

Newton is Smart Applicant Tracking Software that Simplifies the Recruiting Process



“When I switched from another commercial ATS to Newton, I realized an immediate (positive) delta in productivity.”

John Delaney
Manager of Staffing

Newton is the only modern applicant tracking software that is the brainchild of corporate recruiters. The team began developing the product in 2004 after becoming frustrated with existing technology platforms. Having run corporate recruiting programs for nearly 10 years with hard-copy resumes, fax, email, spreadsheets and legacy software - they knew it was time to leverage the benefits of internet technology to provide a better service to their clients. The team wanted something that offered a more collaborative recruiting experience. And, most of all, they needed something that was intuitive and easy-to-use for recruiters, applicants and hiring managers. Essentially, the founders of Newton wanted to design a system that would simplify hiring for everyone.

Newton is designed by corporate recruiters

As former recruiters, Newton's founders had managed hundreds of thousands of applicants through the recruiting process. Over the years, their hiring system became more complex with an increasing number of forms, spreadsheets, candidate sources and workarounds. Finally, the “Newton apple” fell on their heads and they realized that they needed to find a way to eliminate all of that complexity. As they say in the world of lean, the team needed to bring the entire recruiting process in control.

Lean your recruiting supply chain

The supply chain metaphors became increasingly influential in Newton's development. After all, every recruiting process is a series of stages through which groups of applicants flow. With each stage an additional subset of the original group of individuals is eliminated. At its root, the hiring process is not complex, but there are several magnets for wasted activity (or inactivity) that can slow it down, confuse people, and lead to breakdowns. In designing their recruiting software, Newton's founders set out to eliminate all of the steps that wasted resources, caused inconsistency and added unnecessary steps to hiring. Newton is designed to move applicants through each stage of the process in a systematic, orderly, and continuous manner as well as to eliminate periods of inactivity between each stage. This workflow is native to Newton and doesn't require weeks of customization to leverage. On the same token, it's also not designed to allow users to add unnecessary steps to hiring.

A proven recruiting workflow built in and ready to use from day one

Newton is the only recruiting platform that has years of practical recruiting knowledge built-in, offering customers a competitive advantage from day one. Think of Wal-Mart turning itself inside-out, offering its industry-leading supply chain and logistics systems to any and all outsiders, even rival retailers. Or, imagine Amazon renting out everything it uses to run its own business, including spare computing capacity on its thousands of servers, data storage on its disk drives, and the millions of lines of software code (they actually do this). When you choose Newton, you get a recruiting platform that's designed around a proven, fully optimized workflow that promotes collaboration, captures critical data for compliance, and provides game-changing analytics. It's not just a tool - it's an infrastructure for recruiting.

What People are Saying about Newton

“Prior to using Newton, our recruiting process involved a lot of paper. We had a really difficult time fully considering candidates and sharing their information with managers. We were always running to the copier to scan documents and/or copy them. Newton has definitely saved us time, money and resources.”

Hannah Adams

Human Resources Manager

“It’s been the difference between frantic and random use of external recruiters; desperately piecing together posting effectiveness; attempting to herd clients’ feedback as simply as one herds cats, versus having a simple, relevant and streamlined venue that all interested parties can access to speak the same language in and get feedback on candidates and job status.”

Ro Carbone

VP of Human Resources

“Newton’s biggest impact has been allowing us to store any and every resume that comes our way, which has made for an impressive “internal database” of candidates. Most of our success in hiring has come from candidates that we put in to our system during passive searches and re-visited their resume in Newton when we were hiring for their profile”

Cade Garrett

Technical Recruiter

“Before Newton, we used to use an excel spreadsheet to track the recruiting process. Newton facilitated communication between recruiters, hiring managers and interviewers. It also decreased the tracking and recordkeeping work. The best feature is the analytics. During our preparation for board meetings, I am so glad we have it!”

Catia O’Neill

Human Resources Professional