

Build an Applicant Tracking System with AI

Execution Path

A structured route from idea to working output - the steps, outcomes, workflows, resources, and tools, in order.

Category: Business Systems Steps: 8 Phases: 4
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PATH SUMMARY

8 steps across 4 phases.

Use this document as a portable execution guide. Each step lists the expected outcome and the workflow, resource, and tool used in NewPrompt.

PHASE 1 · Define & Scope

Clarify what you're building and for whom.

Step 1 · Define the hiring system requirements

Frame what the ATS must do - the roles it serves, the hiring stages it tracks, and what 'done' means for a candidate - before modeling anything, so the system fits the hiring process instead of forcing it.

OUTCOME

Requirements for the jobs, candidates, and hiring stages the system tracks.

USED IN THIS STEP

- Workflow** AI Product Requirements Workflow
- Resource** Product Requirements Assistant
- Tool** System Prompt Generator

PHASE 2 · Design

Design the right solution before building.

Step 2 · Model jobs, candidates, and pipeline stages

Design the data the ATS runs on - jobs, candidates, resumes, applications, and the stages a candidate moves through - as a schema that reflects the hiring process, not a generic contacts table.

OUTCOME

A jobs/candidates/applications/stages schema fit to the hiring process.

USED IN THIS STEP

- Workflow** AI Database Design Workflow
- Resource** Schema Design & ERD Prompt - Entities, Relationships, and Keys
- Tool** SQL Optimization Prompt

Step 5 · Design the hiring API and actions

Design the API the ATS is operated through - create a job, advance a candidate, record an interview, make a decision - as a contract, so the UI and integrations develop against a stable surface.

OUTCOME

An API contract for the hiring workflow's actions.

USED IN THIS STEP

Workflow	AI API Design Workflow
Resource	Turn a JSON Schema into a Prompt
Tool	JSON Output Prompt Builder

Step 6 · Define roles and access control

Model who can see and do what - recruiters, hiring managers, interviewers - so sensitive candidate data and hiring decisions are scoped to the right people, not visible to everyone.

OUTCOME

Roles and permissions for hiring data and decisions.

USED IN THIS STEP

Workflow	AI Auth & Identity Workflow
Resource	RBAC Design Prompt
Tool	Multi-Step Prompt Builder

PHASE 3 · Build & Refine

Build, test, secure, and make it production-ready.

Step 3 · Generate job descriptions and screening prompts

Build the hiring-specific prompts - consistent job descriptions and the screening criteria each role is judged against - so postings and screening are structured and repeatable instead of rewritten each time.

OUTCOME

Reusable job-description and candidate-screening prompts.

USED IN THIS STEP

Workflow	AI Hiring Workflow
Resource	Job Description Variable Builder
Tool	Prompt Variable Builder

Step 4 · Parse r?sum?s into structured data

Extract the structured candidate data from r?sum?s - skills, experience, education, contact - handling the messy formats, so candidates can be compared on real fields instead of read one by one.

OUTCOME

Structured candidate data extracted from r?sum?s.

USED IN THIS STEP

Workflow	AI Data Extraction Workflow
Resource	Extract Resume Information with AI
Tool	Extraction Prompt Generator

Step 7 · Review security and candidate-data handling

Review the system the way an attacker would - access to candidate records, the API, the integrations - and back the findings with tests, because an ATS holds sensitive personal data that must not leak.

OUTCOME

Access control and candidate-data handling reviewed for vulnerabilities.

USED IN THIS STEP

Workflow	AI Security Review Workflow
Resource	Security Code Review Prompt
Tool	Code Review Prompt Generator

PHASE 4 · Ship & Validate

Ship with confidence and validate results.

Step 8 · Prepare the release

Cross from built to live - readiness checks, a deploy and rollback plan, and the signals to watch - so the ATS launches deliberately and a problem is caught before it affects a live hiring round.

OUTCOME

The ATS shipped with a rollback path and launch checks.

USED IN THIS STEP

Workflow	AI Deployment & Release Workflow
Resource	Production Readiness Review Prompt
Tool	Markdown Output Builder

This PDF is a static export of the NewPrompt execution path. It does not include workspace progress, personal notes, saved outputs, or project state.