

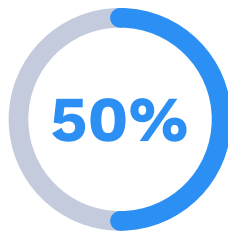
Why Internal Job Search Needs More Than Your ATS Can Offer

What employees need — and what your tech stack might be missing.

Sourcing right-fit candidates for new or recently vacated positions can be a challenge in any hiring market. It's common for organizations to leverage an applicant tracking system (ATS) to streamline the recruitment process for external candidates, automating resume review, interview scheduling, and job post distribution.

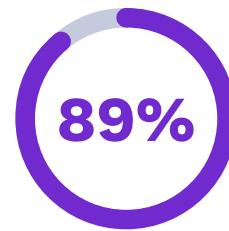
But what happens when you want to also activate your internal team, highlighting available positions and encouraging internal mobility? The short answer is, when it comes to internal mobility, there are some things an ATS simply can't offer.

If employees don't see career pathways, they may become disengaged or even start looking for new growth opportunities elsewhere.



of all employees are not aware of internal job opportunities within their organizations.

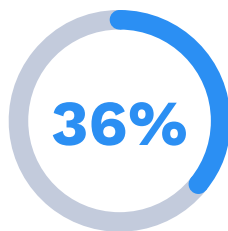
(Source: Aptitude Research)



of TA leaders say lack of awareness of open roles is a hurdle for filling roles internally.

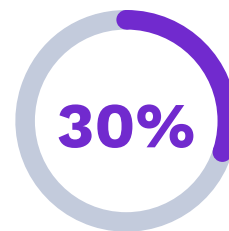
(Source: Veris Insights)

When employees aren't aware of internal job or development opportunities, it doesn't just limit mobility — it corrodes engagement, inhibits productivity, and drives turnover. Relying solely on your ATS for internal job postings may not provide the visibility and engagement needed to retain top talent.



of employees believe their employer provides internal mobility opportunities.

(Source: B2BDaily)



of employees strongly agree that someone at work encourages their development (which could be tied to a lack of internal mobility awareness).

(Source: Gallup)

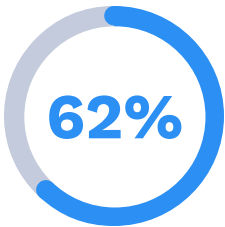
Even modest improvements in visibility through clear communication and a focus on internal mobility can radically lift engagement and retention.



1 in 5

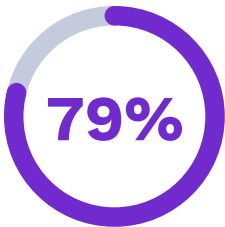
employees are confident in their ability to make an internal move.

(Source: LinkedIn)



of employees who make lateral moves experience high retention rates with the company.

(Source: Josh Bersin)



more leadership promotions occur when an organization prioritizes internal mobility.

(Source: LinkedIn)



3 in 4

organizations with strong internal mobility programs are better equipped to handle change and close skills gaps.

(Source: Deloitte)

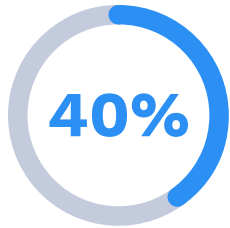
ATS for internal job search vs. an internal career site: Which solution delivers the best results for internal mobility?

Although an ATS and an internal career site are both positioned to help you promote career opportunities, they are not created equal. And the disparity between the two could mean the difference between an engaged internal workforce and a team that feels disengaged or even leaves.

Standard ATS Search		SFX Internal Career Site
Outdated, limited filters	Search Experience	Intuitive, branded, modern UX
Buried in portals or HR systems	Visibility	Single Sign-On (SSO) for easy and secure access
One-size-fits-all job listings	Personalization	Content tailored to the role, location, and seniority or experience level
Job list with few filters	Navigation	Clear CTAs, pathways and growth stories
No brand presence or EVP alignment	Branding	Fully branded and mirrors external career site experience but with content that specifically targets employees
Just job descriptions	Content Strategy	Career growth messaging, videos, FAQs, etc. SFX also can support employee communication campaigns to promote engagement
Minimal or none	Reporting	Track internal applies, views, and conversion

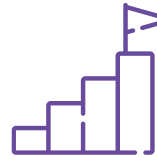
The impact of a better internal mobility experience

A better internal mobility experience unlocks retention, performance, and agility, while creating more motivated and loyal employees.



more likely to stay with an organization after making an internal career move.

(Source: LinkedIn)



3.6x

more likely for employees to be engaged when there are clear internal growth and development opportunities.

(Source: Gallup)

While an ATS has its strengths, especially when managing a large influx of external candidate resumes, it is limited in its ability to promote internal job opportunities, handle internal candidate experiences, and foster employee engagement and retention. Instead, many organizations are shifting to a hybrid approach that still utilizes their ATS while adopting a purpose-built internal career site to take the best parts of the external candidate experience and customize it to meet the needs and expectations of the existing workforce.

With a dedicated internal career site, you can:



Make career opportunities visible



Reduce backfill and external hiring costs



Improve retention and internal movement



Track engagement and apply behavior over time

Your external career site and experience attracts talent.
Your internal career site and experience should retain it.

Let's elevate your internal mobility program to build awareness, engagement, conversions, and retention with an SFX Internal Career Site.

TALK TO AN EXPERT

Symphony Talent delivers innovative, award-winning talent acquisition solutions that empower clients worldwide to expertly advance talent and teams. Our comprehensive suite of full-funnel solutions, expert brand services, and data analytics tools help clients execute and optimize hiring strategies, ensuring differentiated candidate experiences and improved business outcomes at every stage of the talent acquisition funnel, from attraction to hire.

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