The Constellation ShortList™ presents vendors in different categories of the market relevant to early adopters. In addition, products included in this document meet the threshold criteria for this category as determined by Constellation Research. This Constellation ShortList of vendors for a market category is compiled through conversations with early adopter clients, independent analysis and briefings with vendors and partners.

**ABOUT THIS SHORTLIST**

The war for talent is being waged harder than ever, with the U.S. economy growing at a faster rate than expected. Midwest towns offer relocation credits to attract workers. Sign-on bonuses are on the rise. This environment requires talent acquisition software for enterprises to be more strategic than ever. People leaders are under pressure to deliver the hires for growth as well as replacements for a retiring workforce.

For inclusion in the Constellation Shortlist, vendors need to be dedicated to the talent acquisition space. They are not talent management suite vendors but can offer one or two adjacent talent management modules. Automation in candidate screening, candidate pre-evaluation and assignment are required. Interview scheduling needs to have at least rudimentary support. Additionally, these providers offer AI/ML to screen, find and assign the best candidates.

**LIKE WHAT YOU SEE?**

Consider partnering with Constellation Research on your go-to-market-strategy. Email ShortList@ConstellationR.com for more info.

To learn more about Constellation Research Shortlists visit: www.constellationr.com/ShortList

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**9 SOLUTIONS TO KNOW**

Constellation evaluates over 40 solutions categorized in this market. This Constellation ShortList is determined by client inquiries, partner conversations, customer references, vendor selection projects, market share, and internal research.

- CORNERSTONE
- EIGHTFOLD.AI
- GREENHOUSE
- iCIMS
- INDEED HIRING PLATFORM
- JOBVITE
- LEVER
- SMARTRECRUITERS
- ZOHO RECRUIT

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THRESHOLD CRITERIA
Constellation considers the following criteria for these solutions:

- A cloud-based solution
- Best-of-breed candidate experience, including branding
- Candidate screening and pre-evaluation
- Interview scheduling next-generation applications
- Some capabilities for AI/ML to screen, find and assign the best candidates
- Increased onboarding capabilities—in product or on road map
- At least 750 customers
- Offer at least one adjacent talent management function
- Not a full talent management suite and maintain focus on talent acquisition
- Ability to implement successfully from 1,125+ employees all the way to the largest enterprises

FREQUENCY OF EVALUATION
Each Constellation ShortList is updated at least once per year. Updates may occur after six months if deemed necessary.

EVALUATION SERVICES
Constellation clients can work with the analyst and the research team to conduct a more thorough discussion of this ShortList. Constellation can also provide guidance in vendor selection and contract negotiation.

ABOUT CONSTELLATION RESEARCH
As an award-winning Silicon Valley-based strategic advisory and futurist analyst firm, Constellation Research serves leaders and organizations navigating the challenges of digital strategy, business-model disruption and digital transformation. Constellation works closely with solution providers, partners, C-suite executives, board of directors, and its Constellation Executive Network of buy-side leaders to lead the way in research coverage and advise clients how to achieve valuable business results.

Holger Mueller
Vice President & Principal Analyst

Holger Mueller focuses on the synergies between people and software. As the hand-to-machine ratio radically changes over the next decade (primary factors: age dynamics and technology innovation), enterprises need to find the appropriate balance between changes in a dynamic workforce and the creation and adoption of next-generation applications, all determining the Future of Work and helping enterprises accelerate. Mueller provides strategy and counsel for key clients, including CTOs, CHROs and CIOs as well as investment analysts, VCs, PE firms and technology buyers.