Optimizing Greenhouse ATS for Healthcare Hiring

A practical checklist for talent leaders in healthcare

Healthcare hiring isn't standard - Your ATS setup shouldn't be either. Most healthcare orgs use Greenhouse for speed and structure—but out of the box, it doesn't reflect your real-world needs: license tracking, compliance workflows, clinical approvals, and rapid scaling.

Let's make Greenhouse work for you—not the other way around.

Healthcare Hiring Checklist

Role Setup + Compliance

- [ ] Custom fields for license info & expiration
- [ ] Job Templates:
  - [ ] Clinical vs Non-Clincal
  - [ ] Optimized templates that support high volume hiring
- [ ] Candidate experience built into hiring process (candidate survey, clear interview structure, etc.)

High Volume Readiness

- [ ] Templates configured (candidate communications, interview kits, offer templates, etc.)
- [ ] Interviewers trained
- [ ] Candidate pools for recurring roles
- [ ] Self-scheduling tools
- [ ] Bulk actions (bulk management of candidates, bulk offers, etc)
- [ ] Auto-tag or reject based on license fit

Job Post & Application Configuration

- [ ] EEO, OFCCP and DEI fields enabled
- [ ] Application Questions: license, specialty, availability

Integrations & Credentialing

- [ ] Background + drug screen integrations
- [ ] Credential/ license check tools

Workflows

- [ ] Approval flows that include legal + compliance
- [ ] Alerts/reports for credential expirations
- [ ] Multiple opening management (job openings)
- [ ] Sourcing tools enabled
- [ ] Internal mobility + referrals program enabled

Reporting & Metrics

- [ ] Time-to-fill by job type
- [ ] Effective source reports
- [ ] Credential/license step drop-off rate
- [ ] Reports that show cost of talent to help improve employee retention