

Conversational ATS

Attract, screen, hire, and onboard with GoTo Foods' preferred Conversational ATS. 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.

60%
decrease in cost per applicant.

80%
reduction in time-to-hire.

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.



McAlistersJobs

Hi! I'm Olivia, your personal McAlister's Deli job assistant. Thank you for your interest. What's your first and last name?

Greg Tyler

Thanks Greg. What opportunity are you most interested in?

1. Restaurant Management
2. Restaurant Team Member

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.

How many years of customer service experience do you have?

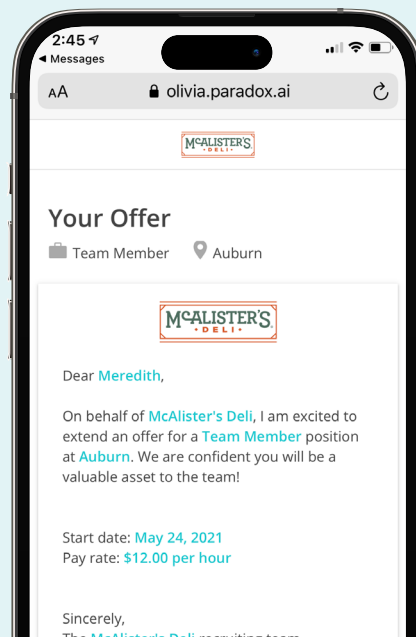
I have 7 years of customer service experience now.

Do you have a valid Food Handlers License?

Yes! 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.



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.

24/7 engagement

More than 50% of candidates apply outside of business ours – 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

- Applicant tracking
- Job distribution
- Text to apply
- QR codes
- Career site widget
- Careers page

- Two-way text communication
- WhatsApp
- Candidate Q&A
- Automated screening
- Interview scheduling
- Automated reminders

- Recorded Interviews
- Offers
- E-signature
- Onboarding forms
- Indeed integration
- ZipRecruiter integration



“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

\$660/YEAR PER LOCATION

McAlister’s Deli, Schlotzsky’s Deli, Moe’s

\$660/YEAR PER LOCATION

Speciality Brands (Carvel, Cinnabon, Auntie Anne’s, Jamba Juice, Cinnabon Swirl)

Ready to learn more? Click here.