3 HR Features You Need to Recruit Remote Employees

Introduction

Recruiting for remote employees has its benefits. For one thing, you can extend your search for talent beyond your local community and reach quality candidates you wouldn't have access to otherwise. However, a larger hiring pool also means significantly more resumes for you (or your hiring managers) to sort through.

Don't worry just yet, though. Applicant tracking systems (ATS) are made to streamline the hiring process. But how do you find the right ATS for your business in such a large software market? In order to avoid lost time, money, and most importantly, candidates, you should turn to user reviews to help you discover the perfect system for your business.

Below, we'll look at three products featured in our June 2020 [ATS FrontRunner's report](#) which highlights the top ATS products for North America. Of the 434 products evaluated, only 15 to 20 make the cut (including the three below). FrontRunner scores are based on end-user ratings of the product's ease of use and functionality, how valuable users consider the product to be relative to its price, and how likely they are to recommend the product to others.

VIVAHR: Custom scorecards

VIVAHR is an applicant tracking system that allows users to create custom scorecards for candidates. Hiring managers can use these scorecards to determine the best fit for a position based on the skills and experience they are most interested in.

For example, managers recruiting for a remote position may be looking for applicants with prior experience collaborating with remote teams. With VIVAHR's scorecard, team members can vote, giving each candidate a comprehensive and highly relevant score.

VIVAHR is mostly used by small to midsize businesses in the cleaning, landscaping, and heating, ventilation, and air conditioning (HVAC) industries. That said, based on customer reviews, VIVAHR functions for companies in other industries as well.

As far as integrations go, VIVAHR connects with Zapier to integrate with third-party systems such as Slack, Gmail, MailChimp, and Asana.

VIVAHR: Custom scorecards

124 New Applicants	**98** Reviewed Applicants	**65** Interview Applicants	**36** Offered Position	**10** Rejected Applicants	**34** Hired Applicants

	Candidate Name	Date	Rating	Stage	Job Title	
N	Nancy Patterson	01/26/17	☆☆☆☆☆	New	Sales Representative - Professional B2B Software Sales	✎
K	Kathy Johnson	01/26/17	★★☆☆☆	New	Client Relations Manager Needed	✎
J	Jordon Smith	01/26/17	★★★★☆	New	Business Development - Market Manager	✎
M	Maria Baroso	01/26/17	★☆☆☆☆	New	Office Admin / Executive Assistant	✎

VIVAHR's custom scorecard function allows hiring managers to score candidates based on how well their skills and experience align with the position they are applying for (Source)

VIVAHR: Custom scorecards

Average User Ratings

Overall	4.95 / 5 stars
Ease-of-use	5.0
Value for money	5.0
Customer support	5.0
Functionality	5.0

Ratings Snapshot

5 stars	(21)
4 stars	(1)
3 stars	(0)
2 stars	(0)
1 stars	(0)

Likelihood to Recommend

Not likely   Very likely

As of August 2020, our reviewers have rated VIVAHAR an overall 4.95 out of 5 stars, with 5 stars for ease of use, value for money, and functionality (Source)

Pricing: Costs for VIVAHR, including the custom scorecard feature, start at $65 per user, per month. You can try VIVAHR for free with its 14-day free trial.
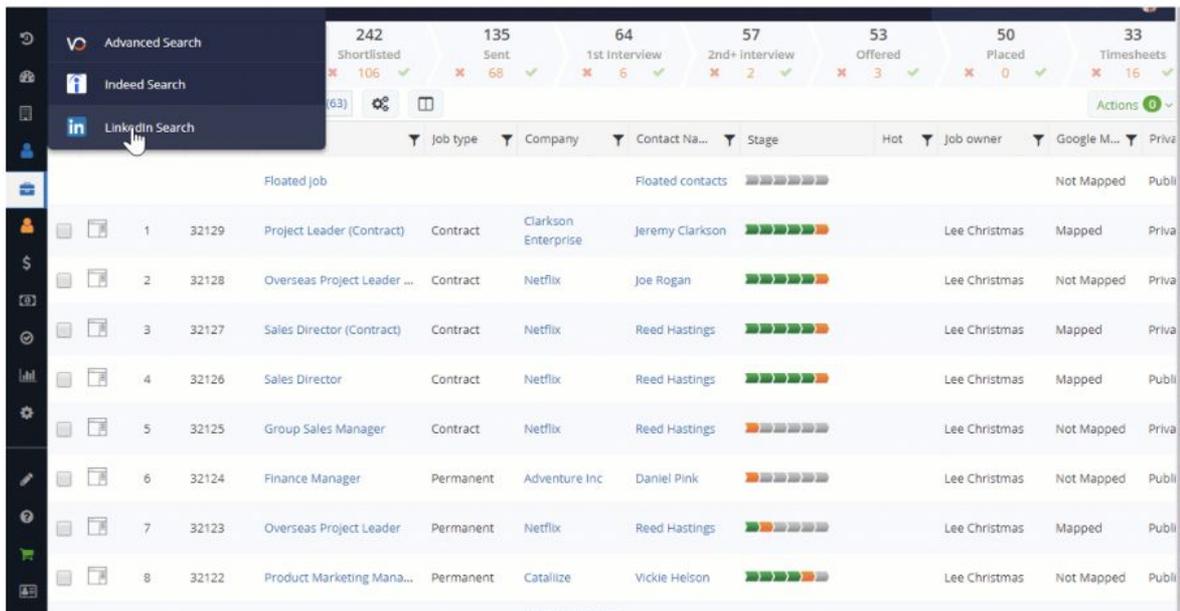
Vincere: Recruitment marketing

Vincere is a recruitment platform with an ATS that offers the functionality to create marketing campaigns.

Recruiters know that the first candidate is not always the right one—especially for remote work, which requires ample trust. Finding the right fit can involve an extensive search, which is why recruitment marketing is so useful. Vincere's recruitment marketing feature allows recruiters to expand the reach of listings by sending bulk emails and posting openings on over 2,000 job boards.

Vincere is designed specifically for recruitment companies covering direct hire, contract, and executive search. Based on reviews, it's primarily used by midsize staffing and recruitment companies.

Vincere offers email and calendar integrations through Gmail, Microsoft Exchange, and Office365. The solution also syncs with Mailchimp, Zapier, Xero, idibu, LogicMelon, and Astute Payroll.

Vincere: Recruitment marketing

Vincere's sourcing feature allows recruiters to search and import resumes from millions of candidates on Indeed and LinkedIn (Source)

Vincere: Recruitment marketing

Average User Ratings

Overall	**4.91** / 5 stars	
Ease-of-use		5.0
Value for money		5.0
Customer support		5.0
Functionality		5.0

Ratings Snapshot

5 stars	(294)
4 stars	(22)
3 stars	(4)
2 stars	(0)
1 stars	(0)

Likelihood to Recommend

Not likely   Very likely

As of August 2020, our reviewers have rated Vincere an overall 4.91 out of 5 stars, with 5 stars for ease of use, value for money, and functionality (Source)

Pricing: he starting price for Vincere isn't publicly available, as pricing is dependent on the number of employees and features required. The vendor does offer a free demo.
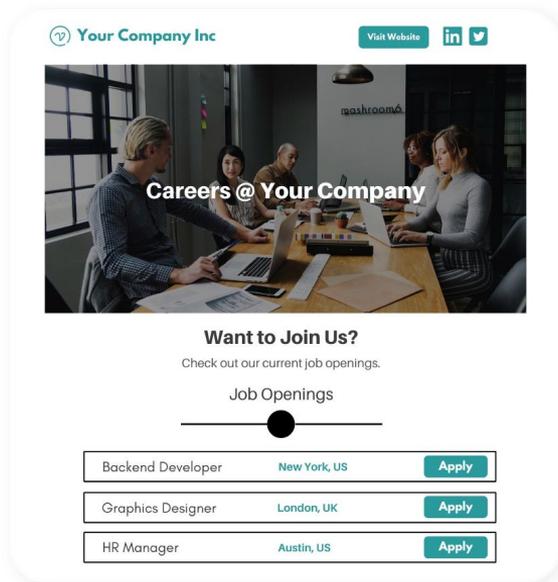
Recooty: Branded careers page

Recooty is an applicant tracking system that allows users to create a branded career page. One challenge of recruiting remote employees is giving the candidate a feel for your company's culture. Creating a branded page for your current openings is a small way recruiters can display company culture to potential candidates.

Recooty's branded career page features give hiring managers the ability to create and host a career site for free. These pages typically feature a company profile, current openings, and reasons why current employees love to work there.

Recooty is mostly used by small to midsize businesses. Based on reviews, it's primarily used by technology companies, but it is suitable for businesses in all industries.

Recooty integrates with Google Job Board and also offers API integrations for easy website hosting.

Recooty: Branded careers page

Recooty allows businesses to create a branded landing page for their open positions (*Source*)

Recooty: Branded careers page

Average User Ratings

Overall	4.86 / 5 stars
Ease-of-use	5.0
Value for money	5.0
Customer support	5.0
Functionality	5.0

Ratings Snapshot

5 stars	(56)
4 stars	(5)
3 stars	(2)
2 stars	(0)
1 stars	(0)

Likelihood to Recommend

Not likely — Very likely

*As of August 2020, our reviewers have rated Recooty an overall 4.86 out of 5 stars, with 5 stars for ease of use, value for money, and functionality (*Source*)*

Pricing: Recooty's basic plan, which includes its branded career page functionality, is free for a single user. They offer two paid plans with more features, and can create a custom plan as well.

Next steps in finding your ATS

We've covered features from just three of the hundreds of ATS tools on the market. Before making a decision, you should consider the following points to make sure you're making the right software choice for your business:

Pricing models: A common mistake made by many businesses during the software selection process is choosing the lowest priced tool. Instead, consider what pricing structure best fits your needs: a per user, per month basis, a monthly fee based on the total number of employees, customized pricing based on how many job openings you have, or a flat subscription fee.

Functionality: Another easy mistake to make during the software selection process is choosing a solution because it's the most popular, or because it has the largest range of features. This can lead to overpaying for features that your business doesn't really need. To avoid this, determine what your business needs are and what processes you want an ATS to address. Then, schedule software demos so you understand exactly what a product does, and whether it's right for your industry and business size.

Next steps in finding your ATS

Customer support: Technical issues happen, and when they do, you need the best customer support available. Keep in mind that it may be difficult to receive immediate help from a software support team based in another country or continent. It's also worth noting how accessible the support team for your potential solution is. Does the team offer 24/7 support? Do they have a phone number or chat line, or is communication mostly done by email?

The right ATS tool will help make recruiting remote workers a smooth, uncomplicated process. Don't rush the software search. Determining the must-have and nice-to-have features you're looking for in an ATS will help you find the right fit.

Connect with a software advisor and receive your personalized recommendations in as little as 15 minutes.

Make an appointment to get started.

About Software Advice

Software Advice™ helps businesses navigate the software buying journey. Industry-specific advisors guide people through the selection process and provide personalized software recommendations. Founded in 2005, Software Advice has helped more than 750,000 businesses find the right software for their specific needs through 1-on-1 advice, objective research and actionable insights. Software Advice also features over 770,000 verified user reviews to ensure people feel confident in their technology decisions.