1. Job Posting Management:
   - Create and publish job listings.
   - Edit, update, or remove job postings.
   - Customize job descriptions and requirements.
2. Applicant Management:
   - Accept and store job applications.
   - Sort and filter applicants based on criteria.
   - Search and retrieve applicant information easily.
3. Resume Parsing:
   - Automatically extract and organize information from resumes.
   - Convert resumes into a standardized format.
4. Applicant Tracking:
   - Track the status and progress of each applicant through the hiring process.
   - Log all interactions and communications with applicants.
5. Candidate Communication:
   - Send automated email notifications to applicants (e.g., application received, interview scheduled, rejection).
   - Schedule and manage interviews and assessments.
6. Resume Database:
   - Maintain a searchable database of resumes and applicant profiles.
   - Archive applicant data for future reference.
7. Collaboration and Workflow:
   - Enable collaboration among team members involved in the hiring process.
   - Assign roles and permissions for different team members.
8. Reporting and Analytics:
   - Generate reports on applicant demographics, progress, and time-to-fill metrics.
   - Analyze data to improve the hiring process.
9. Integration with Job Boards:
   - Post jobs on various job boards and career websites.
   - Automatically import applications from these external sources.
10. Mobile Accessibility:
    - Access the ATS system from mobile devices for on-the-go recruitment.
11. Compliance and Equal Opportunity Monitoring:
    - Ensure compliance with hiring regulations and equal opportunity requirements.
    - Generate reports on diversity and inclusion in the hiring process.
12. Customization and Branding:
    - Customize the ATS with your organization's branding and logos.
    - Tailor the system to match your specific recruitment workflow.

13. Onboarding Integration:
- Seamlessly transition successful applicants into your organization's onboarding process.

14. Interview Scheduling:
- Schedule interviews and send invitations to applicants.
- Sync with team members' calendars to avoid scheduling conflicts.

15. User Support and Training:
- Offer support to users and provide training on system usage.

16. Security and Data Privacy:
- Implement security measures to protect applicant data.
- Ensure compliance with data privacy regulations.

17. API and Integration Capabilities:
- Integrate the ATS with other HR and recruiting software, such as HRIS, payroll systems, or background check services.