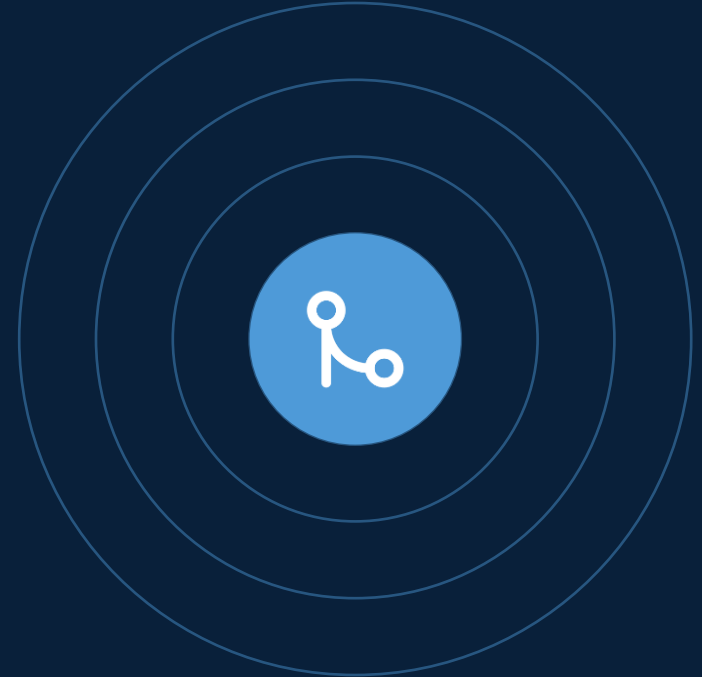


ATS Background Check Integration

The 2026 Implementation Workbook

When to build an ATS–screening integration, how the workflow runs, a realistic 5–8 week timeline, and the practices that separate smooth go-lives from never-ending IT projects.



Executive Summary

Integrating background checks into an ATS reduces manual administration, improves data accuracy and gives recruiters screening visibility without leaving the systems they already use.

300+ annual hires

Where the business case for integration typically begins.

1,000+ annual hires

Multi-country hiring at this scale makes the ROI case clear.

5–8 weeks

A realistic end-to-end implementation, scope through go-live.



What integration delivers

- Less manual administration — no exports, re-keying or portal-hopping.
- Structured candidate data transferred once, accurately and consistently.
- Screening status visible inside the ATS for recruiters and hiring managers.



What the strongest projects share

- A version one focused on the minimum viable workflow.
- Minimum necessary data transfer between the two systems.
- An offline fallback maintained for exceptions and outages.

Why Integrate Background Checks Into Your ATS?

Three practical benefits recruiters feel in the first week of live running.



Save Time

No more copying candidate data between systems or logging into a separate screening portal. A check is triggered from the same ATS workflow where the recruiter moves a candidate to offer.



Reduce Errors & Increase Efficiency

Manual re-entry is where typos, missed candidates and duplicated orders happen. Integration transfers structured data once, and consistently, every time.



Create a Seamless Experience

Recruiters order checks, monitor progress and access final reports inside the ATS, while candidates complete consent and document submission through the screening provider.



Integration is a project, not a plug-in — the value comes from the workflow it removes, not the technology it adds.

Is Integration Right for Your Firm?

Below roughly 300 hires a year, a well-run manual process with a responsive screening partner is usually the better investment.

Ideal

1,000+ annual hires — the ROI case is usually clear.

Sufficient

300+ annual hires, especially recurring or distributed hiring.

Strong fit

Multiple countries and many recruiters ordering checks.

Ready

Already using an ATS, or implementing a new one.

Decision Checklist: Should You Integrate?

- ☐ We make 300+ hires per year (1,000+ makes this a clear yes)
- ☐ Multiple recruiters order checks, not one coordinator
- ☐ Recruiters re-key candidate data into a separate portal
- ☐ Hiring managers ask for better screening visibility
- ☐ We hire in multiple countries
- ☐ We already use an ATS, or are implementing a new one
- ☐ We have had errors, duplicate orders or handoff delays
- ☐ Technical resources exist for a 5–8 week project

How to read your score: 6–8 boxes — integrate, the ROI case is clear. · 4–5 — likely worth it; validate against check volume per recruiter. · 3 or fewer — optimise the manual process first and revisit when volume grows.

How the Integrated Workflow Runs

One recruiter action; everything after it is automated or handled by the screening provider.

1

Recruiter sends the candidate from the ATS with one click at the relevant stage — no exports, no forms.

2

The background check provider handles consent and data collection directly with the candidate.

3

Status updates and the completed report push back to the ATS candidate record.

4

The recruiter is notified automatically when the case is complete or action is required.

5

Users view everything in the ATS as the central system of record.



Notice what the recruiter actually does: step one. Everything else is automated or managed by the screening provider — which is exactly why integrated screening cuts administration rather than moving it around.

Before You Start: Pre-Project Checklist

Work through these before a single line of integration code is written.



Scope & Stakeholders

- ☐ Countries, check types and candidate volumes agreed and documented
- ☐ RACI matrix drafted
- ☐ Executive sponsor identified for sign-offs and blockers
- ☐ Out-of-scope-for-v1 list agreed



Technical

- ☐ ATS API documentation and sandbox access secured
- ☐ Integration flow chosen: ATS native API, provider API or custom
- ☐ Data fields mapped and trimmed to the minimum required
- ☐ Decision made on who collects candidate consent and documents



Compliance & Operations

- ☐ Privacy and legal review of the data flow completed
- ☐ UAT scenarios and test candidates prepared
- ☐ Training material owner assigned
- ☐ Offline fallback process defined
- ☐ Go-live criteria agreed

The Implementation Timeline: 5–8 Weeks

1 1–2 weeks

Scope Definition & Approval

Agree checks, countries, data fields, flows and sign-off.

2 2–4 weeks

API Implementation

Build and connect — typically the longest and most variable phase.

3 1–2 weeks

UAT & Changes

Test realistic scenarios and fix issues surfaced through testing.

4 1 week

Training & Go-Live

User training, production deployment and live testing.



Real-world benchmark: a fast-growing global technology client making 1,000+ hires a year across multiple countries and dozens of recruiters went live with eeCheck in six weeks — on a tightly agreed week-one scope and an MVP-first build.

After Go-Live



Regroup weekly for the first 2–3 weeks

Early issues are easier to resolve when reviewed quickly.



Review at 3–4 months

Assess performance and identify improvements or additional features.



Keep an offline process available

A fallback for outages, edge cases and non-standard candidates.

Five Tips for a Smooth Implementation

1

Minimise data transfer

Send only what the check requires. Less data means lower privacy risk and a cleaner build.

2

Focus on the MVP

Launch the core flow first; add features later.

3

Set an achievable timeline

Use clear project-management principles and a RACI matrix.

4

Take scope definition seriously

The first stage often decides whether this is a six-week project or a never-ending build.

5

Do not shortcut UAT and training

Real test scenarios and proper training turn a live integration into one recruiters actually use.



Frequently Asked Questions

How long does an ATS background check integration take?

5–8 weeks across scope, build, UAT and go-live.

What hiring volume justifies an ATS integration?

300+ hires a year; 1,000+ makes the case clear.

Does candidate data have to pass through the ATS?

No — the provider can collect consent and documents directly.

What if the integration goes down or a candidate does not fit the flow?

An offline fallback process covers outages and exceptions.

Which ATS platforms support background check integrations?

Workday, SAP SuccessFactors, Greenhouse and Lark, among others.

Six Questions to Ask Any Screening Vendor Before You Integrate

The answers tell you whether you are buying a proven integration or funding a build.



Is your API production-ready today, or built per project?

A production-ready API reduces implementation risk.



Which ATS platforms have you already integrated with?

Proven implementation patterns reduce uncertainty.



Can you work with our ATS's native API as well as your own?

Flexibility can reduce build time.



Who collects candidate consent and documents?

A well-designed flow can keep sensitive data out of the ATS.



What does UAT look like, and who writes the training material?

Clarifies whether operational implementation support is included.



What is the fallback when the integration is unavailable?

Every integration should have an offline contingency process.

Integrating With eeCheck



REST API

Documented and production-tested — no waiting on a build.



Proven ATS Experience

Delivered with Workday, SAP SuccessFactors, Greenhouse and Lark.



Flexible Integration Flows

ATS native API, eeCheck API or a customised workflow.



Broad Technical Compatibility

Beyond REST to SOAP for legacy and enterprise systems.



Regional Screening Coverage

Multi-country and cross-border screening across Asia-Pacific.



Governance & Compliance

Structured consent, secure data handling, consistent workflows.

Final Strategic Takeaway

The strongest implementations are not the most complex. They define scope early, launch a practical MVP, minimise unnecessary data movement, test properly and retain a fallback for exceptions. Budget 5–8 weeks and treat the integration as a structured business process rather than a simple technical plug-in.

Planning an integration in 2026?

Tell eeCheck your ATS and hiring volume — we will map the flow and timeline.