Yesterday's talent practices aren't enough— introducing Eightfold Talent Tracking

The talent landscape is evolving fast and the pace of change is only increasing. Today more than ever, organizations are turning to AI to help navigate and keep pace with this dynamic talent world, but the goals for talent acquisition leaders remain the same—find and hire the best possible people.

The ATS needs to evolve

Historically, ATS's have been a critical part of the talent acquisition tech stack, but the vast majority of these systems were designed and built for a time before AI. Modern talent challenges are outpacing what an ATS can do—this foundational part of the TA tech stack simply cannot keep up. Traditional ATS's are great at what they were designed to do as static, stable systems of record. But the world of talent is far from static or stable, and traditional ATS's and workflows are preventing organizations from changing with it. Today's TA teams need a more dynamic, insightful way to find and hire talent.

Enter Talent Tracking

To set a new pace, we built an AI-first Talent Tracking system to help companies transform their recruiting. Talent Tracking is a significant shift from compliance-focused systems to a productivity powerhouse, enabling talent leaders to see and do more than they ever could before in a typical ATS.

Eightfold Talent Acquisition empowers recruiters to understand each candidate's potential, with deep talent insights and comprehensive tools that span the full recruiting workflow to support dynamic, skills-based hiring. Now with Talent Tracking, our platform is the world's first AI-native TA platform, from creating requisitions through to hire. Talent Tracking provides a compliant, auditable foundation while supporting the AI capabilities today's TA organizations need to efficiently and effectively find and hire the right talent.

> *We're not wasting time jumping between different platforms—**everything's right there in one place**. It's not just about tracking applicants—**it's about leveling up your whole talent strategy.***
>
> **— Michelle Fichtl,** Director, Learning & Organizational Development, **Foley Equipment**

Product Capabilities

Requisition Management

Simplify requisition management with automated approvals, real-time tracking, and seamless job-posting integration. Gain visibility into requisition status and streamline hiring with a centralized approval center.

Offer Management

Streamline offer management with customizable templates, automated approvals, and seamless offer generation. Track status, maintain version control, and integrate digital signatures and background checks for a smooth hiring process.

Job Distribution

Optimize job distribution with SEO-driven career sites, automated job board publishing, and role-based access. Gain insights, track performance, and manage multi-language postings—all from a single, analytics-powered platform. Recruiters can also link to various job posting services or aggregators to post across more additional boards.

Reporting and Compliance:

Manage compliance needs with automated reporting, secure data retention, audit trails, and system-of-record hosting. Protect data integrity with encryption and disaster recovery safeguards.

Why Talent Tracking

An ATS built for a system of intelligence:

Our Talent Intelligence Platform provides real-time data to inform decision-making.

We built Talent Tracking to be an embedded compliance layer that ultimately supports our customers' end goal - finding and hiring the right talent.

AI-first and skills-based

Our Talent Intelligence Platform uses advanced AI and a skills-first approach to help recruiters better understand every candidate in their pipelines so they can make more informed talent decisions based on potential and fit. This leads to higher quality hires and a more productive TA organization.

Comprehensive and cost-effective

This unified, end-to-end solution eliminates point solutions, saving costs and clicks while streamlining the entire talent acquisition life cycle from requisition to offer.

Talent Intelligence at the core of TA

Talent Tracking workflows plug directly into a powerful TA suite, bringing features like AI-powered scheduling, matching, and career site optimization, together for a seamless and efficient recruiting experience.

Talent Tracking enables a layered approach to TA
Bringing the consistency you need from an applicant tracking perspective all the way through to a dynamic skills-first approach to hiring talent, all in one platform. Organizations are better positioned to discover talent with the critical skills they need to align with business goals and adapt to change.

A single AI platform for all talent

Eightfold Talent Tracking is built on our Talent Intelligence Platform, a native-AI platform that provides a unified view of all talent—employees, candidates, contractors, and teams—empowering business and HR leaders to align talent strategies to business outcomes.