

## Tech Brief

### iCIMS

April 2021

#### Company Background

---



Company At-a-Glance	
Headquarters	Holmdel, NJ
Year Founded	1999
Market Focus	All
Customers	4,000+
Top Key Clients	Rite Aid, Lloyds Bank, Sally Beauty, Allstate, Uber, Sysco
Key Industry Verticals	Retail, Healthcare, Banking, Insurance, Manufacturing and others
Website	<a href="https://www.icims.com/">https://www.icims.com/</a>

The iCIMS Talent Cloud is a single recruiting platform that delivers transformative solutions across every stage of the talent journey, empowering organizations to attract, engage, hire, and advance the right talent that builds a winning workforce. With their all-in-one recruiting software, iCIMS provides employers with the tools they need to manage their full talent lifecycle, from career sites and applicant tracking systems to text engagement, video interviews, assessments and onboarding.

## Analyst Insights

---

According to our new research on talent acquisition, the events of the last year and a half exposed gaps in the recruiting technology stack of nearly two out of three employers. Furthermore, of those employers who had embraced automation and AI in their hiring processes, 90% said they were valuable tools that helped them free up recruiters' time for sourcing, connecting with key candidates, and communicating with prospects in the hiring funnel.

Can using technology really make a difference in recruiting outcomes? By using its all-in-one recruiting software platform, iCIMS would say, "Yes, it does!" A full recruiting life cycle platform, iCIMS offers a comprehensive set of capabilities across the entire hiring spectrum, from attracting and engaging talent relationships through the logistics of interviews, offers and onboarding, to internal mobility and talent profiles.

One of the largest and more mature talent acquisition tech companies on the market today, iCIMS continues to evolve and innovate its virtual hiring tools, like automation, AI, and video interviewing, designed to give recruiters and hiring managers more time connecting with candidates. In fact, just this year, iCIMS introduced several enhancements to its Talent Cloud platform. Particularly intriguing is the Dynamic Candidate Profile, which connects all your candidate data across the platform into one, unified view and provides a more personalized candidate experience. Additionally, iCIMS has partnered with Microsoft to allow interviewers to deliver feedback directly within Microsoft Teams, supporting an "iCIMS in the flow of work" approach.

Recruiters have a significant impact on their organizations' success, and with the right tools and technology, they are able to contribute in a faster, more focused and more strategic way. Looking to take your recruiting to the next level? Investing in a comprehensive yet innovative recruiting technology solution like iCIMS may be the answer.

*Ben Eubanks*  
*Chief Research Officer*

## About Lighthouse Research & Advisory

---

[Lighthouse Research & Advisory](#) is a modern, independent analyst firm dedicated to setting the standard for excellence in talent, learning, and HR with practical research and a hands-on approach. By providing compelling research and actionable insights, our team enables HR, learning, and talent leaders to deliver more value to the business. Our research examines competitive practices, cutting-edge technologies, and innovative strategies.

[Ben Eubanks](#) is the Chief Research Officer at Lighthouse, providing insights for today's talent leaders and vendor partners. He works with practitioners from areas across the HCM spectrum, delivering high-quality research, insights, and advisory services to enable better business performance. His book, [Artificial Intelligence for HR](#), was published in 2018.

Prior to joining Lighthouse, Ben worked as a researcher, writer, and speaker for nearly more than 10 years, focusing on learning, talent acquisition, and talent management. During his tenure as a researcher, he has published more than 1,000 reports, case studies, and articles in addition to providing advisory services to executives from some of the largest and most respected organizations in the world.

He also has hands-on experience working as an HR executive, leading both strategic and tactical talent practices and giving his research a distinctly practical perspective. Ben has interviewed business leaders from notable organizations such as Southwest Airlines, IBM, H&R Block, McDonald's, AARP, and AlliedUniversal in his role as the host of [We're Only Human](#), a podcast focused on the intersection of people, technology, and the workplace.

He hosts [HR Tech Talks](#), a livestream show on LinkedIn and YouTube featuring a variety of vendors from across the HR technology industry. In addition, he founded and operates [upstartHR.com](#), a community serving HR leaders that has reached more than one million readers since its inception.