



RIVAL RECRUIT EXTENDED PROFILE



OVERVIEW

Rival Recruit is a comprehensive talent-acquisition solution from [Rival](#) (formerly SilkRoad Technology).

It combines sourcing, recruiting, candidate engagement, applicant-tracking, and analytics into a single platform, with the option to use it as a full-fledged ATS (applicant tracking system) or as an add-on to augment an existing ATS.

The platform integrates with third-party systems including background checks, payroll/HCM suites, assessment tools, and other HR tools.

KEY FEATURES

PASSIVE AND ACTIVE CANDIDATE SOURCING:

- Rival Recruit includes access to a large database of candidate profiles (750 million+ passive profiles) to tap into talent who may not be actively job-seeking.
- Its built-in intelligence engine, dubbed ROSI, helps surface best-match candidates quickly, reducing the time and manual effort required for candidate discovery.

PERSONALISED OUTREACH AND ENGAGEMENT:

- The platform supports bulk and individual outreach via email or SMS, while enabling messaging that feels tailored rather than generic.
- Rival Recruit can also generate job descriptions and outreach copy automatically, helping standardise employer branding while reducing recruiter workload.

END-TO-END APPLICANT TRACKING AND HIRING WORKFLOW:

- The software supports job posting, candidate tracking, interview scheduling, feedback collection, and offer management from its centralised dashboard.
- It supports configurable workflows, enabling teams to manage pipelines, move candidates through stages, and maintain alignment across hiring teams.

CANDIDATE-CENTRIC EXPERIENCE:

- Employers can deliver branded career-site experiences and hosted “apply” flows, designed to make application simple and frictionless.
- The integrated scheduling and communication tools help streamline candidate experience from first contact to offer.

ANALYTICS AND INSIGHTS:

- Real-time hiring dashboards give visibility into recruiter activity, pipeline health, and conversion metrics.
- Data on diversity, equity, inclusion, and pipeline composition helps teams monitor hiring equity and refine recruiting practices

SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	Rival Recruit
SOFTWARE FEATURES	
ABSENCE MANAGEMENT	×
BENEFITS ENROLLMENT	×
COBRA	×
COMPENSATION	×
COMPLIANCE	×
DISCIPLINARY ACTION	×
EMPLOYEE SELF SERVICE	×
FMLA	×
HEALTH & SAFETY	×
MANAGER SELF SERVICE	×
ON & OFF BOARDING	×
PAYROLL	×
PERFORMANCE MANAGEMENT	×
RECRUITMENT	✓
REVIEWS	✓
SOCIAL NETWORKING	×
SUCCESSION MANAGEMENT	×

TIME & ATTENDANCE	✗
TRAINING & SKILLS	✗
VACATION & SICK LEAVE	✗
WORKFLOW	✓
WORKFORCE ANALYTICS	✓
TRAVEL & EXPENSES	✗
ORGANIZATION SIZE	
ENTERPRISE (1000+ EMPLOYEES)	✓
MEDIUM (251-1000 EMPLOYEES)	✓
SMALL (1-250 EMPLOYEES)	✓
PLATFORM	
CLOUD	✓
INSTALLED	✗
PRODUCT INFO	
MODULAR	✓
MULTI LANGUAGE	✗
MULTI CURRENCY	✗
CUSTOMIZABLE	✓
FURTHER INFORMATION	

SOFTWARE SCREENSHOTS

The screenshot displays the RIVAL software interface. On the left is a dark sidebar with navigation options: Recruit, Reporting & Analytics (highlighted), Homepage Analytics, Standard Reports, Expanded Analytics, Explore, Jobs, Candidates, Administration, Help, and Development. The main content area features the RIVAL logo, a search bar, and user profile 'SH'. The 'Homepage Analytics' section includes filters for 'View as' (Susan Harris) and 'Last 30 days'. A 'Select a Workflow' dropdown is set to 'Full-Time Workflow' (with a mouse cursor) and 'Part-Time / Hourly Workflow'. Three key metrics are shown: 8 Hires, 15 Apps Per Hire, and 45 Days to Hire. To the right, three more metrics are displayed: 12 Offers Extended, 3 Open Jobs, and 27 Average Days Open. Below these are two charts: 'Pipeline Efficiency of Hiring' (a horizontal bar chart showing average days for various stages) and 'Recruitment Funnel' (a horizontal bar chart showing the number of candidates at each stage).

Homepage Analytics

View as: Susan Harris | Last 30 days

Select a Workflow: Full-Time Workflow (selected), Part-Time / Hourly Workflow

Metric	Value
Hires	8
Apps Per Hire	15
Days to Hire	45
Offers Extended	12
Open Jobs	3
Average Days Open	27

Pipeline Efficiency of Hiring

Stage	Average Number of Days
Third party Sourced	~11
Internet Application	~8
Uploaded Candidates	~9
Resume Review	~11
Interview	~8
Offer Approval	~1
Offer Extended	~1

Recruitment Funnel

Stage	Number of Candidates
Third Party Sourced	~30
Internet Application	~23
Resume Review	~18
Interviewing	~13
Uploaded Candidates	~10
Offer Extended	~3
Offer Approval	~2

RIVAL Job Search

Sourced Candidate Profiles

The top sourced candidates for this job are shown below. Sourced candidates have self-reported skills on the job description, come from our global database of hundreds-of-millions of profiles.

3,546 Profiles Found

POTENTIAL CANDIDATE	POTENTIAL CANDIDATE	POTENTIAL CANDIDATE
Taylor Phillips Current Job Title: Registered Nurse Supervisor Current Company: Carle Biomed Medical Center Skills: Health care, education, acute care, 18,000h Located in: Normal, IL Public Profile	Sam Thompson Current Job Title: Registered Nurse Current Company: ODF IL, Joseph Medical Center Skills: Health care, hospital, 10, 17,000h Located in: Bloomington, IL Public Profile	Brenda Lilly Current Job Title: Nurse Practitioner Current Company: ODF Saint James Skills: Health care, 10, 12,000h Located in: Clinton, IL Public Profile
MacKenzie Henderson Current Job Title: Registered Nurse Current Company: UnityPoint Health Skills: Health care, nursing, acute care, 17,000h Located in: Peoria, IL Public Profile	Madison Roberts Current Job Title: Healthcare Coordinator Current Company: Hopedale Medical Complex Skills: Health care, patient education, 10h, 18,000h Located in: Hopedale, IL Public Profile	Norman Chen Current Job Title: Registered Nurse Current Company: Warner Hospital & Health Services Skills: Health care, nursing, medical, 13,000h Located in: Clinton, IL Public Profile

Unbiased Sourcing Mode

Build strong diverse teams with a fair and unbiased sourcing process.

SELECT NONE

- Anonymize names
Prevents bias based on gender or ethnicity
- Hide photos
Prevents bias based on appearance, gender or ethnicity
- Hide school names
Prevents bias based on academic background and/or place of origin
- Hide employment gaps
Prevents bias based on lifestyle changes (e.g., family leave, unemployment, etc.)
- Hide employers
Prevents similarity bias based on your personal perception of specific brands or industries
- Hide years of experience
Prevents stereotyping and discrimination based on age, by only showing the last 5 years of employment history.
- Hide graduation dates
Prevents age bias by hiding academic timeline and graduation years
- Substitute gender-specific pronouns
Prevents gender bias, by showing a gender neutral pronoun

[Close](#) [Save](#)

RIVAL Search Candidates

Candidates Pool

Lead Software Developer | Exclude: Junior Software Developer | Skills: React, Outgoing, Computing | 1 more | Exclude Skills: Encryption

Diversity: Women, Asian, Latino or Hispanic | Chicago, USA | [Clear All](#)

Number of Results: 29630 | **More Likely to Move: 8136** | **Diversity: 18369**

Filters: Job Title, Skills, Location, etc.

Search: [Add Skill](#)

Clear All | **Required** | **Exclusions** | **Exclude Skill** | **Encryption** | [Clear All](#)

Location:

Diversity:

Education:

Experience: [Clear Filters](#) [See 51,000 Candidates](#)

Candidates: [Show Exact Result Only](#)

Lead Software Developer
[View Profile](#)

13 POSITIONS

Likely To Move:

- Has a recent tenure of 5+ years.
- Has an average job tenure of 1+ years.
- Turnover rate for the past 12 months in IL.
- Has 20+ years of professional experience.

Highlights:

- In High Demand
- Uncommon Company
- Top School in USA
- Entrepreneur