

Disposition Data

What is Disposition Data?

Disposition data is the information we use to track applicants' progress in your ATS as the hiring process unfolds. Statuses can include time-stamped updates such as “interviewed,” “rejected,” or “hired.”. Status is paired with an anonymized application ID and a date/time stamp to signal a change in disposition data.

Sending disposition data to Indeed could help you get more quality applicants for your jobs.

- Indeed uses Disposition Data as part of our continual efforts to increase the quality of applications sent to employers.
- Using Disposition data, your ATS platform can send hiring signals to Indeed to help clients job postings reach more qualified candidates.

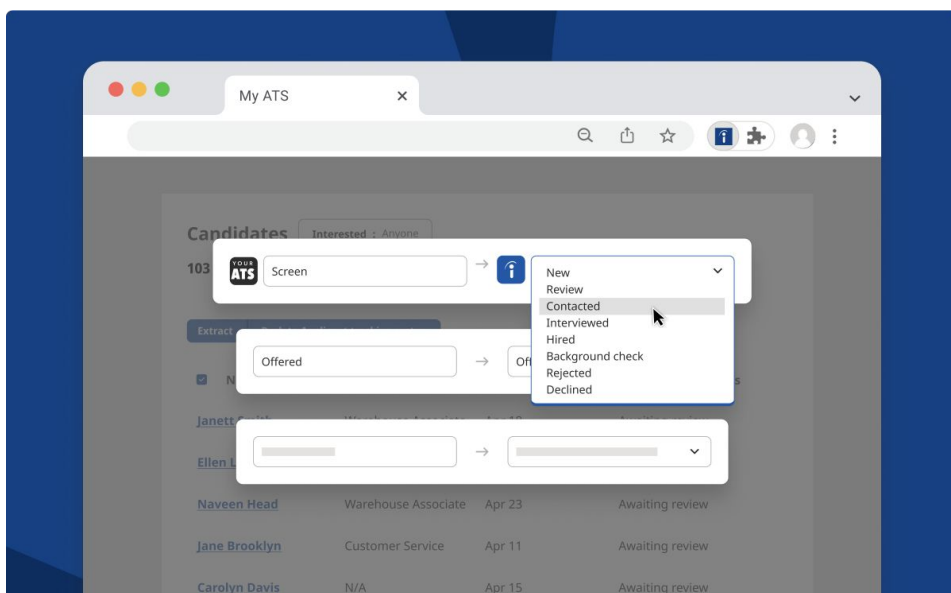
How is Indeed using Disposition Data to increase the quality of applications?

Indeed's product team aggregates and analyzes the data to improve both the targeting of job ads and the application experience itself.

That way, candidates better understand how the skills on their resumes meet your requirements, as seen in the following examples.

How does a Disposition Data integration work?

When an employer makes a change in the ATS to the status of an application that came from Indeed, the ATS transmits the new status signal, along with an anonymized application ID and a date/time stamp.



What can you do to get Disposition Data to Indeed?

- If your ATS has a Disposition Data integration, make sure you have signed-up or opted-in to send your data to Indeed.
- Use your ATS to change the status for all applicants and notify them of your decision. If you reject a candidate or do not decide to move forward, notify them and create a status that indicates that you have “rejected, notified.”
- If your ATS does not have a Disposition Data integration, please contact your ATS’s head of product and ask for a Disposition Data integration today!

FAQ

1. **How does Indeed receive Disposition Data from an ATS?**

Disposition Data is sent to Indeed in an XML file. These files contain a timestamp, an Apply ID, and an application status. The transferred data is not capable of identifying a job seeker by itself. It can only be associated with an individual when the Apply ID is combined with other data the job seeker has already provided to Indeed. Both the Apply ID, and the transfer of no data that can identify an individual, is consistent with the security and data minimization principles of the GDPR and other advanced data protection codes.

2. **How do we protect job seeker privacy?**

Indeed values data protection and privacy and no Personally Identifiable Information (PII) is passed from the ATS to Indeed. The data sent in Disposition Data cannot be used to identify a candidate; it only includes a timestamp, an anonymized Apply ID, and the application status.

3. **Is consent from the jobseeker required for receiving Disposition Data?**

When job seekers apply for a job through Indeed they agree to our [Terms of Service](#) and [Privacy Policy](#). These communicate and govern the scope of the relationship between job seekers and Indeed. For most processing we act as a controller in order to help those job seekers find jobs, as described in sections 4, 5, 6 and 9 of our [Privacy Policy](#).

Employers should consider reviewing their own Privacy Policies as needed in connection with providing Disposition Data to Indeed.