



## Indeed Apply

With a single click, you can optimize your applicant experience and access tools to identify your ideal candidates

2020



## Job seekers encounter friction in the application process

**9/10**

Number of quality candidates the  
average company loses to a  
complicated application process<sup>1</sup>

**50%**

Average percentage of job seekers  
who abandon applications that  
take longer than 10 minutes<sup>2</sup>

<sup>1</sup>Indeed data; <sup>2</sup>Newton Software



**Job seekers are applying via mobile,  
but encountering further obstacles**


**70%**

**of applications submitted on  
Indeed are from mobile devices<sup>1</sup>**

**56%**

**of Fortune 500 application  
processes are not mobile friendly<sup>2</sup>**

<sup>1</sup>Indeed data; <sup>2</sup>Indeed Time to Apply Study



**Attracting talent efficiently and  
cost effectively can be challenging**

**38 days**

**Average number of days  
it takes to fill a role<sup>1</sup>**

**\$4,129**

**Average cost per hire in the U.S.  
The average cost per hire for  
executives is \$14,936<sup>2</sup>**

<sup>1</sup>JobVite; <sup>2</sup>Society for Human Resource Management



**Indeed is dedicated to understanding talent needs and helping recruiters hire more efficiently.**

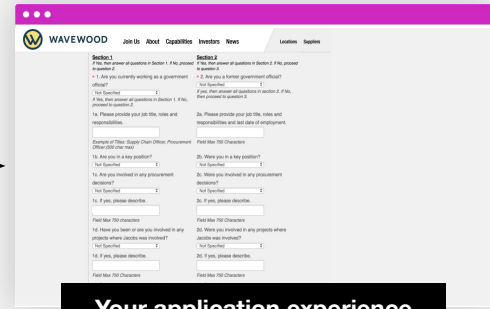
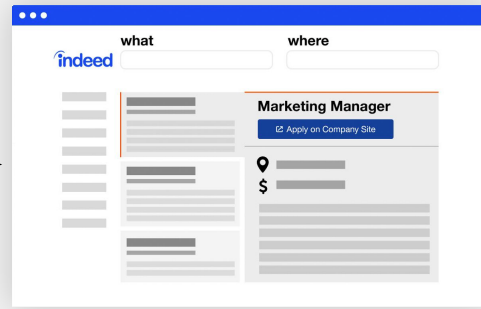
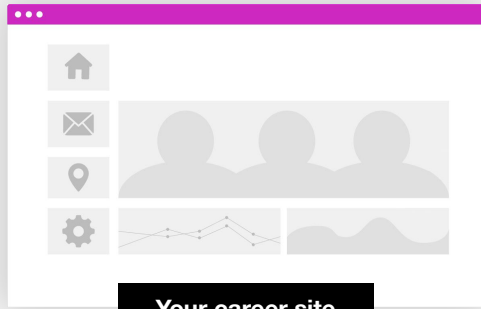


**Your jobs may already be on Indeed...  
but are they working hard to attract  
talent and drive applicants?**

The background is a vibrant orange color with a complex, abstract pattern. It features several sets of concentric circles of varying radii and colors, ranging from light to dark orange. There are also various geometric shapes, including semi-circles and rectangles, some of which are filled with a fine, dotted pattern. The overall effect is a modern, layered, and textured design.

# Three ways to present your jobs to talent

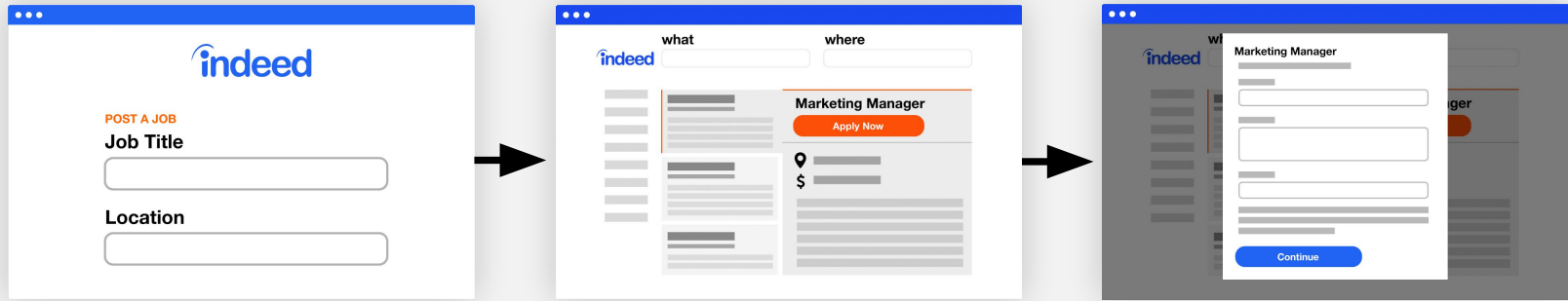
# Option 01: Aggregated jobs



Aggregated: Jobs “scraped” onto Indeed from your career website or ATS	
Friendly apply process	
Mobile resume submission	
Test for quality	
Multi-location posting	
Automated job posting	✓
Sponsorship eligible	✓

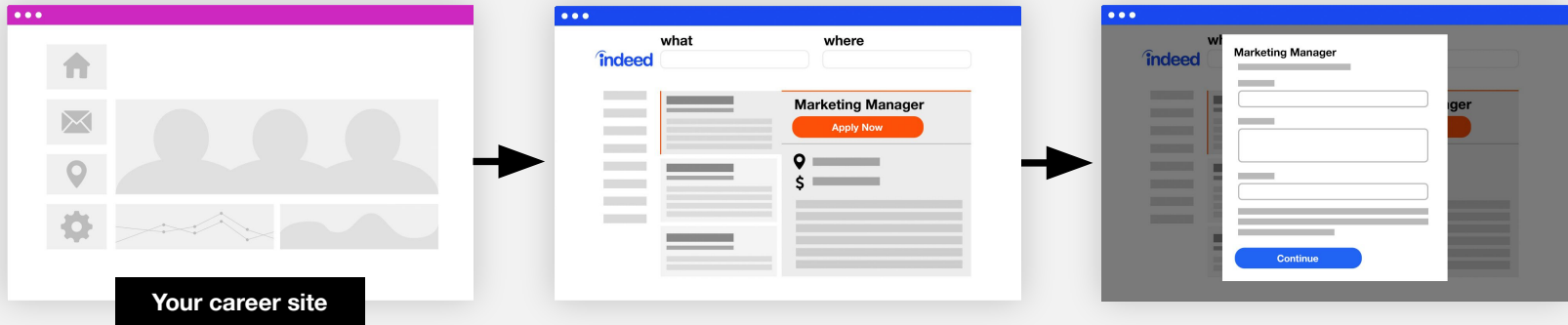


## Option 02: Jobs posted directly on Indeed



	Jobs posted directly on Indeed
Friendly apply process	✓
Mobile resume submission	✓
Test for quality	✓
Multi-location posting	✓
Automated job posting	
Sponsorship eligible	✓

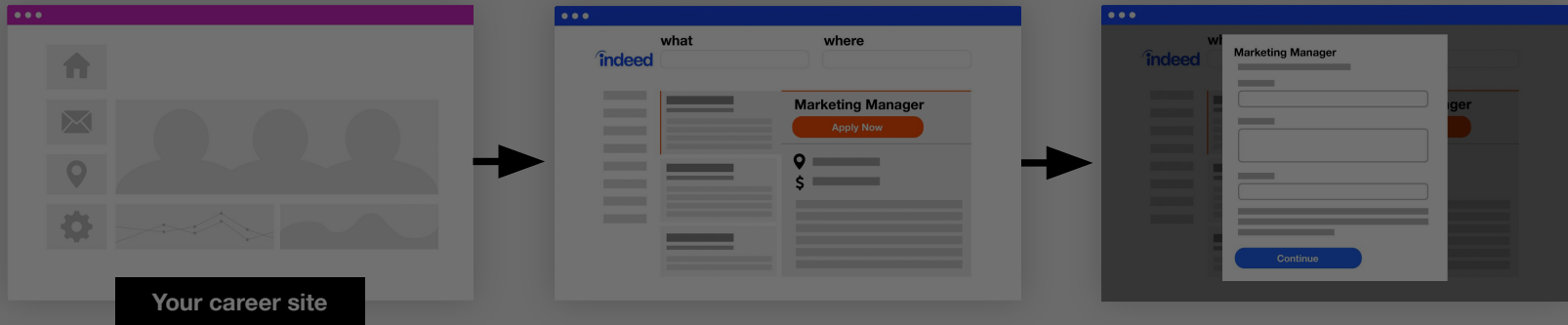
# Option 03: Enable Indeed Apply



**Aggregated + Indeed Apply enabled:  
to post your jobs  
directly on Indeed**

Friendly apply process	✓
Mobile resume submission	✓
Test for quality	✓
Multi-location posting	✓
Automated job posting	✓
Sponsorship eligible	✓

# Option 03: Enable Indeed Apply



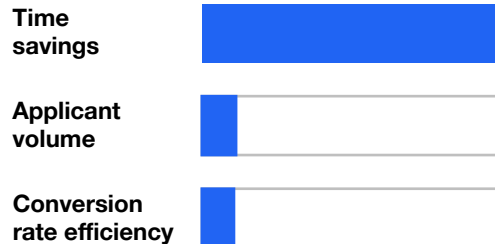
Friendly apply process	
Mobile resume storage	
Test for quality	✓
Multi-location posting	✓
Automated job posting	✓
Sponsorship eligible	✓

**20% lower cost-per-apply for sponsored Indeed Apply jobs vs. sponsored aggregated jobs<sup>1</sup>**

<sup>1</sup>Indeed data, Average over March 2019

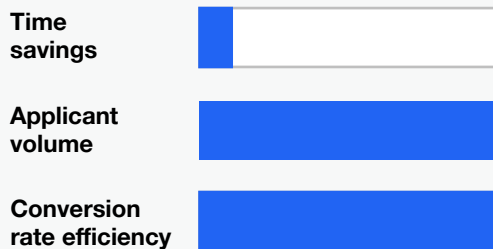
## Aggregated Jobs

Your jobs are displayed on Indeed already. It doesn't take you any time, but it presents an inconsistent and cumbersome apply experience for talent.



## Post directly on Indeed

Provides you optimization tools and attracts talent better, but can be very time consuming, especially when posting a large number of open roles.



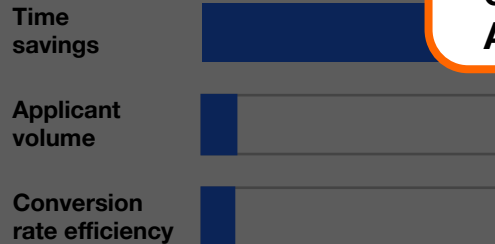
## Enable Indeed Apply

With a single click, your aggregated job is converted to an optimized posting on Indeed. Time saved is time spent getting to know your ideal candidates better.



## Aggregated Jobs

Your jobs are displayed on Indeed already. It doesn't take you any time, but it presents an inconsistent and cumbersome apply experience for talent.



## Post directly on Indeed

Gets you optimization tools and attracts talent better, but can be very time consuming, especially when you have many jobs.



**Save time, increase applicants, and help lower your cost-per-apply with Indeed Apply.**

## Enable Indeed Apply

With a single click, your aggregated job is converted to an optimized posting on Indeed. Time saved is time spent getting to know your ideal candidates better.



## Indeed Apply

Making it easier  
and more appealing  
**for talent** to apply  
to your jobs

- + **A seamless experience**
- + **Mobile friendly**
- + **Apply fast**
- + **Showcase skills**

## Indeed Apply

Making it easier  
for **recruiters** to  
attract talent and  
manage jobs

- + **Boost applies by up to 4X<sup>1</sup>**
- + **20% lower cost per apply for sponsored jobs<sup>2</sup>**
- + **Get to your shortlist faster with skills tests**
- + **Manage many jobs with ease**

<sup>1</sup>Indeed data (worldwide); <sup>2</sup>Indeed data, Average over March 2019

**When you enable  
Indeed Apply**

**Go from having jobs that are merely  
visible on Indeed...**

**To having an application and job  
management experience that is  
wonderful on Indeed.**



# Enable Indeed Apply to help pick up **speed.**

Keep applicants moving quickly through the  
apply process and keep quality applicants.



## Fortune 500 companies know the application process has to be fast

The median time to apply to Fortune 500 jobs: **13 minutes**



**NETFLIX**

**1 minute**



**4 minutes**



**5 minutes**



**6.25 minutes**



**facebook**

**8 minutes**



**Coca-Cola**

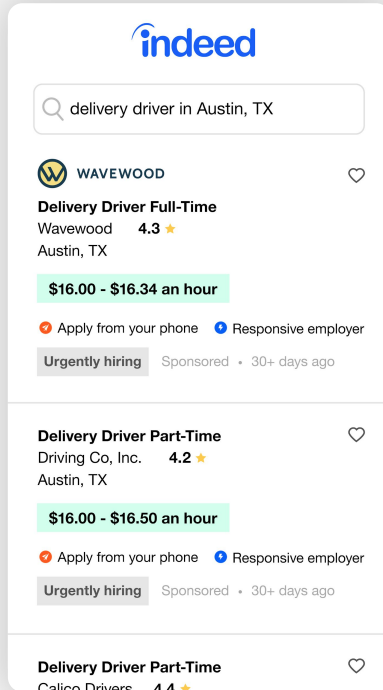
**8 minutes**



# Jobs posted directly on Indeed or with **Indeed Apply**

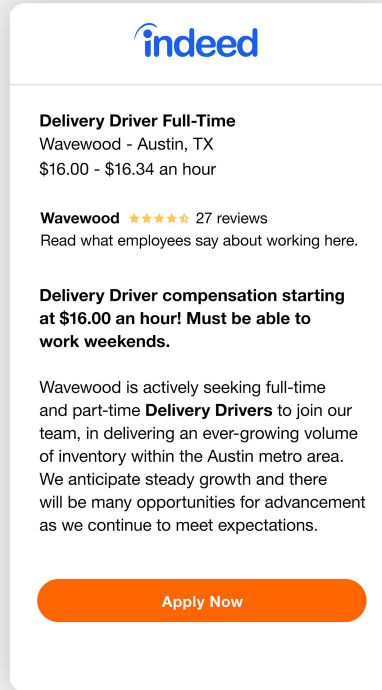
Fast and simple for talent to apply

## STEP 1



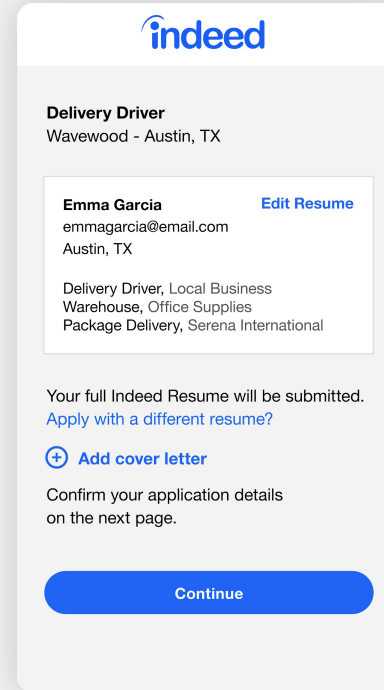
The screenshot shows the search results for 'delivery driver in Austin, TX'. The top result is for 'WAVEWOOD' with a 4.3 star rating. The job title is 'Delivery Driver Full-Time' with a salary of '\$16.00 - \$16.34 an hour'. Below the job listing, there are buttons for 'Apply from your phone' and 'Responsive employer', and a 'Urgently hiring' badge. The second result is for 'Driving Co, Inc.' with a 4.2 star rating, job title 'Delivery Driver Part-Time', and a salary of '\$16.00 - \$16.50 an hour'. It also has 'Apply from your phone', 'Responsive employer' buttons, and a 'Urgently hiring' badge. A third result for 'Calico Drivers' with a 4.4 star rating is partially visible at the bottom.

## STEP 2



The screenshot shows the job details for 'Delivery Driver Full-Time' at Wavewood in Austin, TX, with a salary of '\$16.00 - \$16.34 an hour'. It features a 5-star rating from 27 reviews and a 'Read what employees say about working here.' link. A key feature is highlighted: 'Delivery Driver compensation starting at \$16.00 an hour! Must be able to work weekends.' The description states that Wavewood is actively seeking full-time and part-time delivery drivers to join their team, delivering an ever-growing volume of inventory within the Austin metro area. It mentions steady growth and advancement opportunities. A large orange 'Apply Now' button is at the bottom.

## STEP 3



The screenshot shows the application confirmation page for 'Delivery Driver' at Wavewood in Austin, TX. It displays the user's profile: 'Emma Garcia' with email 'emmagarcia@email.com' and location 'Austin, TX', and a link to 'Edit Resume'. The user's resume details are listed: 'Delivery Driver, Local Business Warehouse, Office Supplies Package Delivery, Serena International'. A message states: 'Your full Indeed Resume will be submitted. Apply with a different resume?'. There is a blue '+ Add cover letter' button. A confirmation message says: 'Confirm your application details on the next page.' A large blue 'Continue' button is at the bottom.

# Enable Indeed Apply to make it a **good experience.**

Provide a mobile-friendly experience that exists within a single, seamless platform with information that's complete and easy to read.

# Your aggregated job without Indeed Apply

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Jobs aggregated from your career website can be **difficult or impossible** to apply to on mobile devices.

## Or upload a resume

Education and work experience information in your profile will be replaced.

Select the resume file to upload

Choose File no fil...lected

Note: Once the process is completed, please verify the fields containing values automatically extracted from the resume. You may have to manually correct or fill out some of them.

No thanks, I will fill out the online submission manually

### Uploading a profile

To upload a profile through a third-party service, select the radio button next to the relevant service icon. The system imports the data included in the third-party profile. Once the process is complete, you must review the imported data.

### Uploading a resume

# Your aggregated job with Indeed Apply

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When you enable Indeed Apply,  
your apply experience is **easy**  
and **mobile-friendly** for talent.



## Delivery Driver

Wavewood - Austin, TX

**Emma Garcia**

[Edit Resume](#)

emmagarcia@email.com

Austin, TX

Delivery Driver, Local Business  
Warehouse, Office Supplies  
Package Delivery, Serena International

Your full Indeed Resume will be submitted.

[Apply with a different resume?](#)

[+ Add cover letter](#)

Confirm your application details  
on the next page.

Continue

# Indeed Apply creates a streamlined experience for talent

Easy to apply on mobile

## STEP 1

The screenshot shows the search results for 'delivery driver in Austin, TX'. It features the Indeed logo at the top, a search bar with the query, and a list of job listings. The first listing is for 'Delivery Driver Full-Time' at Wavewood, with a 4.3 star rating and a salary of \$16.00 - \$16.34 an hour. The second listing is for 'Delivery Driver Part-Time' at Driving Co, Inc., with a 4.2 star rating and a salary of \$16.00 - \$16.50 an hour. Both listings include 'Apply from your phone' and 'Responsive employer' icons, and are marked as 'Urgently hiring'.

## STEP 2

The screenshot shows the job details for 'Delivery Driver Full-Time' at Wavewood in Austin, TX, with a salary of \$16.00 - \$16.34 an hour. It includes a 5-star rating from 27 reviews and a prompt to 'Read what employees say about working here.' A key feature is highlighted: 'Delivery Driver compensation starting at \$16.00 an hour! Must be able to work weekends.' The description states that Wavewood is actively seeking full-time and part-time delivery drivers to join their team, delivering an ever-growing volume of inventory within the Austin metro area. An orange 'Apply Now' button is at the bottom.

## STEP 3

The screenshot shows the application submission confirmation page. It displays the job title 'Delivery Driver' at Wavewood in Austin, TX. The user's profile information is shown: Emma Garcia, emmagarcia@email.com, Austin, TX, with an 'Edit Resume' link. The user's resume history is listed: 'Delivery Driver, Local Business Warehouse, Office Supplies' and 'Package Delivery, Serena International'. A message states: 'Your full Indeed Resume will be submitted. Apply with a different resume?'. There is a blue '+ Add cover letter' button and a confirmation prompt: 'Confirm your application details on the next page.' A blue 'Continue' button is at the bottom.



# Help talent showcase their abilities.

## Include screener questions or assessments.







POST A JOB

### Automated Assessment Types

Send your applicants an assessment to quickly determine your top talent.

- Select a ready-to-use assessment type that will be sent to applicants automatically when they apply
- After applicants complete their assessment, Indeed scores them for you
- Review their scores and answers to identify your exceptional applicants

Top assessment types for Customer Service Associate:

 <b>Customer Focus &amp; Orientation Skills</b>	 <b>Call Center Customer Service</b>	 <b>Phone Screen</b>
 Question Format Multiple Choice	 Question Format Image Map and Multiple Choice	 Question Format Phone Screen
<i>5 min</i> - Measures a candidate's ability to respond to customer situations with sensitivity.	<i>10 min</i> - Measures a candidate's ability to demonstrate customer service skills in a call center setting.	<i>10 min</i> - Allows candidates to provide verbal responses to pre-selected questions about their background and past experiences.
<a href="#">Learn More</a>	<a href="#">Learn More</a>	<a href="#">Learn More</a>

[View 25 More Assessment Types](#) ▾

I do not want to send an assessment

[Back](#)

[View Preview](#)

[Continue](#)

A man in a blue suit jacket is looking at his smartphone. He is sitting at a desk with a window in the background. A coffee cup is on the desk. The image is used as a background for a statistic.

**75%**

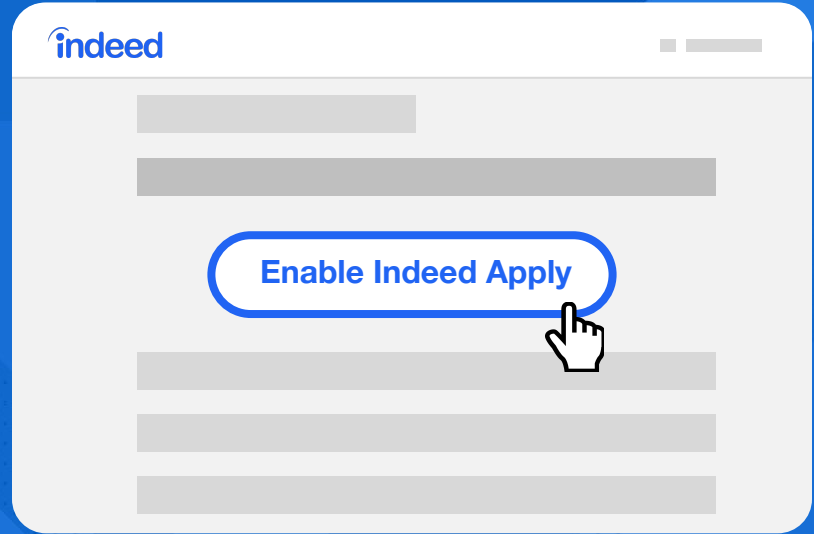
**Percentage of job seekers that agree skills tests are a good way to show employers they've got what it takes**

Source: Indeed Survey Monkey Research

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**What does this ultimately mean for recruiters?**


Boost your  
productivity with  
a single **click.**



# Increase quality applicants

A friendly and fast apply experience with skills tests can help you get to your short-list faster.

## Skills test

21%  
**TIME REMAINING: 01:43**  
QUESTION 5 / 19

An employee is on his way to help a customer when a second customer, Rachel, walks in and starts asking the employee about a product.

**What should the employee do?**

SELECT ONLY ONE

Suggest Rachel go to the customer service desk


\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

[Back](#) [Continue](#)

## Easy apply



**Manager**  
Wavewood - Austin, TX

**Emma Garcia** [Edit Resume](#)  
emmagarcia@email.com  
Austin, TX

Manager, International Business  
Associate manager, Office Supplies  
Office manager, Serena International

Your full Indeed Resume will be submitted.  
[Apply with a different resume?](#)

[+ Add cover letter](#)

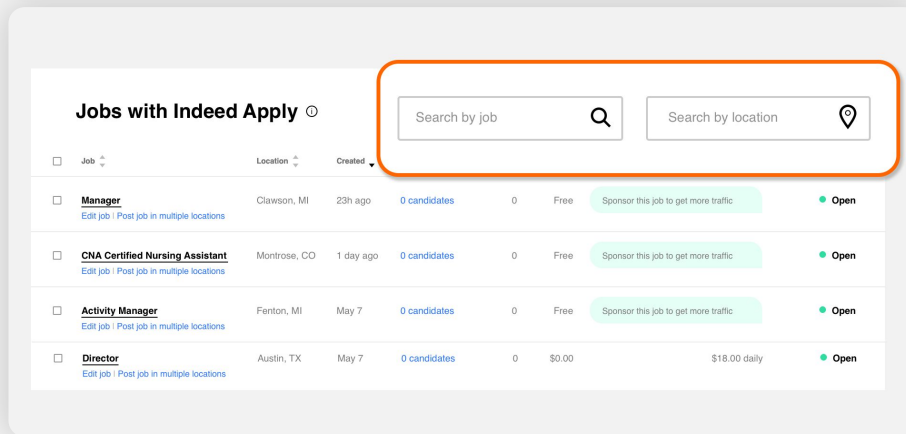
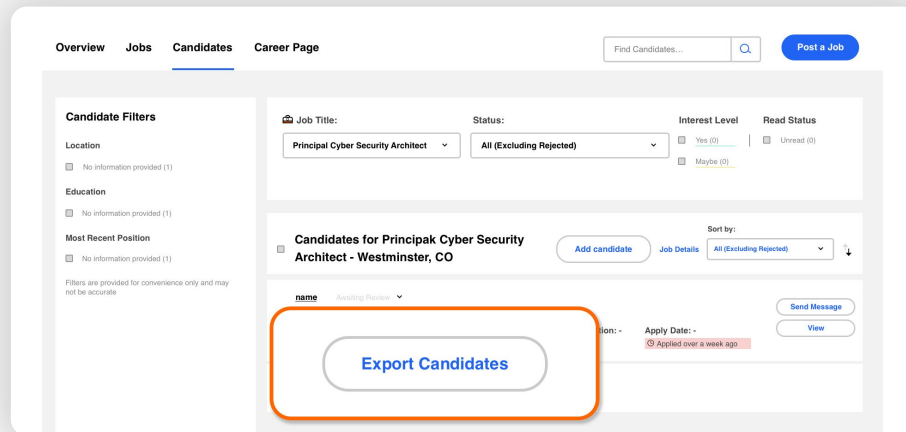
Confirm your application details on the next page.

[Continue](#)

# Friendly recruiter functionality

New features help recruiters spend more time connecting with talent instead of dealing with job postings.

- + Manage jobs easily
- + Export candidates
- + Sponsor swiftly



**Quick demo**

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**What happens when you enable Indeed Apply?**



## **Job seekers**

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- + **Reduced barriers to apply**
- + **Time savings**
- + **Showcase skills and prove merit**

## Recruiters

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- + **Get to your shortlist faster with skills tests**
- + **20% lower cost-per-apply for sponsored jobs<sup>2</sup>**
- + **Boost applies by up to 4X<sup>1</sup>**
- + **Manage many jobs with ease on Indeed**

<sup>1</sup>Indeed data (worldwide); <sup>2</sup>Indeed data, Average over March 2019

# Start using Indeed Apply to efficiently post jobs and drive applicants.

We already aggregate jobs from your career website onto Indeed.

All you need to do is click **Enable Indeed Apply** to create a friendly apply experience that boosts applicants and helps you get to your candidate shortlist.

 **Get up to 4x more applicants. Enable Indeed Apply below.**


Indeed Apply lets job seekers apply to your job in just a click. It makes applying simple for them and hiring faster for you.

### Jobs found on your career website

Job	Created	Location	Indeed Apply
<b>Office Manager</b>	Austin, TX	Jul 31	<a href="#">Enable Indeed Apply</a>
<b>HR Coordinator</b>	Killeen, TX	Jul 23	<a href="#">Enable Indeed Apply</a>
<b>Project Manager</b>	Fenton, MI	Jul 21	<a href="#">Enable Indeed Apply</a>
<b>Manager</b>	Detroit, MI		<a href="#">Enable Indeed Apply</a>
<b>Activity Manager</b>	Flint, MI	May 21	<a href="#">Enable Indeed Apply</a>
<b>Director</b>	Lockhart, TX	May 7	<a href="#">Enable Indeed Apply</a>

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### Manager

Wavewood - Austin, TX

**Emma Garcia** [Edit Resume](#)

emmagarcia@email.com  
Austin, TX

Manager, International Business  
Associate manager, Office Supplies  
Office manager, Serena International

Your full Indeed Resume will be submitted.  
[Apply with a different resume?](#)

[+ Add cover letter](#)

Confirm your application details on the next page.

[Continue](#)

# Product demo

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# Cumbersome apply experience

PAGE 1

WAVEWOOD Job Us About Capabilities Investors News Locations Suppliers

Ready to join us? Search for positions worldwide

Welcome, You are not signed in.

Job Search

Privacy Agreement

Select a language: English

As WaveWood we recognize our responsibility to protect the information you provide to us. As a professional services company, our talented employees are the key to developing and sustaining relationships with our clients. We understand that this information is highly sensitive and we will protect your information with the highest level of security. We are committed to providing our employees with an inclusive environment and reasonable accommodations. We will not share your information with any third party without your consent.

By clicking on the WaveWood Privacy Policy and Recruitment Terms of Use you can be found by clicking here.

Before proceeding please read the following candidate acknowledgment and consent and click on the Accept button below.

I have read and understand the WaveWood Privacy Policy, Terms of Use and all affiliates and subsidiaries ("WaveWood") Recruitment Privacy Policy which details WaveWood's practices and procedures for collecting, using, disclosing, storing, retaining, protecting, and disposing of personal information.

I have read and understand the WaveWood Privacy Policy, Terms of Use and all affiliates and subsidiaries ("WaveWood") Recruitment Privacy Policy which details WaveWood's practices and procedures for collecting, using, disclosing, storing, retaining, protecting, and disposing of personal information.

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PAGE 4

WAVEWOOD Job Us About Capabilities Investors News Locations Suppliers

Ready to join us? Search for positions worldwide

Welcome, You are not signed in.

Job Search

Resume: CV Upload

Resume: CV Upload

You can upload several resumes to WaveWood by clicking on the CV Upload button in the top right corner of the page. The system will automatically select the most relevant information from the resumes and use it to populate the resume section of your application. You can also upload resumes and resumes to WaveWood by clicking on the CV Upload button in the top right corner of the page.

Upload a resume

PAGE 6

WAVEWOOD Job Us About Capabilities Investors News Locations Suppliers

Street Address (line 1)

Address (line 2)

City  Zip/Postal Code

Phone or Residence Country  Country

Phone Number

Cellular Number  Home Phone Number  Work Phone Number

Email Address

Alternate Email Address

Please include your email in the text if you wish to be contacted by email.

Additional Information

Have you previously worked at

Yes  No

PAGE 7

WAVEWOOD Job Us About Capabilities Investors News Locations Suppliers

Section 1

1. Are you currently working as a government official?

2. Are you a former government official?

3. Have you worked for a government contractor?

4. Please provide your job title, roles and responsibilities.

Section 2

5. Where you in a key position?

6. Are you involved in any procurement decisions?

7. If yes, please describe.

Section 3

8. Where you involved in any projects where clients are involved?

9. If yes, please describe.

Section 4

10. Do you have any past employment restrictions?

# Friendly apply experience



Manager  
Wavewood - Austin, TX

Emma Garcia [Edit Resume](#)  
emmagarcia@email.com  
Austin, TX

Manager, International Business  
Associate manager, Office Supplies  
Office manager, Serena International

Your full Indeed Resume will be submitted.  
[Apply with a different resume?](#)

[+ Add cover letter](#)

Confirm your application details on the next page.

[Continue](#)