



How To Convince You Management Buy a Recruiting Software?

Many recruiters and HRs understand the importance of work with all-in-one software for recruiting. But advanced products rarely are free.

So the question arises: Is it possible to convince your company management buy a recruiting software? And how?

Here's a serious talk comes where your aim is to urge your executives that such software is not a trendy bauble, but a powerful tool for work optimization which saves dozens of resources (people, time, money) for a company.

Management is directly interested in the recruitment of personnel. The key point is to find the right words and arguments.

On this occasion, we prepared a few weighty arguments to help you convince your managers use special software for recruiting:

#1. How many time & financial resources business losses when cannot hire people on a project on time?

In microeconomic theory, there's a term '**opportunity cost**' which means the value of the choice of the best alternative lost while making a decision.

How many potential income your company can lose during 1 hour / day / week of work without an appropriate project team member? I'm sure that it could be hundreds of dollars.

At the same time, recruiting software allows not only decrease the time on an employee's recruiting but to hire a candidate even before a deadline.

#2. How many time & financial resources business loses paying for a recruiters' monkey job? It's better to pay the salary for a pure expertise.

Soft for recruiting automation saves a lot of recruiters' time and allows to fill vacancies much faster without distractions on routine tasks.

This means that such operations as sourcing and candidates' import, database search and structuring, vacancies reports and other could be automated!

This is a 'monkey job' which frequently recruiters want to get rid of — it doesn't need a high qualification, routine and monotonous.

So why business should pay experienced recruiter a ***your hourly rate*** for a boring job if it could be automated via special software? It's much cheaper.

And recruiter should be rewarded for its pure talents and powerful skills ;)

#3. If a recruiter leaves the company, his/her candidates' database on LinkedIn will be lost.

Sounds like a threat, but it's true. Every former and future employee who leaves your company goes to competitors. Therefore, managers are directly interested in the preservation of its assets.

Let your management know that you are on their side. Show that you are interested in saving your own work results (LinkedIn database) for the company, and you will add many trust points from your manager.

With an applicant tracking software, you will save your LinkedIn database in one place: it remains in your company even after recruiters leave it.

#4. If we build our own software: how expensive will be the development and bugs fixing?

It is one of the TOP-3 questions we receive at CleverStaff :)

It's possible to develop own corporate ATS, but it takes really many time, it's hard and painful.

To make a long story short: it's almost unreal to catch up features developed by special recruiting services'. Sometimes we think about other recruiting services to use (actually, not — CleverStaff is a really great tool :)

#5. Social proof: advanced competitors and recruiters already use special software. Do we want to graze the rear?

Not always, of course. We are not campaigning to chase the crowd, we vote for non-conformism! :)

But seriously, most successful companies and recruiters use a bunch of services to get rid of the routine and to save time. This is clearly displayed on their income and success.

There are niche recruitment programs which stay separate among other tools and services. It's much more important to focus on the best candidates and their search, instead of routine and repetitive operations.

For example, CleverStaff used by TOP-companies in their niche (check the «Our clients» block [at our website](#)) — they automate 'monkey job' to make things which are important and bring income.

Summing up: you and your management do not need software for recruiting if you fill one vacancy per year.

But if you constantly looking for great candidates (which define the success of your company), you know yourself what to do and what to automate.

If you really need to work in a great, fast and efficient way, it will be easy for you to convince colleagues buy powerful tools for the growth of your business.

Check more articles at [CleverStaff blog](#).

[Cleverstaff](#) – all-in-one software for applicant tracking and recruitment automation.