



Data Migration: A Major Challenge for an ATS

Helping Recruiters Get The Best Fit

What You Will Find:

- What is Data Migration?
- Why Data Migration is Critical for an ATS?
- Challenges in Data Migration
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What is Data Migration?

It means transferring data from various locations to an applicant tracking system. Data migration becomes mandatory for an organization when it changes or upgrades a system. In such a case, it must migrate old data to the new system to keep the work going. This is required to make lives of HR managers and professionals easier by freeing them up from time-consuming tasks.

Why Data Migration is Critical for an ATS?

For anyone who deals in recruitment, having an applicant tracking system is a part of business operations. It is a nightmare for HR managers when they have to change their system as they are most worried about data migration.

Quite often, recruiters face a challenge of handling their database. They do not want to lose data while transferring the same. They look for an applicant tracking system which is perfect for streamlining this crucial process.



66% of HR professionals prefer to implement best-of-breed solutions with a fully integrated suite which provides all the functionality they need.

Source: Talent Tech Labs

The first SaaS ATS was introduced 15 years ago. With an improved technology and functionality, more and more organizations are adopting applicant tracking systems. Recruiters feel the need of having an ATS when they want to shift to the Cloud or need a scalable solution. This requires the system to have all the required features which can fulfill the need of a recruiter. Thus, data migration becomes a critical feature for an ATS.

Source: [Talent Tech Labs](#)

Challenges in Data Migration

Even though the functionality of an ATS has improved, it still needs an external solution to integrate functions. When it comes to offering data migration feature in the system, an ATS faces many challenges:

- A lot of technical transition is required while migrating data. There are hundreds of systems from where we need to get data and then put in hundreds of other systems.
- Data dump is not in a proper format. It may be in different formats like database dump, csv, xml or json files etc.



- An expert is required, and personal attention is needed to get data migration done ... else you might get

- a) Jumbled Data
- b) Wrong information about candidate
- c) Incomplete information etc

This builds up frustration among recruiters resulting in less productivity.

- There are chances of losing data while migrating.
- Migration means a lot of planning, analysis, and coordination.
- Without short-term improvements in the system, users can lose trust in it.

Source: [CareerBuilder](#)

82% of hiring managers say they view the candidate experience as very or extremely important.

Source: Career Builder



How RChilli Can Help?

Data Migration during onboarding or bulk import can be a great challenge and overwhelming for any organization. If you wish to transfer data from old backups to the current system, say 10Ks of resumes to be parsed and connected to the right account, **RChilli** is just the perfect solution for you.

Migrate data from any source to any format:

- Folder of CVs --> Spreadsheet
- Email inbox --> Database
- and many more...

Advantages



Reduces data migration cost for the recruiter



Saves recruiters time which can be invested in other business activities



Quick synchronization of candidate and jobs data



Speeds up the recruitment process

About RChilli

RChilli is the trusted partner for parsing, matching, and data enrichment, providing companies, in 50+ countries, with solutions built for the future of technology and recruiting. RChilli's innovative products, backed by an industry-leading tech stack, power the processing of 4.1 billion+ docs a year for 1600+ top global recruiting platforms. Enabling companies to hire better talent faster since 2010, RChilli is ISO 27001:2013, SOC 2 Type II, and HIPAA certified and GDPR compliant.

RChilli also has its multilingual resume parsing app available on Oracle Cloud Marketplace and Salesforce AppExchange.

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