ATS evaluation grid

Nextal

Importance: from 1 (minor) to 3 (essential). Scores: from 1 (weak) to 5 (excellent). Multiply importance by score, then add it up.

Criterion	Importance (1 to 3)	Vendor A	Vendor B	Vendor C
Vendor name				
1. Everyday use Posting, sorting, moving a candidate forward; simple for occasional managers				
2. Language Interface, candidate messages, career site and support in your teams' language				
3. Job posting Career site, Google for Jobs, job boards; connection included or not				
4. Collaboration Manager feedback on resumes; what their access costs				
5. Artificial intelligence Score explained criterion by criterion; a person decides				
6. Integrations Microsoft 365 or Google Workspace, website, API				
7. Your data Hosting, full export when you leave (format, price), access				
8. Total cost and support 12-month price, setup, currency, options; support language and hours				
Total (importance × score)				

Notes

Full guide: www.nextal.com/en/resources/how-to-choose-an-ats-evaluation-grid