

# Recruitment Stack Audit

Most recruitment agencies did not design their technology stack all at once. Tools were added over time to solve problems or fill gaps, which often leaves teams juggling multiple systems that do not always work together smoothly.

The JobTetris Audit helps agency leaders step back and assess how their current technology environment is really performing. It highlights where complexity, duplication, or hidden friction may be slowing recruiters down, and provides insight into where simplifying the stack could improve visibility, efficiency, and day to day workflows.

## Section 1: Recruitment Systems Overview

- We use a single ATS or core platform to manage most recruitment activity
- Recruiters rarely need to switch between multiple systems to complete a placement
- Our ATS acts as the primary source of truth for jobs, candidates and activity
- Our technology stack is clearly defined and understood across the business

**Assess whether your ATS acts as the true operational hub or whether recruiters rely on multiple disconnected systems.**

## Section 2: Candidate Management

- Candidates enter our system through clear and consistent channels
- Registering a new candidate in our system is quick and straightforward
- Candidate updates and activity are visible to the wider team in real time
- Recruiters do not rely on spreadsheets or personal notes outside the system

**Review how consistently candidates are captured, updated, and shared across the team.**

## Section 3: Job & Client Visibility

- Recruiters can easily see which jobs are active across the team
- Candidate ownership and activity history are clear and transparent
- Clients can receive clear updates on the progress of their roles
- Jobs and candidate data do not need to be duplicated across multiple systems

**Evaluate how clearly recruiters can see active jobs, candidate ownership, and progress across the business.**

## Section 4: Workflow & Admin

- Recruiters spend most of their time on revenue generating activity rather than admin
- Manual tasks are limited and not repeated across different systems
- Recruiters rarely need to copy information between platforms
- Recruitment workflows are consistent across teams and consultants

**Identify whether your systems streamline recruiter workflows or create unnecessary admin.**

## Section 5: Reporting & Insight

- Leadership has clear visibility of recruiter activity and pipeline health
- Reports can be generated directly from the core system
- Leaders do not rely on manual exports or spreadsheets for reporting
- Data across our recruitment systems is generally consistent and reliable

**Determine whether leadership can access reliable performance data directly from your core system.**

## Section 6: Risk & Complexity

- Compliance processes are handled within our core system or ATS
- Candidate documents and records are not scattered across multiple platforms
- Recruiters follow the system rather than bypassing it due to complexity
- New recruiters can learn the technology stack quickly and confidently

**Highlight where fragmented systems or unclear processes may introduce operational or compliance risk.**

### How to use

#### Mostly true

Your recruitment processes are relatively structured and your stack is likely ready to benefit from further automation and optimisation

#### Mixed results

Your systems are delivering value, but there are clear opportunities to reduce friction, duplication, and risk before adding more technology

#### Many not true

Your stack is likely creating unnecessary complexity. Focus on improving structure, visibility, and process clarity before investing in additional tools.

Book a Clarity Conversation with JobTetris to review your audit results and explore how a simplified recruitment platform can reduce admin, improve transparency, and give your recruiters a clearer view of jobs and candidates.