

# HRTECH Outlook

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## Top 10 Recruitment Software Solution Providers 2017

Today, recruitment software plays an increasingly important strategic role in the way companies approach their talent acquisition and hiring processes. There's a good reason for the ubiquity of modern recruitment technologies, as most hiring managers and HR organizations have either automated processes across the recruitment lifecycle or are in the process of doing so.

Recruitment software functions as a resume database and helps in managing the entire recruitment life cycle addressing core activities such as sourcing the most suitable profiles, scheduling interviews, processing offers, all the way to onboarding them into the organization. At all these stages, the software can generate multiple reports and thereby improve the efficiency of the recruitment process with the required analytics. State-of-the-art recruitment software also serves as an effective way to keep tabs

on the recruitment history for both active and passive candidates, while also improving the employer branding of organizations.

To help organizations find the best talent in the marketplace, in this issue of HR Tech Outlook, we've featured the top ten vendors that offer innovative technologies and services that simplify recruitment processes. A distinguished panel comprising of CTOs, CIOs, analysts, and the HR Tech Outlook editorial board has selected the top players from the competitive field of recruitment software solution providers. The listing provides a look into how these solutions work in the real world, so that you can gain a comprehensive understanding of what technologies are available, which are right for you, and how they fare against the competition.

We present to you the Top 10 Recruitment Software Solution Providers 2017.



**Company:**  
 Invenias

**Description:**  
 A cloud-based software solutions provider for executive and strategic hiring used by world's leading search firms and in-house strategic talent teams

**Key Person:**  
 David Grundy  
 CEO  
 Richard Harrison  
 CTO

**Website:**  
[invenias.com](http://invenias.com)

## Invenias An Intuitive and Effective Cloud Platform for Executive and Strategic Hiring

Along with strategy and capital, strategic talent is the defining factor for the success or failure of any enterprise, regardless of size, sector or location. The recruitment of executive and strategic talent is therefore a critical competency that requires executive and management attention. The growing trend to build dedicated in-house expertise and capability reflects the growing elevation of executive and strategic hiring to the top of the talent agenda. The drivers first and foremost should be to ensure the company has the capability to secure the best strategic talent in a highly competitive landscape, furthermore tactically there may be a focus on reducing external expenditure.

executive search firms, becoming both the largest and fastest growing provider in the sector, and now as enterprises build in-house executive and strategic hiring capability these teams are increasingly turning to Invenias.

"Invenias recognizes that the tightly coupled partnership of technology, the professional talent team, and the hiring executive community is central to achieving a highly performant hiring culture and organization," says David Grundy, CEO, Invenias. Grundy thinks about data and intelligence as being central to an organization's success and capability. "At its heart Invenias enables an organization to build a Talent Intelligence Platform. This allows an organization to see not just



David Grundy

**We are more focused on providing a whole talent intelligence solution rather than just software features**

As these new in-house teams look for the systems to enable their success, there has been a growing recognition that the simple re-tooling of applications designed for related but very different recruiting needs will not do. Invenias was created to specifically address the challenge of executive and strategic hiring (as opposed to volume recruiting) and was originally developed to support the search firms who sit at the top of the staffing profession. Invenias developed the cloud platform and apps that underpin nearly 1,000

the incumbent and internal talent pool for a given role but also peer talent in competitive organizations and the broader relevant external talent pool." Grundy continues, "This talent intelligence needs to go beyond basic who's who and relevancy indicators such as skills, and expand to capture highly trusted insight and assessment data that can be drawn from the hiring communities' connectivity and experience."

The deep commitment and passion for an "innovation and

customer first culture" puts Invenias ahead of the curve and underpins the long-term value they bring to customers. "And of course, along with strategy and capital the strength and quality of the executive and strategic talent we have built here is something that we understand will determine long term success. We like to think we have taken our own medicine," adds Grundy.

What lies ahead for Invenias is a continuing focus on the strategic hiring challenge. "Helping our customers achieve the best strategic hiring outcomes is what we do," concludes Grundy. "We are expanding our operations across the world. We want to increase our market presence and expand the depth and sophistication of our solutions."