



Buyer's Checklist:

6 Questions you should ask before buying a job distribution tool

There are thousands of job boards, niche sites, social media networks and career pages to choose from today. Picking the right source to advertise your open positions and deliver relevant candidates is increasingly difficult.

Specialized job distribution tools streamline the arduous process of posting the same job in different places, helping businesses find the right candidates more efficiently.

Selecting the right job distribution system that is worth your investment can be difficult. Luckily, we have compiled this handy checklist to aid in your due diligence. Here are six important questions you should be asking as you decide which job distribution platform is right for you.

Does it give you the right exposure to quality talent?

A robust job distribution platform provides access to well-established job posting resources, giving your jobs the reach they need to connect with the right talent. These candidates may not only be looking on a traditional job board. Your distribution tool should have the ability to post your job in front of candidates, wherever they may be.

Can it be integrated into your applicant tracking system (ATS)?

You likely use an ATS to organize requisitions and move candidates through a hiring process. Adding job distribution into the workflow of your recruitment software boosts the value of any ATS by feeding a higher volume of applicants into your system. The right tool will also track views and clicks of every job posting to calculate the ROI of your sources.

Can you contact candidates without using an ATS?

Not everyone is willing or able to buy an ATS just to achieve an integrated job distribution experience. Top performing distribution tools also offer web-based solutions for organizing and reaching out to applicants. A job posting system should allow for easy ranking, sorting and mass contact of candidates when it is not integrated to an ATS.

Does it distribute to niche boards?

When it comes to targeting niche candidates, strategic job distribution is invaluable. If a job requires specialized skills, niche job boards can help you source the best candidates for the position. By specifically targeting candidates where they are searching, you'll find the right talent more quickly, while reducing turnover by finding job seekers with the right skill set.

✔ **Does it distribute to social networks?**

Today's job seekers use social media to research companies before applying. The right job distribution platform helps boost your employment brand by using social media outlets to market your open positions. You'll not only be able to reach candidates who are already interacting with your company, but you'll have access to candidates who aren't actively seeking out job opportunities.

✔ **Does it offer global reach?**



In today's global economy, the best employees are often found beyond traditional borders. A broad job distribution platform places openings on all types of job boards around the world. With the ability to find top talent regardless of where they call home, you'll improve the ROI of your recruitment process.

If you have questions about products, implementation, integration, or anything else, let us know. Our sales representatives have answers.

Contact us, or visit

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Broadbean Job Distribution is part of the Talentstream Technologies suite of solutions that bring together all the tools you need to manage the entire recruitment process.