

TIM SACKETT'S TOP 100

Recruiting Technologies



Over the past few years, I've noticed something funny—every time I'm speaking to a recruiting audience and a slide pops up with a tech logo on it, the phones come out. Everyone's scrambling to snap a picture, trying to grab the name of whatever company I might be mentioning. Honestly, I've thought about just doing a full presentation of nothing but logos!

It makes sense. I've become known as someone who sees a lot of recruiting tech, so chances are good I'll mention something folks haven't heard of yet. The recruiting and TA tech space is huge, and new companies are launching all the time. So, I figured—why not just put together a list of the ones I like best?

You're probably wondering: what's this list actually based on?



These are tools I've used myself, seen others use effectively, or demoed and thought, yeah, I could see myself using that. The common thread? I've personally interacted with the tech in some way and gathered feedback—whether from my own experience or through the work my team at HRU is doing with clients across the country.






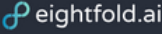




And I'll just say this—I'd put my team at HRU against any of these recruiting teams. They live and breathe this space. If recruiting technology had a fantasy league, they'd be the first-round draft picks. We serve companies in nearly any industry and have the tech, process, and experience in place to help you hire better, faster, and smarter.

Like any list, some of these you'll agree with, some you won't—and that's okay. It's not your list. It's my list.




This is a curated list of 100 recruiting and TA products I really like. There are thousands out there, and yes, I had to leave off plenty that I still think are great. But these are the 100 that stood out.

Rank	Logo	Technology	What do they do?	Why did I rank them?
01		Paradox.ai	High volume recruiting automation	The feedback I continuously get from users is, <i>"they just work"</i> . There is no higher praise in our industry.
02		LinkedIn.com	Job board-ish, professional network	Every single person in our space uses them. Go ahead and be mad they're ranked this high. You'll still use them.
03		Indeed.com	Job board-ish, minus the networking.	See above. Most of your hires come from here. You hate you're addicted to them, but you are.
04		Greenhouse.com	Applicant Tracking ATS	Arguably the best of breed ATS on the planet. I love their founders and think they build the right stuff and thoughtfully care about recruiters and candidates.
05		https://www.appcast.io/	Programmatic Job Advertising	I love all the programmatic techs, but they are tops on my list of those types of technologies, and I believe advertising just works in recruiting.
06		HireEZ.com	All-in-one-recruiting automation (Sourcing)	Started as Sourcing and just kept building cool things for recruiters. Again, a team that really digs into how recruiters work and what they really need to succeed.
07		Crosschq.com	Hiring Intelligence	Not enough people know about them and how they can transform your talent acquisition function. Everyone I know that sees their TalentWall wants it.
08		Workday.com	ATS/CRM	Yep, it's there and you hate the ranking, yet over 5,000 large organizations are using them to hire millions of candidates a year. You combine Workday ATS, Candidate Engagement and HiredScore and it's actually a really good recruiting platform.
09		Apriora.ai	AI Candidate Screening	I like them so much I invested my own money. I love that any TA shop can now give 100% of their candidates an at bat, a chance. It doesn't get more inclusive than that.

Rank	Logo	Technology	What do they do?	Why did I rank them?
10		Cliquify.com	Employer branding platform	One of the easiest and best ways to actually amplify your employer brand and have the data to show what you're actually doing.
11		Gem.com	All-in-one recruiting platform/automation	Gem is easier to use than most of the big, complex CRMs in our space. It's more what an everyday recruiter wants and needs.
12		JobSync.com	Hiring Operations	JobSync is invisible-ware, it's the tech you don't see that actually makes all the other stuff you have work the way it should. Like making it easier for candidates to apply to your bad process.
13		SmartRecruiters.com	ATS	Global best of breed ATS that is pushing AI beyond what many in our space are doing.
14		Erinapp.com	Employee Referral	This might be the most underutilized, highest ROI recruiting tech on the planet, and it's perplexing why more aren't using it.
15		Visier.com	People Analytics	I love a lot of the recruiting analytics technologies and Visier might be the best of them all.
16		HireVue.com	Interview tech	HireVue is the OG in this space and honestly is far beyond where they started, and most people have no idea how good they really are today. I also put them this high to piss off Chad and Cheese! LOL
17		Loxo.co	Recruiting Platform	This is the recruiting tech that my own team at HRU Tech uses. I've yet to find another in our space that gives you more bang for the buck!
18		Phenom.com	Recruiting Platform/CRM	Phenom might be the most advanced recruiting tech company around AI and Agents in our space. Big enterprise recruiting tech. Usually sits on top of big HCM recruiting modules and does all the stuff they don't do.

Rank	Logo	Technology	What do they do?	Why did I rank them?
19		Workable.com	ATS	SMB ATS that has a ton of great recruiting tech and functionality for a fairly low cost.
20		Dalia.co	Candidate Conversion Platform	We have so many candidates who come to our careers site that never convert. Dalia helps with that.
21		Socialtalent.com	Recruiter training	Love them, my entire team has gone through this. Might be my most recommended tech, because we all suck at training our recruiting teams!
22		Skillscout.com	Employment branding	Amazing video storytelling by a team that kills it every single time. I could not recommend them enough.
23		Avature.net	ATS/CRM/Etc.	I call them the RFP recruiting tech because they check all the boxes, and they are the one ATS in our space who actually loves to customize for you.
24		Eightfold.ai	CRM	Eightfold is Phenom-like in that they basically were built to sit on top of Big HCM recruiting modules and make them work like you hoped the big HCM recruiting would work, but it didn't. They basically do it all.
25		TalentLlama.ai	AI screening	Like Apriora, another proven AI screening that allows you to let all candidates really get into your process.
26		BrightHire.com	Interviewing tech	Like Pillar, but maybe a little less flexible, but still a very solid player in this space, and a definite market leader.
27		Seekout.com	Sourcing tech	I like Seekout and their leadership team, they have a new Agent (like everyone) but they are doing it differently than most. Some will love it, some won't.
28		Sapia.ai	High volume hiring	Similar to Fountain, hiring automation for high volume, screening, scheduling, etc.

Rank	Logo	Technology	What do they do?	Why did I rank them?
29	 fountain	Fountain.com	Frontline hiring	Fountain has evolved a bit from just high volume to frontline workforce management, but still mostly hiring.
30	 Humanly	Humanly.io	High volume hiring	Another tech in the Paradox-like universe that helps you tackle large amounts of applicants and hire better, faster.
31	 recruitics	Recruitics.com	Programmatic	All-in-one recruitment marketing. Attract, convert, etc. I really like the data side of what they do.
32	 pando logic a Veritone company	PandoLogic.com	Programmatic	Advertise, attract, and engage. Really were early on the AI side of this. They now want to be called Veritone Hire, but no one knows who that is.
33	 reelist	Reelist.com	Social Media Job advertising	You want to recruit on social media - this is the tech to help you.
34	 Juicebox	JuiceBox.ai	Sourcing	One of the newest sourcing technologies on the market and they are very good. ChatGPT-like interface makes it light and easy to use.
35	 fetcher	Fetcher.ai	Sourcing	Started out as a tech sourcing platform, evolved into all sourcing. Source, outreach, measure.
36	 findem	Findem.ai	Sourcing	Sourcing, candidate match/review, ATS database rediscovery and marketing automation.
37	 CodeSignal	Codesignal.com	Assessment & Job Samples	This used to be all tech assessment stuff, but now with AI you can basically build realistic job samples for almost anything.
38	 Canditech	Canditech.io	Assessment & Job Samples	Kind of like Codesignal but newer to the space. Job simulation tests for much more than just tech jobs.
39	 PeopleInsight by HireRoad	PeopleInsight by HireRoad.com	People Analytics	TA data analytics dashboards and data capture from multiple systems. I love this stuff.




Rank	Logo	Technology	What do they do?	Why did I rank them?
40		Datapeople.io	Recruiter Productivity	Produce great job ads and get the data behind what is working and what is not.
41		HappyDance.love	Careersites	Most of our careers sites are fine, but they don't have great tech to show you if or how they are working or not working. HappyDance solves this.
42		Oracle.com (ORC)	HCM Recruiting Module	Like Workday the largest organizations on the planet use big HCM recruiting tech. Oracle Recruiting Cloud is better than its predecessor (Taleo), and for giant orgs it works but has limited features.
43		iCims.com	ATS	iCims has kind of been known as the big ATS people buy if they don't want the big HCM ATS. They seem to do a lot, but leadership just continues to churn over there, so honestly, I haven't seen anything in a while.
44		SAP.com SuccessFactors	HCM Recruiting Module	Big HCM recruiting (see Workday & Oracle), but the vendors love working with SAP considerably more than the other two. Why? Probably because SuccessFactors is a bit more of Frankenstein than the other two. Makes it easy for to plug a lot of stuff in to make it work the way you want.
45		GoodTime.io	Scheduling	Probably the top interview scheduling play on the market. People love using this type of technology, even though every ATS has scheduling, this is so much more.
46		jobcase.com	Online hiring community	Post jobs and hire workers quickly. 120 million registered users. Great relationship with Workday.
47		Handshake.com	Early Careers	We all have run into Handshake. We want it to be something more and easier. But at this point, it's what we've got to try and find candidates on campus.
48		Beamery.com	CRM	I would say Beamery probably is the most complete CRM in our space, which also makes them the most complex. They got caught in the skills stuff, which hasn't helped in the complexity department.

Rank	Logo	Technology	What do they do?	Why did I rank them?
49		Noon.ai	Sourcing	I'm going to assume they're breaking every LinkedIn's Terms of Service to do what they're doing, but it's pretty good until they get shut down! Also, they are super sketch about who their founders are, which is weird.
50		AmazingHiring.com	Sourcing	You need candidates. Like other sourcing products, they help you, and say they pull from 50+ networks, but mostly LinkedIn, like everyone else.
51		Vonq.com	Programmatic	Europe-based, recruitment advertising and marketing platform, a bit more full function.
52		HorseflyAnalytics.com	Labor Market Analytics	We all need some workforce analytics. Most people just Google stuff and it's awful. Horsefly makes it easy to pull great labor insights.
53		Talkpush.com	Recruitment Automation	All the automation you need to hire candidates faster at scale.
54		HumanMagic.com	Employer Branding	Formerly Ph.Creative which was one of the top employer brand agencies on the planet, but let's throw that brand down the drain and start a new one no one knows.
55		Sensehq.com	All-in-one recruiting	Source, match, nurture, outreach, etc., using AI. You want to hire better, they can do that.
56		Match2.jobs	Talent engagement	New tech what kind of works to combat AI applications through matching profiles to jobs. I like it!
57		Searchlight.ai	All-in-one recruiting	A little more focus here on quality and getting through all the candidates to the best ones.
58		Grayscaleapp.com	High Volume recruiting	Started as text recruiting, moved into conversational apply, helps you move through large numbers of applicants

Rank	Logo	Technology	What do they do?	Why did I rank them?
59	 Emissary	Emissary.ai	Text recruiting	Turns out texting candidates still works!
60	 TALENTIFY	Talentify.io	Recruitment marketing	You need better results from Indeed, job boards, social media – they help with all that.
61	 JobPixel	JobPixel.com	Video recruitment marketing	Social media video job marketing. Light weight, easy to use, even for small and medium sized businesses.
62	 JOBVITE.employ	Jobvite.com (by Employ.)	ATS	Big company full feature ATS – they really compete against iCIMS and Greenhouse.
63	 talentegy	Talentegy.com	People analytics	Bring in all your talent data to one spot and have great dashboards to deliver amazing insights.
64	 Teamtailor	Teamtailor.com	ATS	Newer player in the ATS space. Kind of have this all-in-one recruitment platform vibe.
65	 tellent recruitee	Recuitee.com	ATS	When you run a TA shop that needs to collaborate a lot with hiring managers, these guys kind of designed their tech to help with this.
66	 poetry™	Poetryhr.com	Recruiting orchestration	In recruiting we use a lot of different stuff to get our jobs done. What if we just had one place where we kept all of that?
67	 HackerRank	HackerRank.com	Assessment	OG tech assessment platform.
68	 RIVAL	Rival-hr.com	All-in-one Recruiting	They bought sourcing tool Entelo and candidate outreach Conveyiq and built a platform around all of that.
69	 JAZZHR.employ	JazzHR.com (by Employ.)	ATS	SMB ATS that is packed with features for a low price.
70	 yello	Yello.co	Early Careers	OG early careers, job fair tech that has stuck around because no one really services this space well.
71	 SHL	SHL.com	Interviewing tech	Interviewing assessment skills, full functioning two-sided interview tech.

Rank	Logo	Technology	What do they do?	Why did I rank them?
72		Vetty.co	Background Checking & Onboarding	We like to think of background checking as a commodity, but there is a difference!
73		GoBoon.co	Community-driven hiring	Started as employee referral tech, which evolved into "community" it's still all about getting more referral hires.
74		Ashbyhq.com	ATS	Maybe the hottest new ATS on the market in the SMB to mid-enterprise space. The startup community seems to love them.
75		Wedgehr.com	Video interviewing	Light weight, inexpensive, easy to use. The world still needs pure easy to use point solutions.
76		Sparkhire.com	Video interviewing	They were like Wedge above, but got tricked into buying an ATS, but they are still mostly video interviewing.
77		SparcStart.com	Video recruitment marketing	One of the early entries in this space that makes it easy to use short videos to recruit more talent.
78		BambooHR.com	HCM Recruiting Module	25K customers - 15k using them for recruiting. That makes them one of largest recruiting players in our space no one knows about.
79		Lever.co (by Employ.)	ATS	The OG tech community go-to ATS because it was designed around collaboration with hiring managers.
80		Breezy.hr	ATS	Great SMB ATS that is inexpensive and jammed with great features.
81		Metaview.ai	Recruiting scribe tech	Different from most interview techs in that Meta captures all the notes for every conversation you have as a recruiter and uses AI to help you make sense of it all.
82		Radancy.com	Employer branding	Good Tech and automation that covers the primary TA needs: Site, CRM, Referrals, Hiring Events, Programmatic.
83		Harri.com	Frontline hiring	Started out as a restaurant hiring tech, has evolved a bit to add in almost everything, but still really good at frontline hiring.

Rank	Logo	Technology	What do they do?	Why did I rank them?
84		Shaker Recruitment Marketing.(JobAdX)	Recruitment Marketing & Programmatic	Full-service RM firm backed with really good programmatic technology.
85		Hireko.ai	AI Screening	Digital twin/AI agent for recruiting.
86		Checkr.com	Background screening	Background screening with trust and safety insights.
87		Hirebrain.com	Hiring enablement	What does that mean? Basically, they help you build the right job design, so you hire the right people and everyone is happy.
88		Flockity.com	Social media recruitment marketing	Influencer marketing meets recruitment marketing. Uses social to hire more people.
89		Hiresweet.com	All-in-one recruitment	ATS + CRM - easily nurture candidate pools and process them through.
90		XOR.ai	All-in-one recruitment	Source, screen, schedule, oh my. AI enabled recruiting automation.
91		Karat.com	Tech talent hiring automation	Designed specifically for organizations that hire a lot of tech talent. Screen, interview, gain insights.
92		Draup.com	Labor market analytics	Workforce planning labor data insights.
93		Compa.ai	Compensation AI	When you don't have a comp team or they're too slow for recruiting, we all need comp data and we need it now.
94		Fama.io	Candidate screening	Beyond the background check, do we know if the person we're about to interview or hire has a history of misconduct?
95		Teamable.com (by Humanly)	All-in-one recruiting	Started out in employee referral, evolved into recruiting automation using AI.
96		Turbohire.co	All-in-one recruiting	Use AI to source, screen, move fast, and get all the data to make the right decisions.
97		Ribbon.ai	AI screener	AI-driven interviewing and screening to give everyone a shot to find the best talent faster.

Rank	Logo	Technology	What do they do?	Why did I rank them?
98		Recruitbot.com	All-in-one recruiting	Source, connect, hire. Fast, easy, you know the drill.
99		Sourcewhale.com	Sourcing	Sourcing, outreach, AI layered in to help you do more with less.
100		daxtra.com	Resume Parsing	No one really knows who they are because this is one of those invisible techs that so many people are using and have no idea they are using them. Basically, resume parsing for so many of the ATSs. But also match, screen and engage.

*For Chris Hoyt at CareerXroads – no one paid me to be on this list! I know that’s important to Chris, he gets all hot and bothered by this stuff. XOXO

**For all those pissed off you didn’t make the list – all that means is I don’t know you enough. Change that. You control that, not me.

***Why are you ranked where you are? I don’t know, I made this list up off the top of my head. Be grateful you’re one of thousands and celebrate it!

****For all the analyst magic quadrant type folks – see, this is what you could have done.

*****For all those asking for this list to be broken down by category and ranked – f*ck off and do some work on your own.

*****For all those who want me to tell them just what they should use – call me, maybe.

**LIKE WHERE YOU’RE AT?
HATE IT?**

Either way—wear it. Add this special badge to your profile and show off the recognition.





**TOOLS.
TEAMS.
RESULTS.**

LET'S CHAT



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