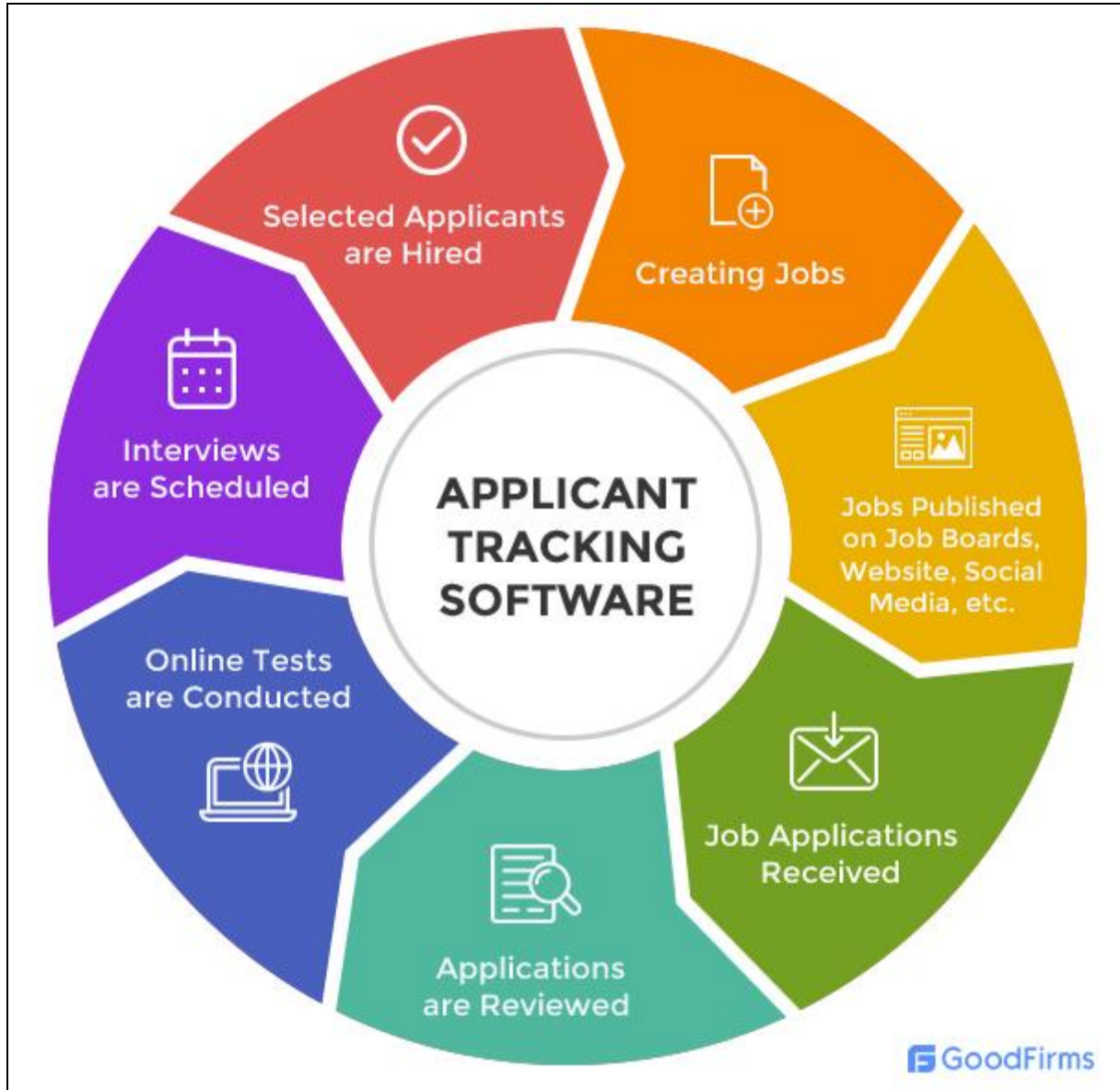


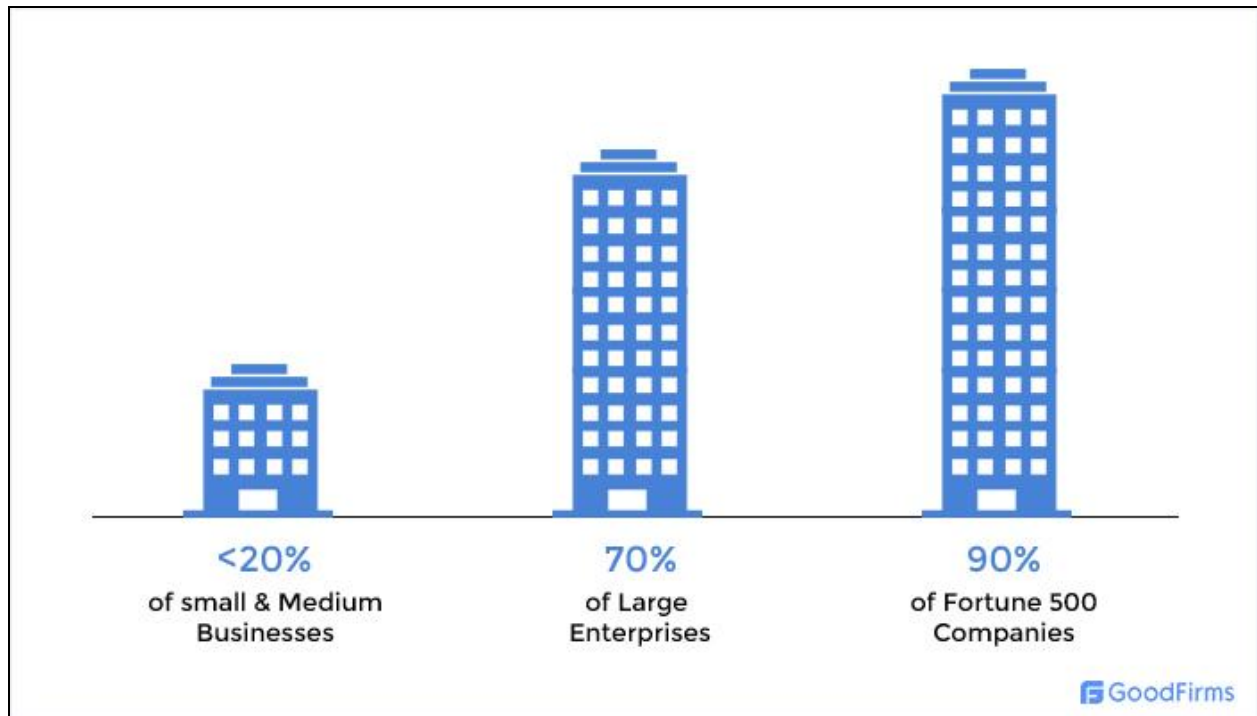
## Open Source Framework:

ATS can help businesses, to manage and systematically process job applications. It is also used by universities and colleges to manage applications for admission to their different courses. It helps the recruiters, hiring managers of the companies, and admissions department of any educational organization to scrutinize the applications and communicate with the candidates in an automated manner.

Applicant tracking systems are designed to sort the applications as per the eligibility or admission criteria, the way a recruiter or an admission manager would do. It automates the entire process of selection, reducing human efforts to a great extent. When a recruiter or admission manager receives a huge number of applications, it is just impossible to read each one thoroughly. The software makes the selection process easier, saves time, and eliminates the chances of human errors.



**Who is Using Applicant Tracking Software?**



([csb.unsw.edu](http://csb.unsw.edu))

([baruch.cuny.edu](http://baruch.cuny.edu))

### Why is Applicant Tracking Software Required?

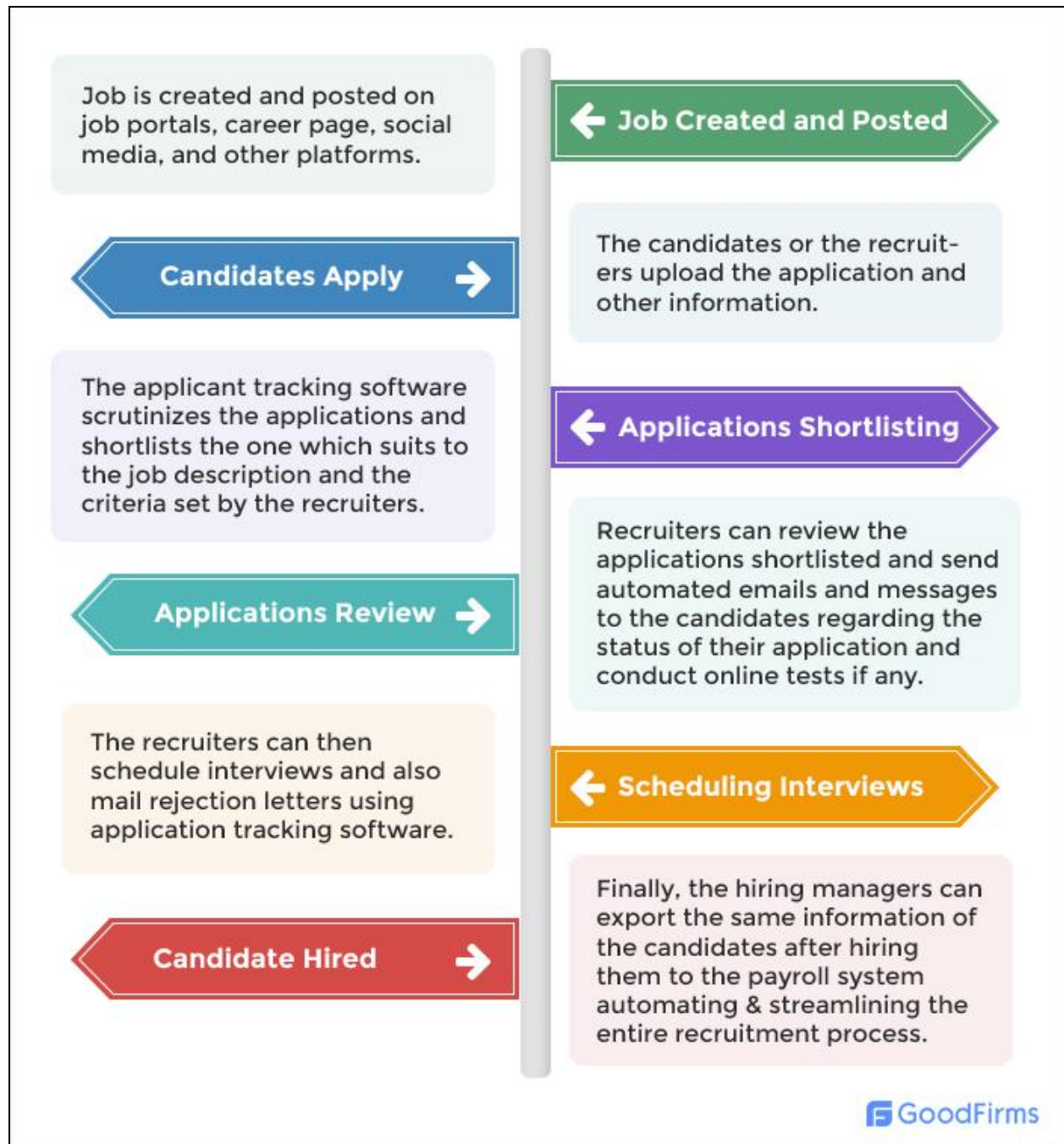
Several applications are received by the companies every day, and the number of human resources required to review those applications and shortlist them would be exorbitant. Also, the companies need to ensure compliance with their local Government rules & regulations. So, ensuring that each application is properly scrutinized before it is rejected or selected becomes mandatory.

Gone are the days when the software was considered by the companies having a huge budget reserved for the recruitment process. Using ATS is no more a luxury now; it has become a necessity for all enterprises. As per a [recent study](#), a company with even 8 employees can save \$10,000 using an ATS.

There are many free applicant tracking solutions available in the market. Thus, it becomes easy for businesses to save time on their recruitment processes without investing a huge amount.

Here, we have shortlisted the top 9 free and open source applicant tracking software, which you can consider to make your recruitment process quick and simple. But, before we look into the details of each one of them; let's have a brief about exactly how ATS works, its benefits, and the features to look for, which can help you in selecting the best one for your business.

## How Does an ATS system Work?



## Benefits of Using Applicant Tracking Software

The usage and popularity of software are gradually growing. But why? The below-mentioned benefits can answer this question.



**Saves Time**

The software automates many tasks which were done manually previously like screening applications, eliminating unqualified applications, scheduling interviews, etc. Moreover, storing a database of resumes for different job profiles doesn't require paperwork and maintaining huge physical files anymore. The entire recruitment process is managed seamlessly with the help of application tracking software, saving a lot of time.

### **Saves Money**

Using the software, you are automating the recruitment process, which can save the time of the recruiters and admission managers. Also, you know where your candidates are coming from, which helps you in controlling the expenses done on recruitment ads and admission strategies that are not going to work. The software helps you in building talent pools so that you have candidates ready even before a new job or admission course opening.

### **Streamlined Hiring Process**

Hiring and admission to a course can also be done using various tools like Excel Spreadsheets, Email, Calendars, Social Media, Job Boards, etc. But, all these methods are prone to errors, and you need to shift between these different tools to get things done. The software can integrate various tools and help you in completing the entire process using a single platform.

### **Improves Candidate Experience**

The system helps recruiters continuously communicate with the candidates by sending automated emails and messages. Keeping in touch with the candidates and notifying them about the status of their application, helps in providing impeccable candidate experience. This can enhance the reputation of your company and make your hiring or admission process easier.

### **Ensures Legal Compliance**

The system can scrutinize the applications based on the rules governed by EEOC (The Equal Employment Opportunity Commission) and GDPR (General Data Protection Regulation). This helps companies to eliminate biased behavior toward specific candidates and human errors, ensuring legal compliance throughout the hiring process.

### **Provides Access to Insights and Reports**



The software can provide information like which channels brought the best candidates, what was the cost per hire or admission, which post of yours attracted maximum candidates, the status of the applications, and many other important things helping in improving the entire hiring or admission process.

## **Ideal Features of an Applicant Tracking Software**

Now you know the benefits of using the software, but at the same time, the competition in the job market is becoming fiercer day by day. Companies need to think out of the box to attract qualified candidates to apply for the jobs and organize the applications accurately once they have applied. This is where the features of the software play a major role. So, what are the key features that you should look for in your software to ensure that the right people are being recruited for your organization? Let us see this in detail -

### **Career Page**

The system helps you with career page templates that can be customized. You can add your company logo, photos, job description, social sharing buttons, instructions on how to apply, and even the application form through which the candidate can apply. The career page is something that forms the first impression of your company in the minds of the candidates. Thus, you need to ensure that your software facilitates you to design one, which represents your business in the right manner.

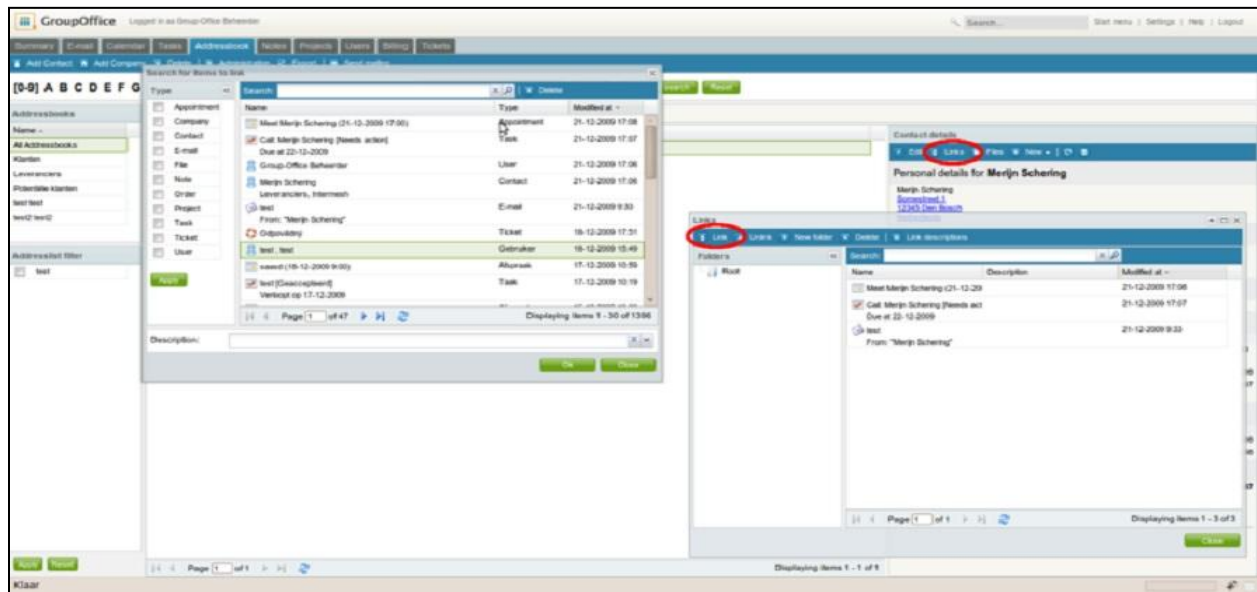
### **Key Features**

- Extremely easy to use
- Allows internal and external recruiting
- Enables skill-based tagging
- Can manage candidates and clients both
- Facilitates company branding
- Can be used web-based or local
- Helps in storing resumes in a systematic manner

If you have already used OpenCATS, please feel free to share your [reviews](#) here.

## **#2 Recruity**

Recruity is an open-source applicant tracking system developed in The Netherlands. This software is the outcome of daily practice and was developed based solely on open-source concept. It is customizable as per your requirements relating to recruitment and hiring. You can keep all the data secure as you can run this software on your network.



([recruity.com](http://recruity.com))

## Key Features

- Applications tracking & management
- Recruiting management
- Acquiring talent & background screening
- Managing candidates
- Job posting
- Onboarding formalities

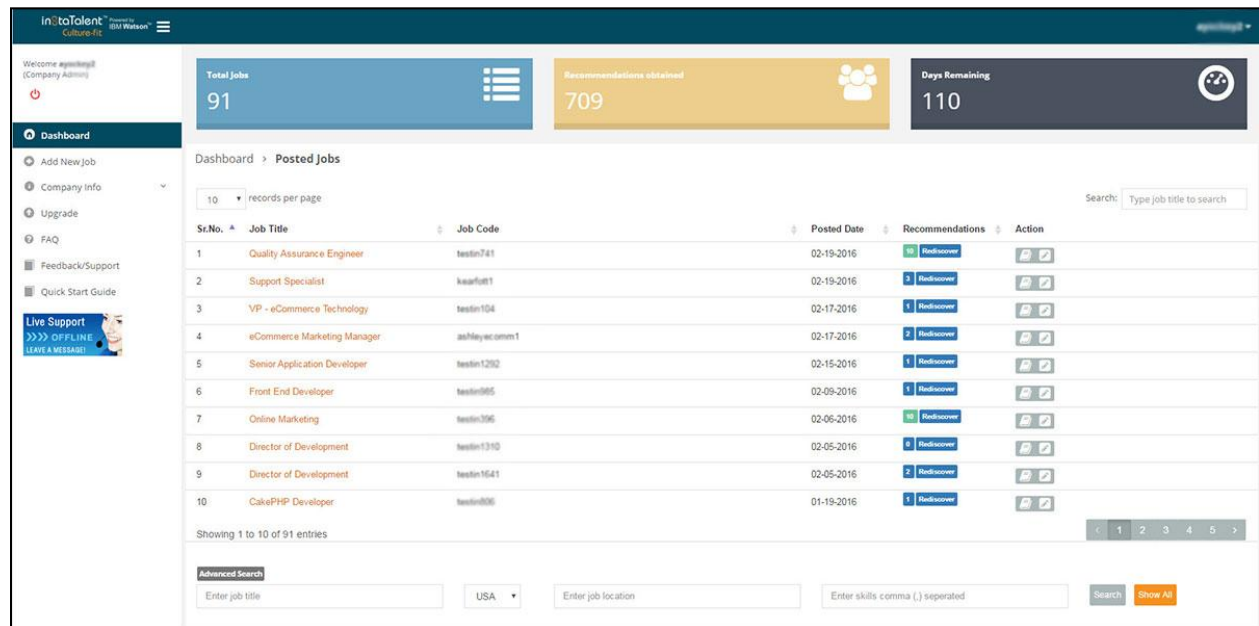
If you have already used Recruity, please feel free to share your [reviews](#) here.

## #3 instaTalent

instaTalent is an open-source ATS software specially designed for small and medium-sized businesses. It is considered to be advanced yet simple software that can enhance your recruitment process. The recruiters can track job postings and applications for the vacancies using this software. From collecting candidates'



responses to their acceptance, this software can handle everything relating to recruitment seamlessly.



([careersunbound.com](http://careersunbound.com))

- Allows resume extraction and parsing
- Helps in analyzing the culture of the prospective candidates
- Allows automated correspondence
- Displays candidate progress flow graphical analysis
- Provides an overview of career background analysis
- Helps in analyzing costs relating to recruitment

If you have already used instaTalent, please feel free to share your [reviews](#) here.

## #4 TalentHire

TalentHire is a robust applicant tracking software presented by CEIPAL. It helps in improving the hiring process, starting from posting vacancies to hiring candidates. It is built on an open-source architecture providing high-end scalability to businesses of all sizes. It helps companies in executing quick hiring, onboarding, and workforce management process. This software is used by small to medium-sized companies in different sectors like IT, healthcare, education, etc.

## Explore Possibilities Unthinkable

The screenshot displays the CEIPAL TalentHire web application interface. At the top, there's a navigation bar with tabs for JOB POSTING, APPLICANTS, CLIENTS, VENDORS, TALENT BENCH, EBOARDING, PLACEMENTS, and ADDITIONAL. The main content area shows a candidate profile for Eric Taylor, EVP, Chief Global Customer Exp.. The profile includes contact information (phone, email, location), a 'CREATED BY & ON' section, 'OWNERSHIP' and 'SOURCE' details, and an 'APPLICANT STATUS' section. Below this, there are tabs for Personal Details, Jobs Applied, Notes, Work Experience, Tags, Task Manager, Documents, Education, Employer Details, References, and Activities. The 'Personal Details' tab is active, showing fields for Nick Name, Work Phone, Email Address 1, Work Authorization, Skype ID, City, Country, Source, Clearance, Experience, Home Phone, Other Phone, Date Of Birth, SSN, Current Address, State, Postal Code, Ownership, Clearance Type, and Job Title. An 'EDIT' button is visible on the right side of the form.

([talenthire.ceipal.com](http://talenthire.ceipal.com))

### Key Features

- Manages job requisitions
- Publishes jobs on integrated platforms with a single click
- It can integrate with 30+ job boards
- Facilitates searching, screening, & selecting candidates easily
- Enhanced data security with the two-way verification
- Manages all information in a streamlined manner
- Includes CRM features
- Follows the electronic process to make the onboarding process easier

If you have already used TalentHire, please feel free to share your [reviews](#) here.

### #5 Appliview

Appliview is a versatile [ATS software](#) that can take the recruitment process of your organization to the next level. The staffing & employment agencies, hiring managers,

and recruitment professionals can rely on this software for quick and superior workflow maximizing revenue and improving productivity.



([appliview.com](http://appliview.com))

## Key Features

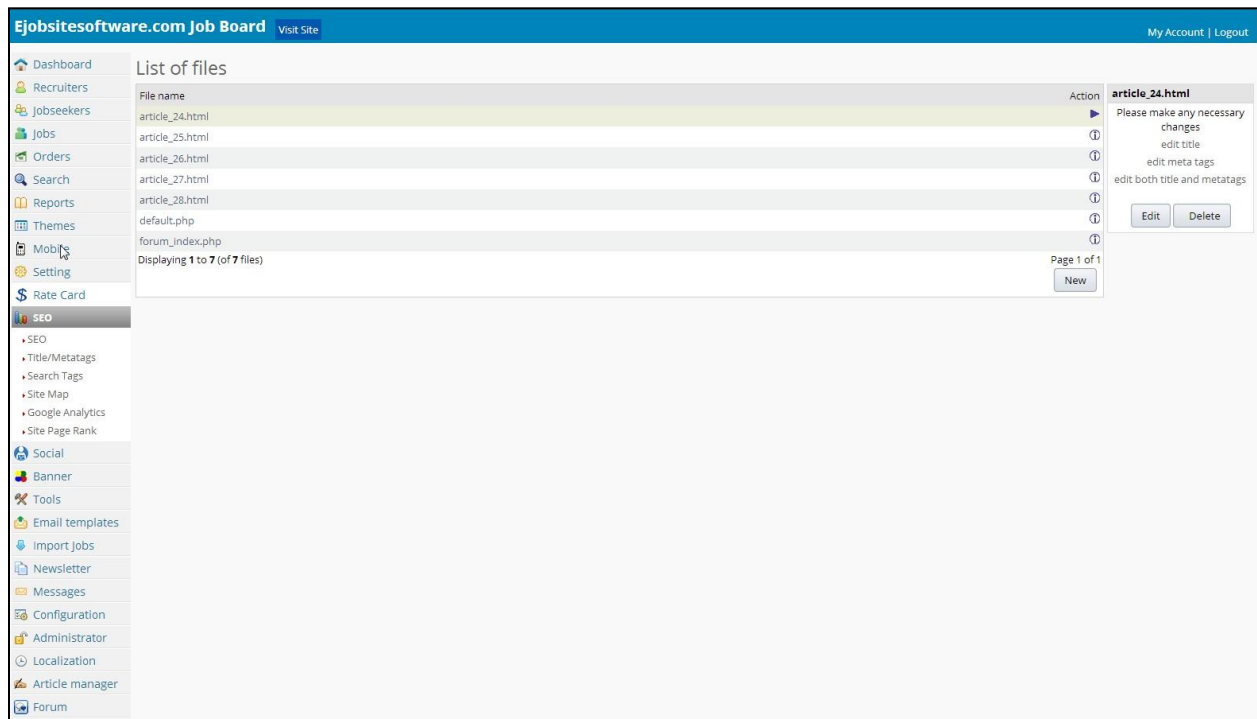
- Helps in resume assessment
- Facilitates screening background
- Manages candidate information
- Schedules interviews
- Includes collaboration tools
- Automates onboarding process

If you have already used Appliview, please feel free to share your [reviews](#) here.

## #6 Ejobsitesoftware

EjobsiteSoftware is open-source software that helps companies to deploy a well-featured job board or job site with a custom homepage quickly and easily. It helps employers in searching for the right candidates and at the same time helps job seekers

to look for the right job opportunities matching their skills. It provides versatile customization options helping its users to meet their requirements seamlessly.



([ejobsitesoftware.com](http://ejobsitesoftware.com))

## Key Features

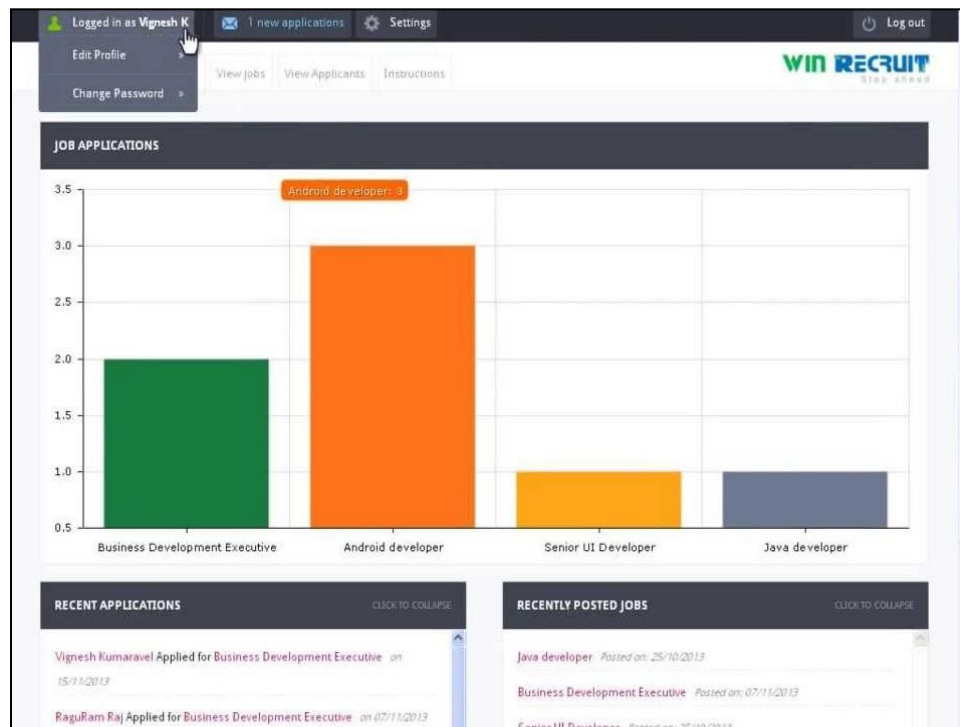
- Helps employers in viewing the applicants' profiles
- Facilitates tracking, qualifying, rating, and viewing the hiring status of the candidates
- Can edit the applicant's current status
- Helps in scheduling interviews
- Enables selecting candidate

If you have already used Ejobsitesoftware, please feel free to share your [reviews](#) here.

## #7 Winrecruit

Winrecruit is an open-source applicant tracking solution that helps companies in streamlining their recruitment process. It facilitates companies to build and customize their careers page attracting candidates to apply for the job positions. It also helps in

creating job requisitions, inviting applications, conducting interviews, and sharing resumes with the entire team, making the whole recruitment process quick and intuitive.



([winrecruit.com](http://winrecruit.com))

## Key Features

- It helps in searching for resumes based on location, skills, experience, qualifications, etc.

- It can integrate with social platforms and post job requisitions

- It can manage job requisitions which include adding, editing, and deleting on all the job boards

- It provides separate login for job seekers, employers, employees, corporate, etc. with different access rights

- It provides real-time reports and insights helping to make smart decisions for the future

If you have already used Winrecruit, please feel free to share your [reviews](#) here.

## #8 SmartRecruiters

SmartRecruit provides an ATS system known as SmartStart meant for enterprises requiring streamlining the entire hiring process. Starting from tracking, screening, and evaluating candidates to collaborating with hiring teams, SmartRecruit helps at each level to automate jobs and make them easier.

The screenshot displays the SmartRecruiters web application interface. At the top, there is a navigation bar with links for JOBS, PEOPLE, MARKETPLACE, and ANALYTICS, along with a search bar and a 'Create a Job' button. Below the navigation bar, there is a main search area with a 'Search People' input field and an 'Add candidate' button. The main content area is divided into two sections: a left sidebar with filters and a right section with a list of candidates.

**Filters:**

- Location:** Filter candidates' cities or countries. Options: Not specified (4), Anaheim (1), Hayward (1), Livermore (1), Los Angeles (1).
- Proximity:** Search by zip-code or location. Within 50 mi. (80 km).
- Title:** Search candidates' titles. Options: Software Engineer, Product Manager, Product And Operations Manager, Account Executive, Founder & VP Of Product.
- Status:** Filter more statuses. Options: Lead (4), New (1), In-Review (5), Interview (4).

**Candidates List:**

Select	Name	Job Title	Source	Location	Status
<input type="checkbox"/>	Ryan Allen	Marketing Manager	From: Manual upload	Redwood City, California	Offered
<input type="checkbox"/>	Julia Álvarez	Recruiter	From: Manual upload	Salinas, California	Interview
<input type="checkbox"/>	Sangeetha Bhat	Account Executive	Referred by Michael Johnson		Interview
<input type="checkbox"/>	Reggie Brooky	Software Developer	From: Stanford Career Fair	Nyack, NY	Rejected
<input type="checkbox"/>	Jessica Corner	Account Executive	From: Monster	Palo Cedro, California	Hired
<input type="checkbox"/>	Noah Craig	Baker	From: Ruby on Rails Jobs	Livermore, California	Lead
<input type="checkbox"/>	Daniel Higgins	Baker	From: Ruby on Rails Jobs	Windsor, California	In-Review
<input type="checkbox"/>	Marcin Kasiński	Software Developer	Referred by Karen Smith		Lead