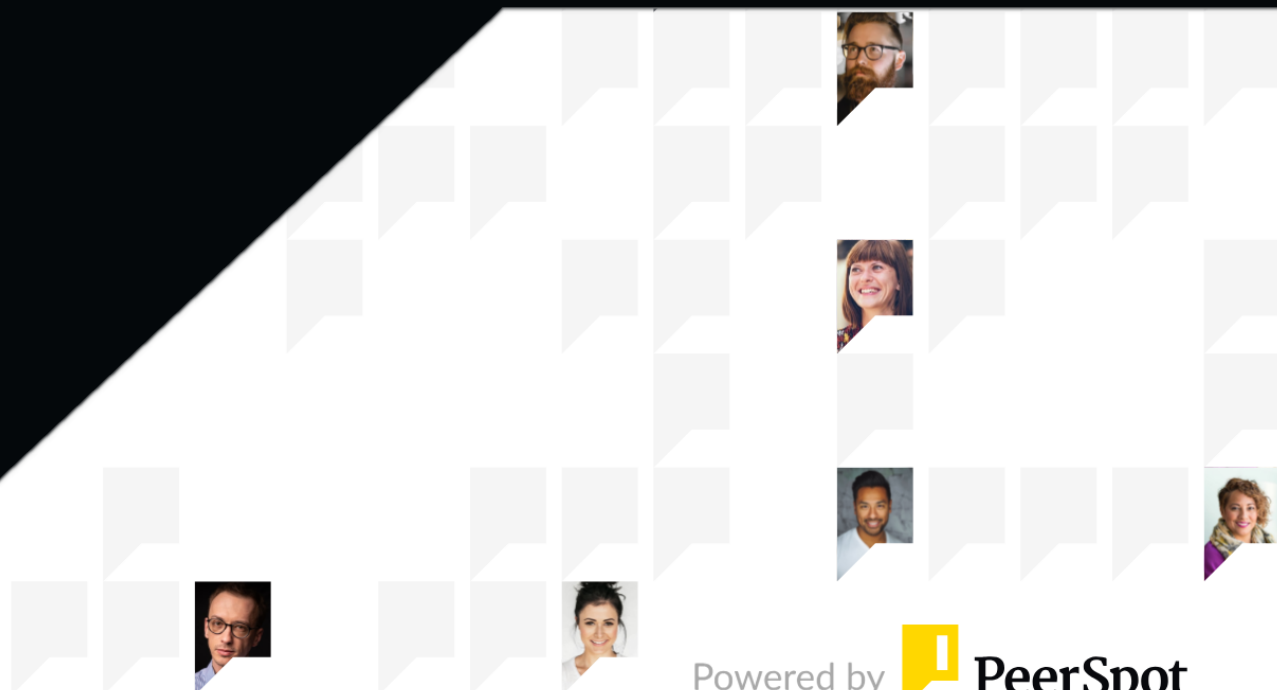




iCIMS Recruit

Reviews, tips, and advice from real users



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Product Recap



iCIMS Recruit

iCIMS Recruit Recap

iCIMS Recruit is a comprehensive talent acquisition solution designed to streamline hiring processes and enhance recruitment efficiency for businesses of all sizes. It provides users with a robust platform to manage, track, and optimize hiring workflows effectively.

iCIMS Recruit offers businesses an integrated suite of tools that facilitate end-to-end recruitment management. Tailored to the needs of HR professionals, it supports seamless collaboration between hiring teams and candidates. The platform's intuitive nature simplifies complex recruitment tasks, enabling personalized candidate experiences while ensuring compliance across recruitment operations.

What are the key features of iCIMS Recruit?

- **Applicant Tracking:** Enables tracking of candidates throughout the hiring process from application to onboarding.
- **Resume Parsing:** Automates the extraction of essential candidate information to streamline screening.
- **Job Postings Management:** Simplifies the distribution and management of job postings across multiple channels.
- **Interview Scheduling:** Facilitates easy scheduling of interviews and communication with candidates.
- **Analytics and Reporting:** Provides valuable insights through customizable reports on recruitment metrics.

Why should businesses consider iCIMS Recruit?

- **Scalable Solutions:** Adaptable for businesses of diverse sizes, offering a flexible approach to recruitment.
- **Improved Collaboration:** Enhances team communication making recruitment processes more efficient.
- **High ROI:** Delivers significant improvements in hiring speed and quality, optimizing recruitment budgets.
- **Customization Capability:** Allows businesses to tailor features to specific recruitment needs, enhancing usability.

iCIMS Recruit is widely implemented across industries such as healthcare, retail, and technology, where efficient hiring processes are crucial. Organizations in these sectors utilize the platform to manage large volumes of applicants, ensuring timely and effective recruitment aligned with industry standards and requirements.

Valuable Features

Excerpts from real customer reviews on PeerSpot:



“iCIMS Recruit is a user-friendly applicant tracking system overall.”

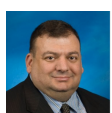


Marquita Gonzalez

Senior Talent Acquisition Consultant at a real estate/law firm with 1,001-5,000 employees



“iCIMS Recruit has positively impacted my experience as a job applicant by making it faster and less stressful.”



John Dittmer

Senior Policy and Process Functional Lead /Cybersecurity/Information Assurance (CS/IA) at a consultancy with 51-200 employees



“The solution offers good customization and good dashboards.”



Cheryl Cole

Sr. Benefits and HRIS Analyst at a healthcare company with 1,001-5,000 employees

What users had to say about valuable features:

“The best features iCIMS Recruit offers make it straightforward, and since I have seen many of the same questions between different companies, it makes filling out the job application quite quick. The process is especially easy and user-friendly in the way it uploads resumes, along with some of the standardized questions about demographics, gender, race, veteran status, and disability. iCIMS Recruit has positively impacted my experience as a job applicant by making it faster and less stressful. Sometimes you go through other types of job applications and are left wondering what they are looking for, and when I see it is iCIMS Recruit, it makes things pretty simple because I can anticipate the questions. It saves me at least a good half hour compared to other application systems..”

John Dittmer

Senior Policy and Process Functional Lead /Cybersecurity/Information Assurance (CS/IA) at a consultancy with 51-200 employees

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“For the most part, it works for our needs and when it doesn't, we can adjust it to our requirements.

The solution is very user-friendly.

They have iForms that we can use for both recruiting and onboarding. In fact, we were looking at going to a new Core System and the reason we didn't is due to the fact that their recruiting tool was not anywhere close to what iCIMS offers.

The solution's technical support and documentation is very good.

I would say it's pretty stable. Over time, I've seen them build on their platform, make improvements, enhance the user experience, and continue to gather feedback for improvement from end users.

The solution offers good customization and good dashboards..”

Cheryl Cole

Sr. Benefits and HRIS Analyst at a healthcare company with 1,001-5,000 employees

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“The ability to have a record of every touchpoint with a candidate makes my job easier in iCIMS Recruit. In recruiting, it can be easy to miss a step while moving through the workflow. iCIMS Recruit allows me to look within the candidate's record to see each step and where I am in the process, and it gives me the ability to identify when I haven't pushed a candidate to hiring manager review. This provides a good checkpoint to stop and take a pause.

“The best feature that iCIMS Recruit offers is the find candidates function. I use this feature by inputting the title of what I am looking for, the distance the person might live from the particular location, and how long they have been in the system, ranging from seven days up to ninety days. This function helps recruiters find passive candidates who have either been touched previously and are not recalled or have been touched by a previous team member but might still be interested in a new opportunity.

“Regarding finding better candidates, it is neutral; the candidate may be out of the job market. However, knowing which candidates in the system I have not explored and want to revisit is a great feature, making it useful overall.

“I appreciate that iCIMS Recruit has a robust training setup within the system, and I value how they update me with new trainings that might be coming up to give me a competitive edge on utilizing the system.

“iCIMS Recruit has impacted our organization positively through the reporting system. Beyond our leadership using the reporting system to track KPIs and metrics, I as a recruiter can also use the system to track my own KPIs and metrics to see where I stand regarding time to fill, average time to fill, how many hires I have had within a certain period of time, whether that is three months, six months, or a year. The ability to see these features and download these reports is very helpful..”

Marquita Gonzalez

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Senior Talent Acquisition Consultant at a real estate/law firm with 1,001-5,000 employees

Other Solutions Considered

“We used to use UltiPro, which is now UKG.

When I started working on this project, I personally did not use the old UltiPro Recruiting platform. iCIMS has email campaigns and other functions where we can leverage the platform that Core Systems do not have yet.

My understanding is that we switched since UltiPro Recruiting was an old product with no conversion roadmap to their new product. We wanted something more robust on ATS and onboarding. We did recruit first and then we moved to using onboarding, which has been great. I can't imagine trying to do all of this without having the onboarding system as well..”

Cheryl Cole

Sr. Benefits and HRIS Analyst at a healthcare company with 1,001-5,000 employees

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ROI

Real user quotes about their ROI:

“I have seen a return on investment as an applicant because I can do more applications, and it makes things straightforward because I know how to anticipate answering the questions. I assume that for the companies that use it, it probably saves them a lot of money from having to do research or have the recruiters contact the applicants with questions..”

John Dittmer

Senior Policy and Process Functional Lead /Cybersecurity/Information Assurance (CS/IA) at a consultancy with 51-200 employees

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“I have noticed an ROI mostly from the time saved. We find that there's an efficiency in terms of how our recruiters can go through, do the whole process and see everybody at a glance. Levering onboarding has also helped us to be more efficient, help with soft boarding, and complete all new hire paperwork remotely. .”

Cheryl Cole

Sr. Benefits and HRIS Analyst at a healthcare company with 1,001-5,000 employees

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Use Case

“My main use case for iCIMS Recruit is as a job applicant with various IT companies. I normally access iCIMS Recruit through a web browser as an applicant. There was no cost for me as an applicant regarding pricing, setup cost, and licensing..”

John Dittmer

Senior Policy and Process Functional Lead /Cybersecurity/Information Assurance (CS/IA) at a consultancy with 51-200 employees

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“My main use case for iCIMS Recruit is as an applicant tracking system where I review candidates, disposition candidates, and set up candidate screening, which may be virtual or in person. I create offer letters in iCIMS Recruit, create bonus forms, create text message responses, create Calendly messages, and fully utilize it as an ATS system.

“iCIMS Recruit is a user-friendly applicant tracking system overall. When integrated correctly within an organization, recruiters find it intuitive and easy to pick up. It allows them to maintain record-keeping for candidates through every step of the process. I recommend its usage on a recruiting team. In my everyday usage, I use it solely in the recruitment process all the way to the offer stage and even to the endpoint of sending the background check form through iCIMS Recruit..”

Marquita Gonzalez

Senior Talent Acquisition Consultant at a real estate/law firm with 1,001-5,000 employees

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Setup

The setup process involves configuring and preparing the product or service for use, which may include tasks such as installation, account creation, initial configuration, and troubleshooting any issues that may arise. Below you can find real user quotes about the setup process.

“The initial setup isn't complex at all. It's very straightforward and simple.

However, when it's not straightforward, their customer service is excellent. If it's something I'm not sure I have access to change, I will open a help desk ticket and they will help guide me through it.

I want to say it was four to six weeks in terms of deployment time. This included the training, the data, the customization, and getting the data migration.

We did keep our old ATS open for a little while. We closed out some jobs in the old one and then started fresh in the new ones for tracking purposes.

The solution doesn't require too much maintenance. .”

Cheryl Cole

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Sr. Benefits and HRIS Analyst at a healthcare company with 1,001-5,000 employees

Customer Service and Support

“Technical support is helpful. They are good at walking you through resolving the issue. They also have a robust knowledge base where you can search for articles when troubleshooting or even making changes to the platform.

The technical support team is responsive.

We've been satisfied with the level of service..”

Cheryl Cole

Sr. Benefits and HRIS Analyst at a healthcare company with 1,001-5,000 employees

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Other Advice

“The advice that I would give to others using iCIMS Recruit is that it is an ATS system that works well for applicant tracking and workflow process in general. It is easy to navigate, and I think it is beneficial to have an ATS system that is easy to navigate through each workflow. I recommend it.

“I found this interview to be straightforward with no recommendations at this time to change anything. I would rate this product an eight out of ten..”

Marquita Gonzalez

Senior Talent Acquisition Consultant at a real estate/law firm with 1,001-5,000 employees

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“A quick specific example of how I have used iCIMS Recruit as a job applicant is when I applied for Booz Allen and also when I was applying for SAIC. Basically, what they do is they upload your resume, they go through, and ask specific questions about the resume. There are also several mandatory questions they must ask, especially about my veteran status, how I earned my veteran status, whether or not I have a disability, if so what kind, and other related information. My experience as a job applicant using iCIMS Recruit is that, for the most part, it is standardized throughout different companies. This makes it easy as a job applicant when you are doing multiple applications at the same time. I really do not have any problems with iCIMS Recruit's governance and security because it is all password protected, and I see that it is HTTPS, which gives me a great deal of comfort. Regarding iCIMS Recruit's accuracy and reliability of output, I would give it approximately ninety-five percent. I would strongly recommend using iCIMS Recruit. I rated this review an eight out of ten..”

John Dittmer

Senior Policy and Process Functional Lead /Cybersecurity/Information Assurance (CS/IA) at a consultancy with 51-200 employees

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“I'm the system administrator for our organization. I do the configuration and troubleshooting. I'm also part of the PEP with iCIMS, which is the Product Experience Panel. The PEP gets to give input and test out new products ICIMS is offering. I also get my recruiters to participate, so that they get feedback on what would be user-friendly on the backend and what works for us. As part of the PEP we also get to see roadmaps, which is great!

Often companies will take a current process and shove it into the new system and think it's going to work miracles. I would suggest doing a current state map and a future state map. By mapping out how you want your future state to look, you will have a better idea on how you want the process to look and then leverage iCIMS to make it happen. If you are not happy with your current process, automating the bad process isn't going to make it any better.

In general, I would rate them at an eight out of ten. I'm happy with the solution; however, I do still see some room for improvement..”

Cheryl Cole

Sr. Benefits and HRIS Analyst at a healthcare company with 1,001-5,000 employees

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