

Built specifically for high-volume hiring and busy frontline teams, our Conversational Applicant Tracking System (ATS) automates 90+% of the hourly hiring process, from job search to scheduling to onboarding. How? Driven by conversational AI, every touchpoint is text- and chat-first — no fields, logins, or time consuming systems. It just works.

Why Conversational? It's software that acts as an assistant — Olivia — to get recruiting work done for you.

60%

decrease in cost per applicant.

80%

increase in applicant flow.

90%

interview show rate.

Easy apply.

No logins or passwords required. Job seekers apply to jobs by texting a keyword to a short code or scanning a QR code right from their mobile device.



JumpstartCareers

Hi! I'm Olivia, your personal job assistant. Thanks for your interest in working with us! Which area are you interested in?

1. Part-time Barista
2. Full-time Barista
3. Management

Management, please!

Perfect! I'll help you apply now. Let's get started! 🎉

Automated interview scheduling

Olivia sends automated reminders to drastically decrease no shows. If a candidate or hiring manager needs to reschedule, Olivia can handle the logistics and automatically send a new invitation.

Hi Andrea! I have great news, Victor would like to schedule a thirty-minute virtual interview with you. Please select one of the times below:

1. Monday, 12:15 PM
2. Tuesday, 3:30 PM
3. Wednesday, 11:30 AM

Amazing! Thursday works great.

Conversational screening.

Screen candidates for minimum qualifications in less than 2 minutes. As the candidate advances, they have the opportunity to get all their questions answered through Olivia.

Thanks! How many years of retail experience do you have?

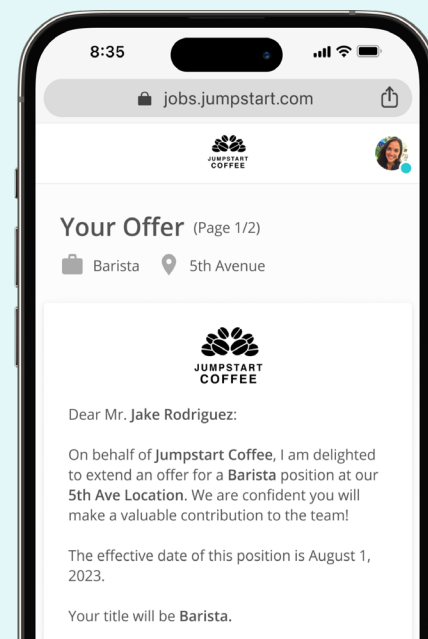
I've worked in retail for about 7 years now.

Great. How would you rate your proficiency in POS systems?

I'm an expert!

Instant offer & onboard

When it's time to make an offer, use the in-platform templates to extend offer letters instantly. Send onboarding forms to new hires so they're ready to work on their first day.



24/7 Engagement

More than 50% of candidates apply outside of business hours – our ATS is there to not only respond, but get them scheduled before managers are up the next morning.

Unmatched speed to hire

Our ATS automates 95% of the hiring tasks – you can now interview & offer faster than anyone – in days, not weeks.

Tech that feels invisible

Gain a recruiter to help out around the clock. Our simple, mobile app is easy to learn and returns up to 5 hours a week to managers.

Product Features

<input checked="" type="checkbox"/> Applicant tracking	<input checked="" type="checkbox"/> Two-way text communication	<input checked="" type="checkbox"/> Recorded interviews
<input checked="" type="checkbox"/> Job distribution	<input checked="" type="checkbox"/> WhatsApp	<input checked="" type="checkbox"/> Offers
<input checked="" type="checkbox"/> Text to apply	<input checked="" type="checkbox"/> Candidate Q&A	<input checked="" type="checkbox"/> E-signatures
<input checked="" type="checkbox"/> QR codes	<input checked="" type="checkbox"/> Automated screening	<input checked="" type="checkbox"/> Onboarding forms
<input checked="" type="checkbox"/> Career site widget	<input checked="" type="checkbox"/> Interview Scheduling	<input checked="" type="checkbox"/> Employee referrals
<input checked="" type="checkbox"/> Careers page	<input checked="" type="checkbox"/> Automated reminders	<input checked="" type="checkbox"/> Surveys

Our ATS has transformed hiring for 40,000+ locations.



“Paradox has completely flipped the script in the hiring space. We now have zero stores understaffed because we have a full applicant bank that we’re able to fall back on.

If you have a full staff, you’re going to win at this race from top down. We now have happy staff, happy directors, and monetary results because our customers are happy. **Conversational ATS is a game-changer.**”



Courtney Dempsey

Director of Digital Recruiting at Southern Rock Restaurants | McAlister’s Deli