

# ATS / CRM Selection Guide

Staffing & Recruitment

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

## Background

Helps choose an applicant tracking system or recruitment CRM — features, workflow fit, integrations, data and cost — with an evaluation approach. Use it to pick your core system. For automation use the Recruitment Workflow Automation tool.

## Purpose of this tool & output

Choose the right recruitment system

## How the output is used

Use it to choose the right recruitment system — an ATS and CRM selection guide across features, integration and cost.

## Important cautions

Choose an ATS that fits your actual workflow and integrates with your portals and email — an over-featured system you do not use wastes money and adoption fails. Ensure candidate data is handled per DPDP and is portable if you switch. Pilot before committing.

## Companion documents

- VMS / Client-Portal Integration
- Recruitment Workflow Automation
- Candidate Data Privacy (DPDP) Plan
- Staffing Analytics Dashboard
- AI Sourcing & Tooling Plan

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.