-applicant-tracking-system">http://www.lumesse.com/lumesse-talentlink-applicant-tracking-system</a>
Manatal	<a href="https://www.manatal.com/">https://www.manatal.com/</a>
MyStaffingPro	<a href="http://mystaffingpro.com/">http://mystaffingpro.com/</a>
Newton Software	<a href="http://newtonsoftware.com/">http://newtonsoftware.com/</a>
Oracle Taleo	<a href="https://www.oracle.com/applications/taleo.html">https://www.oracle.com/applications/taleo.html</a>
Oracle Taleo	<a href="http://www.oracle.com/us/products/applications/taleo/overview/index.html">http://www.oracle.com/us/products/applications/taleo/overview/index.html</a>
PCRecruiter	<a href="http://www.pcrecruiter.net/applicant-tracking-software/">http://www.pcrecruiter.net/applicant-tracking-software/</a>
PeopleAnswers/ Infor	<a href="http://www.infor.com/product-summary/hcm/talent-science/">http://www.infor.com/product-summary/hcm/talent-science/</a>
PeopleFluent	<a href="http://www.peoplefluent.com/products">http://www.peoplefluent.com/products</a>
Pinpoint	<a href="https://www.pinpointhq.com/">https://www.pinpointhq.com/</a>
Recruitee	<a href="https://recruitee.com/">https://recruitee.com/</a>
Recruitee	<a href="http://www.recruitee.com/">http://www.recruitee.com/</a>
SAP-SuccessFactors	<a href="http://www.successfactors.com/en_us.html">http://www.successfactors.com/en_us.html</a>
SAP SuccessFactors	<a href="https://www.sapstore.com/solutions/40030/SAP-SuccessFactors-Recruiting">https://www.sapstore.com/solutions/40030/SAP-SuccessFactors-Recruiting</a>

**ATS**  
Silkroad Recruiting <http://www.silkroad.com>

**Website**