

How we compare

Legacy providers

Tack-on approach to DE&I

Low user engagement outside recruiting teams

Unstructured data makes it difficult to take action

Frustrating, counterintuitive candidate experience

Proven innovator



Research-backed approaches to increase inclusion and mitigate bias at every part of the hiring process



Designed for everyone involved in hiring decisions, with an 85% company-wide adoption rate



Actionable, data-driven hiring insights



A great candidate experience, from application to onboarding

Lightweight tools

Still building core functions and not ready for DE&I complexity

Low executive-level trust

Missing basic data and reporting functions

Key areas of the candidate experience are undeveloped

greenhouse



7,500+
Customers

200M+
Revenue

700+
Employees

450M
Funding

Clients growth with Greenhouse

Betterment

70 → 490 employees

Checkr

3 → 1,400 employees



120 → 3,400 employees

Calendly

5 → 650 employees

airbnb

200 → 6,000 employees

AXIOS

12 → 630 employees

classpass

17 → 590 employees

gofundme

42 → 570 employees

OSCAR

50 → 2,250 employees

Handshake

15 → 800 employees

sweetgreen®

40 → 2,000 employees

allbirds

50 → 700 employees

Notion

40 → 2,700 employees

Justworks

9 → 1,400 employees

Calm

60 → 700 employees

Thousands of great companies are growing with Greenhouse



Growing, together

7,500+
customers

130+
countries

800+
employees

Growth

backed by TPG and global investors

Expected Business Outcomes



The impact of a mis-hire

To illustrate the impact the People team can have on ELTV, check out the case study included in our [ELTV eBook](#).

Case study excerpt: “After three years, the company using Greenhouse saw a higher ELTV in comparison to the average company.”

Onboarding
30%
Decrease to employee's ramp time

Talent sourcing
20%
Chance employee outperforms peers

People development
20%
Improvement to employee's performance

Culture & management
1 year
Added to employee's tenure

ELTV
3.5X
Increase in employee lifetime value

Greenhouse Delivers:

IDC report, 2024

\$4.38M

Higher revenue per year
per organization

589%

Three-year ROI

39%

Lower spending on
third-party recruiting

7 months

Payback on investment

The Business Value of Greenhouse

IDC's study demonstrates how organizations can use Greenhouse software to **make their employee recruiting efforts more strategic** and better **meet organizational objectives**, including DEI objectives, while ensuring a **better interviewing experience for candidates** and **making the recruiting process more efficient** for their recruiting and other involved teams.

KEY RESULTS:

\$121,100
average benefits per
recruiter per year

589%
three-year return
on investment

7 months
payback on
investment

CUSTOMER QUOTE:

"Greenhouse has brought our C-suite more into the hiring conversation because we're able to provide them greater reporting capability. Before, our recruiting was more reactionary, but we're now able to bring a more proactive style to our recruitment, which has facilitated this involvement."

RECRUITING BENEFITS

- 61%** more new hires per recruiting team member
- 36%** more efficient recruiting teams
- 29%** faster to make offer

- 53%** fewer hires requiring a rehire
within one year
- >2x** more "star" hires

CUSTOMER QUOTE:

"Greenhouse Recruiting allows for us to track and focus on specific attributes that are correlated with performance. We look at the current top performers to figure out what are the competencies that are correlated with performance."

BUSINESS AND COST BENEFITS

\$4.38 million
higher revenue per year
per organization

56% more
DEI initiatives met

39% lower spending on
third-party recruiting

Reporting suite

Comprehensive in-app reports help your team stay on top of key metrics, provide actionable insight into performance and identify optimization strategies across your hiring operation.

Reports include:

- 45+ pre-built reports including sourcing, pipeline and more
- Data visualization for efficient delivery
- Report connector works with your spreadsheets or dashboards
- Report builder to suit custom needs
- Custom dashboard views

The screenshot shows a mobile-style interface for the reporting suite. At the top, a dark header bar contains the word "Reports". Below this is a white content area. The first section, titled "Stay on top of Current Recruiting Activity", includes a card for "Current Pipeline Per Job" with a "New" button and a "View" icon. The second section, titled "Run Your Own Analysis", includes a card for "All Jobs Summary" and another for "EEOC" with a "New" button and a "View" icon. Each card has a small arrow icon at the bottom right corner.

Main Greenhouse Value Points

- Flexibility - Greenhouse is extremely flexible to match your company's specific needs and workflows. You are able to determine who can make changes to the system, without requiring Greenhouse support or your IT team's assistance.
- Ease of Use - With a modern and intuitive UX, TA teams, hiring managers, leaders, and candidates alike are able to easily adopt and navigate through Greenhouse. With personalized views for each user and role, we see dramatic improvements in hiring manager and interviewer engagement and extremely high adoption rates.
- Mobile - Greenhouse is mobile optimized, enabling all users to access the platform from their desired device. Greenhouse's native mobile app ensures hiring teams can approve jobs and offers, prepare for interviews by reviewing candidate information, complete scorecards, and more from the go.
- Structured Hiring - Greenhouse allows you to structure and operationalize your hiring process to improve quality of hire and ensure a fair, consistent experience across all candidates.
- Reporting - With 50 prebuilt reports, a full custom report builder intuitive enough for non technical users to access, and a BI Connector to pass data to a Business Intelligence tool, you have full access to your data with easy options to save, send, and schedule reports.
- CRM - With a full CRM, boolean search, automated bulk messaging and email campaigns, and a bi-directional integration with LinkedIn Recruiter, Greenhouse ensures you can make the most of your database and source from within.

ROI

Through implementing Greenhouse, we see an average of:

- 35% decrease in sourcing spend
 - Agency and Sourcing spend is typically reduced by Greenhouse's tools to enable pipelining and proactive sourcing, our CRM, integration with job boards, candidate database and AI talent finder, referral program, and automated sourcing campaigns
- 27% reduction in time to hire
 - Candidates get through the pipeline faster with task alerts, automatic scorecard reminders, and templated interview plans and offers.
 - Fast follow up and a smooth experience results in higher offer acceptance rates in today's competitive market.
 - Robust, customizable reports and dashboards allow for a data driven approach to hiring and easy identification of bottlenecks in the process / areas for improvement.
- 31% reduction in cost per hire
 - Full CRM functionality allows you to easily search and contact past / passive candidates, making the most of your database.
 - Sourcing quality reports display top performing channels to optimize recruitment spending across job boards, agencies, and recruiters.
 - Source from within using the Internal Job Board - accessible only to internal employees. For each job post, your organization can choose to post it to the external job board, the internal job board, or both.
- As a company, we have a 94% customer retention rate - Companies who invest in Greenhouse are seeing the value, their teams are adopting the tools, and they are choosing to continue working with us year over year.

Third party reviews

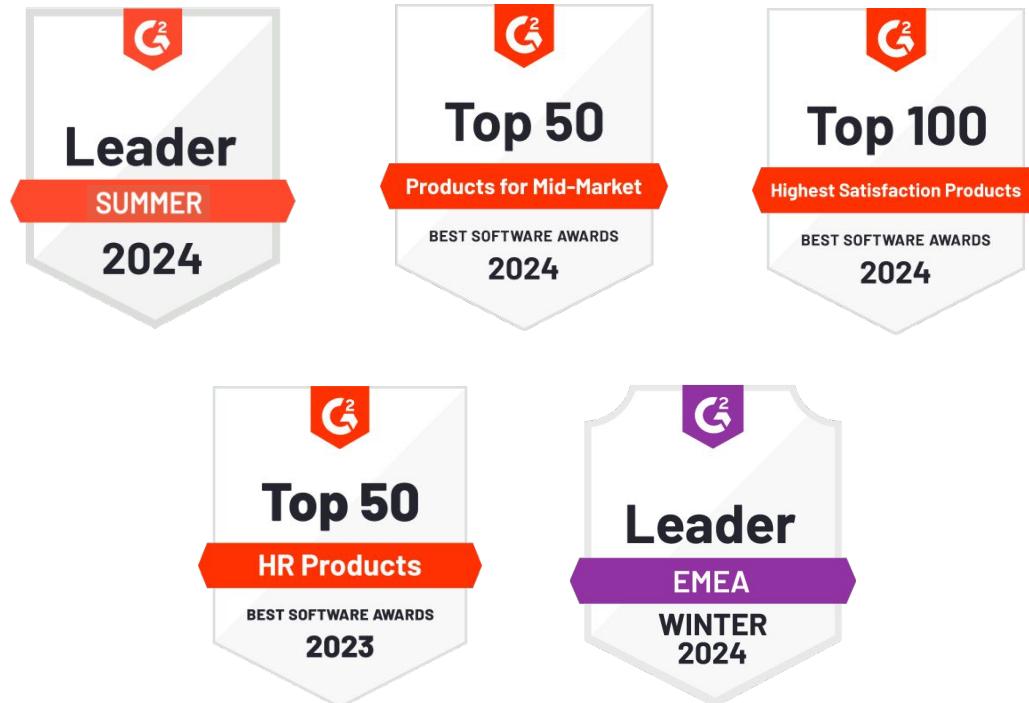


Rated #1 ATS on

An ATS Leader on G2 since 2018

Our customers voted us #1
in 25 categories, including:

- #1 ATS overall
- #1 diversity recruiting software
- #1 ATS for mid-market and enterprise companies



Awards



G2

#1 software in 29 categories

- Best Applicant Tracking Systems
- Mid-Market Applicant Tracking Systems
- Start up Applicant Tracking Systems
- Diversity Recruiting
- Candidate Relationship Management
- Europe Regional Applicant Tracking Systems



Select
Software
Review



TrustRadius



SourceForge

Top Applicant Tracking System

- Powerhouse ATS & CRM in One

#1 ATS in 7 categories

- Top Rated ATS
- Best Feature Set
- Best Value for Price
- Customer Relationships
- DE&I Offerings
- Best Onboarding Experience

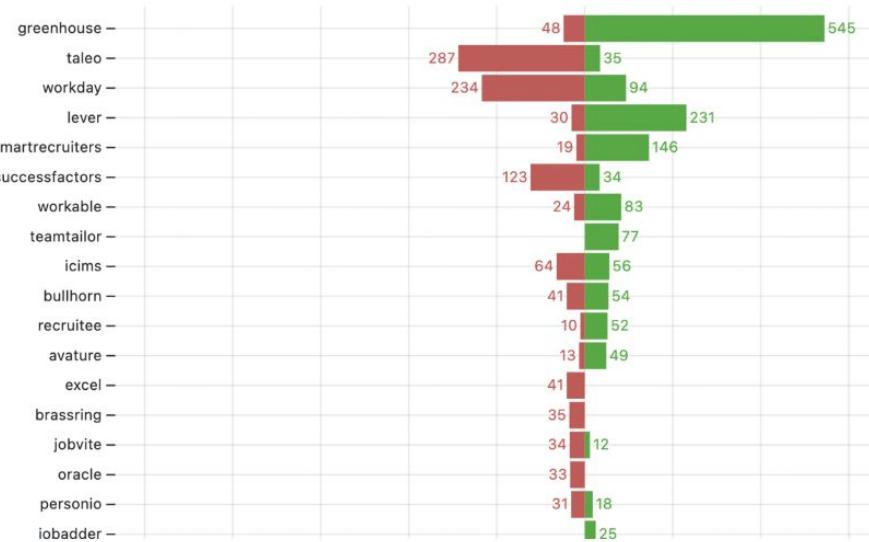
Leading hiring software

- “85% company-wide engagement, 27% improvement in avg time to hire & 31% reduction in avg cost per hire”



ATS sentiment in all countries

Ranked by total responses. Mentioned at least 10 times.



We asked recruiters two questions to collect their preferences on ATS products.

For **positive sentiment**, we asked "If you could choose one ATS, which product would it be?" and for **negative sentiment** "Which ATS would be a deterrent for you if you found out that it was in use in a potential new employer?", leaving the input field as free text in order to not artificially constrain the choices respondents were able to make.

Over 200 products were nominated which tells its own story on how fragmented the ATS market really is. We decided to display the sentiment data in a two sided bar chart, filtered by country, so you can see which products are most and least preferred for each country.

Which ATS is most popular in your country?

**2,500
recruiters
surveyed,
Greenhouse
name the top
leader**

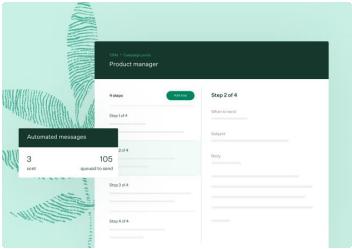


Third Party Perspectives:

- Greenhouse named best amongst competitors in [G2's Best HR Products for 2023](#) and in [G2's Best Mid-Market Software for 2023](#)
- Ranked #1 for G2's 2024 [Best Mid-Market ATS](#) taken from customer reviews
- 3rd party user reviews on the quality of Greenhouse - [Out delivering competitors, Reporting insights, Equitable hiring \(DE&I\)](#).
- Recruiting Brainfood did an [independent analysis](#) asking 2,500 recruiting professionals which tools they would recommend or avoid. **Greenhouse was by far the leader.**
- Testimonial videos from customers who recently chose Greenhouse - [Rosie from Herschel](#), [Jodi from Propeller](#), [Stewart from Valon](#)

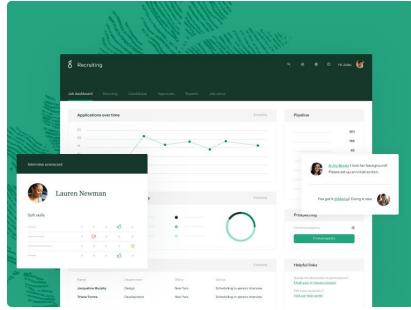
Product Overview

Greenhouse hiring operating system



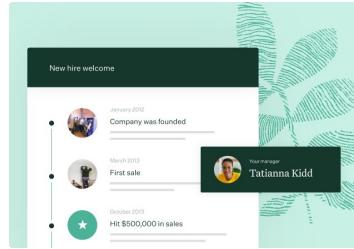
Sourcing Automation

- Contact lookups
- Email automation
- Talent pipeline



Recruiting

- Talent sourcing
- Candidate experience
- Structured interviews
- Hiring Manager collaboration
- Task management
- Offer management
- Reporting and analytics
- Diversity, equity and inclusion



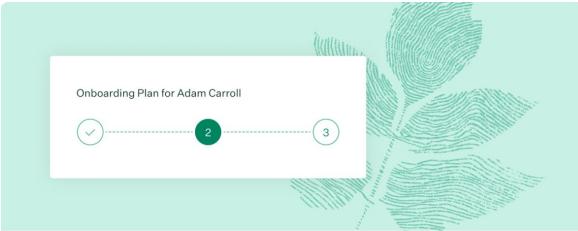
Onboarding

- Welcome experience
- Task management
- New hire goals



Professional Services

- Implementation & data migrations
- Strategic consulting
- Integration consulting



Automate and scale

Drive hiring efficiency and improved candidate experience with native task automation, top-of-funnel automation features and bulk actions

Enables Recruiters to focus on refining hiring strategies and optimizing hiring processes

Faster time to hire accelerates your business results

Onboard new hires quickly and efficiently



Ease of use

User friendly, smooth UI/UX

Low-click navigation and more streamlined workflows

Easily configurable

Rollout kit + hiring manager and interviewer trainings/courses provided to ensure adoption



Services and support growth

250 employees across Customer Success teams

Dedicated Technical Support, Account Services and Professional Service teams

Chat & email support with 24/5 live Technical Support

Global Support locations (U.S. and EMEA)

Automated messages

3
sent

105
queued to send



Source top talent

Optimize your talent pipeline across 1,000+ large and niche job boards, all within the platform

Email & Phone number look up to add to targeted automated email campaigns

Analytics provide insights into the effectiveness of different sourcing strategies

Report and react

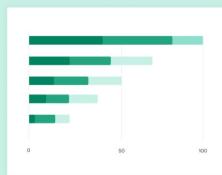
Clear, consistent data on hiring performance at every stage of the process

Use accurate data to improve and optimize your processes

More hiring functions inside the platform improve data integrity

TA team can properly showcase their impact on the organization

Execs and key stakeholders stay apprised



Communication

User research

Problem solving

AI assistance

We believe AI should be a hiring assistant, not a replacement, of human decision-makers

Greenhouse incorporates AI across 5 main categories: content generation, categorization, summarization, automation and research in decision making

What makes Greenhouse Different?

Adoption

- Ease of use
- Automation features
- Dashboards
- 1:1 implementation and free trainings
- Customer Success Office Hours
- Mobile app
- Email & Calendar integrations
- Easy approval flows
- Interview kits
- Task management
- Referrals & social sharing
- Hiring Manager reminders

Customization

- Create custom tags, workflows, fields, reports, etc without calling a support rep
- Flexible permission levels
- Custom branded careers page
- Custom approval workflows by office/region
- Open API
- Scorecards
- Custom application questions
- CRM + Nurture Talent Pipelines

Scalability

- 400+ integration partners
- 7,000+ customers
- Permission levels
- Posting in other languages
- Unlimited jobs & users
- Email branding
- Shareable reporting and data
- Bulk actions
- Knock out questions
- OFCCP, EEOC, GDPR compliance

Innovation

- DE&I features
- Name pronunciation
- Gender pronoun selection
- Campus Events App
- Quarterly releases
- Onboarding Module
- Digital new hire experience
- Self-scheduling
- Sourcing Automation
- Open API
- Candidate surveys

Save Time

Current State

Time is being wasted delegating next steps and collecting feedback from hiring team due to a lack of platform buy-in

With Greenhouse

Leverage hiring team involvement by guiding users with personalized user dashboards, system-automated tasks, and a mobile app so they can quickly get back to their day

The screenshot displays the Greenhouse Recruiting software interface. At the top, there's a navigation bar with tabs: Job dashboard (which is active), Sourcing, Candidates, Approvals, Reports, and Job setup. On the far right of the header, there are icons for search, refresh, and user profile, along with the greeting "Hi Jules" and a small profile picture.

The main content area is divided into several sections:

- Applications over time:** A line chart titled "Applications over time" showing a fluctuating trend from approximately 5 to 22 applications over a 3-month period.
- Pipeline:** A summary section showing the count of applications across different stages: 201, 165, 65, 12, -, 15, and 160.
- Candidate source breakdown & quality:** A chart showing the distribution of candidates from various sources, represented by colored dots and horizontal bars.
- Prospecting:** A section with a large green circular progress bar and a button labeled "Find prospects".
- Candidates I'm following:** A table showing two candidates: Jacqueline Murphy (Design, New York, Scheduling in-person interview) and Triana Torres (Development, New York, Scheduling in-person interview).
- Helpful links:** A sidebar with links for "Questions about jobs or permissions? Email your in-house contacts" and "Still have questions? Visit our help center".
- Interviews:** A section showing a partial interview kit with a "See interview kit" button.

A sidebar on the right side of the interface is personalized for the user "Hi Peter!" and includes sections for "Open jobs" (19), "Applications to review" (34), "New job opening" (Senior Software Engineer), "Extending an offer to" (Senior Software Engineer), and "Interviews".

Make Data Driven Hiring Decisions

Current State

Risk of bad hires made due to an inconsistent evaluation process and biased, gut decisions

With Greenhouse

Conduct focused interviews and carry out an evaluation that aligns with what you initially decided was important in a hire with interview kits, scorecards, and objective/aggregated feedback views while providing a positive candidate experience

Interview kit - scorecard

Android Developer

First technical phone interview

Remember to focus on job-relevant qualifications and support your judgements with objective examples. This reduces bias and helps us hire the best people.

Key take-aways

Focus attributes

Interview scorecard

Lauren Newman

Soft skills

				+	
				+	

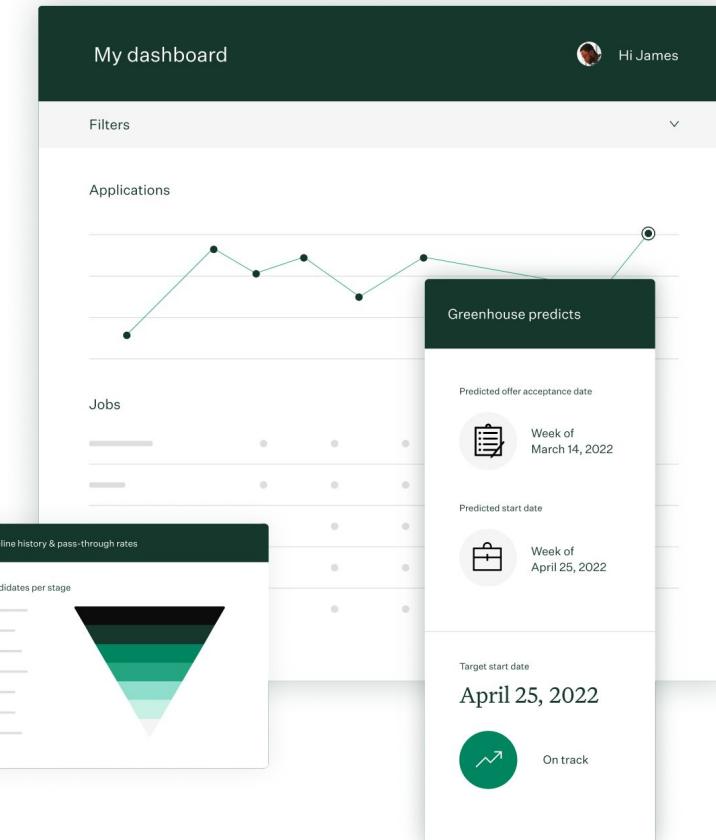
Operate Efficiently

Current State

Unknown costs due to lack of insight into which recruiting activities deliver the most value as the company scales and bandwidth/headcount changes

With Greenhouse

Eliminate unnecessary costs by gaining visibility into resources that are working and those that are not with job-specific dashboards, a robust reporting suite,





Thank you.

greenhouse