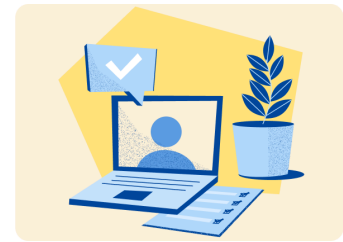# Implementation Guide: Applicant Tracking System

What is Applicant Tracking System (ATS)?
Deel's Applicant Tracking System (ATS) helps you manage global hiring from requisition to offer—streamlining job creation, interview workflows, and candidate evaluation in one platform.

Internal Readiness Checklist
Before onboarding begins, ensure your team has:

- ☐ Identified your current or upcoming hiring plan
- ☐ Prepared job descriptions or templates
- ☐ Defined your interview stages and evaluation process
- ☐ Assigned roles (recruiters, interviewers, approvers)
- ☐ Reviewed offer letter templates and branding assets
- ☐ Decided on integration needs (e.g., job boards, calendar tools)
- ☐ Complete the document collection checklist and be prepared to upload to Deel's secure file vault:
    - ☐ Hiring workflow details (application stages, interview types, decision points)
    - ☐ Job templates (titles, departments, default descriptions)
    - ☐ Interview stage configuration (panel assignments, formats)
    - ☐ Approver logic (who approves job postings or hires)

What Does "Onboarding Complete" Mean for ATS?

- One or more job requisitions are live in the platform
- Interview stages and evaluation criteria are configured
- Offer templates and assets are uploaded
- Admins and hiring team members are trained
- First role is launched or ready to publish

Resource Hub
Where to find support and tools:

- [Deel Academy](#)
- [Help Center](#)
    - [Organization and Group Management](#)
    - [People Management](#)
- Support – via your OBM and CSM

ATS Onboarding Checklist
Set up the following:

- ☐ Next 30 days of hiring plans set up (jobs, interview plans, applications, policies)
- ☐ Roles and permissions set up