

How to Build Your TA Tech Business Case

Learn how iCIMS helps
you build a talent acquisition
business case for change

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Migrating to a new TA tech suite can be daunting...

When it comes to investing in new talent acquisition tech, there's a lot at stake – your time, energy and of course, your budget.

You need a product that helps you grow and a team that partners with you to solve your recruiting challenges.

At iCIMS, we guide you through building a strong business case to solve your recruiting needs and help you choose a tech stack for success.



In this guide, you'll learn:

- 1 Why you need a talent acquisition tech business case
- 2 How to build a business case with your needs in mind
- 3 How you can avoid talent acquisition tech purchase regret
- 4 Our five-step process to build your business case
- 5 The potential business value you could achieve using our value calculator

1 Why you need a TA tech business case

Building a business case helps you:

- **Define what success looks like.** To achieve growth, your team needs to understand what success really means. A clear business case helps you understand your objectives and what you need to achieve success.
- **Create a comprehensive plan.** A TA tech business case outlines the recruiting challenges at hand and the proposed solutions. Building a business case helps identify the costs, risks and benefits; it helps set you on a path for success.
- **Persuade key stakeholder buy-in.** It can be hard for decision makers to justify the cost of investing in a TA tech suite without a clear understanding of how it will benefit the organization. A strong business case helps establish the merits of a new TA tech suite and reassures key stakeholders.



2 Building a business case with your needs in mind

Every recruiting team has its own set of needs, and your reasons for reviewing your TA tech product may be very different from that of your competitors. The first step in building your business case is identifying your needs and how we can help.

The top three factors iCIMS considers when building your business case:

1. **Increasing velocity**
2. **Reducing spend**
3. **Quality of hire**



Increasing velocity. This is all about improving the recruiter experience and improving efficiency. We look at how many employees you bring on board each year, how long it takes to fill your roles and the time you take to hire. And then we assess which tools will help.



Reducing spend. Spend can come in different forms. Whether its advertising costs or job board spend we look at products across the talent lifecycle and determine how we can help simplify your tech stack and optimize your spending.



Quality of hire. Often, improving quality of hire helps cut down on recruiting spend and increases velocity. But recruiters need the right tech to get highly skilled quality talent in the door. Building a business case helps assess the quality of talent you bring in and how iCIMS can help improve on it.

3 How to avoid TA tech purchase regret

In business, we don't often talk of the 'r' word – regret. The first step in avoiding TA tech purchase regret is building a strong business case for change.

Insights on building your TA tech stack for change:

Invest in a TA suite over a recruiting module. Purchasing a talent acquisition suite means that we can help you at any stage in the talent journey. A singular recruiting module can only do so much. Whether your challenges lie in attracting talent or you're looking for a solution to help onboard talent, iCIMS has the product for you in one unified cloud platform.

Simplify your TA tech stack. The market for TA tech products is saturated. And it can be overwhelming deciding which is best suited to your needs. Often the best approach is keeping it simple. We help you assess which products you really need and how you can utilize them to the best of your abilities.

Ramp up your ROI. Migrating from a legacy tech product doesn't have to mean a loss in ROI. In fact, it often means the opposite. An iCIMS Value Advisor partners with you to craft a business case tailored to your business' needs and will have you up and running in no time.



TA tech purchase regret is more common than one might imagine. Building a strong business case now can improve adoption and results later.

4 Our five-step process to build your business case

An iCIMS Value Advisor can partner with you to align your objectives and challenges and help you define success, following these five steps.

Use this page to start building your case today.

- 1. Introduction:** We work with you to outline your challenges and your need for new TA tech. What are your greatest recruiting challenges?
- 2. Solution description:** We help you identify the solutions you need to solve those challenges and identify existing tech you can replace. What TA solutions are you currently using? Are they meeting your needs? What gaps do you see?
- 3. Opportunity and risk:** Here we outline the opportunities for growth, the potential risks of implementing your new TA tech and how we will work with you to overcome them. What recruiting outcomes do we expect to achieve?
- 4. Quantify ROI:** Here we share the projected costs versus savings and communicate the overall ROI of migrating to a new TA tech suite. Note all your TA tech expenses here, including recruiting add-ons to your HCM.
- 5. Implementation timeline:** Next, we outline how long it will take to get you up and running, and when you will start to see the benefits of using iCIMS Talent Cloud.

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iCIMS value calculator

Powered by insights from an independent study of our customers, the iCIMS value calculator estimates the potential business value you can achieve with the iCIMS Talent Cloud.

[Get started](#)