PARADOX

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.

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.
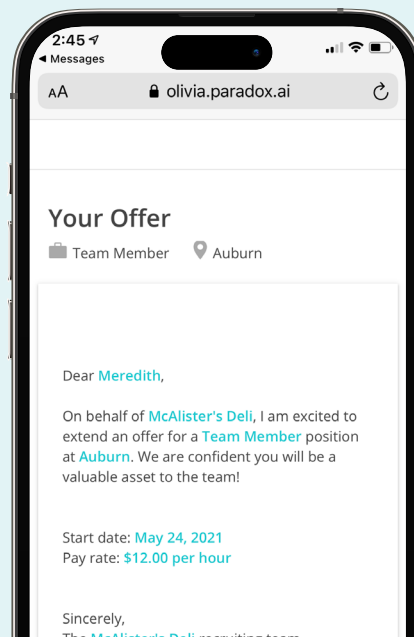
> Hi Andrea! I have great news, Victor would like to schedule a thirty-minute virtual interview with you. Please select one of the times below:
>
> 1. Monday, 12:15 PM
> 2. Tuesday, 3:30 PM
> 3. Wednesday, 11:30 AM

> 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.

> 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.

PARADOX

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.