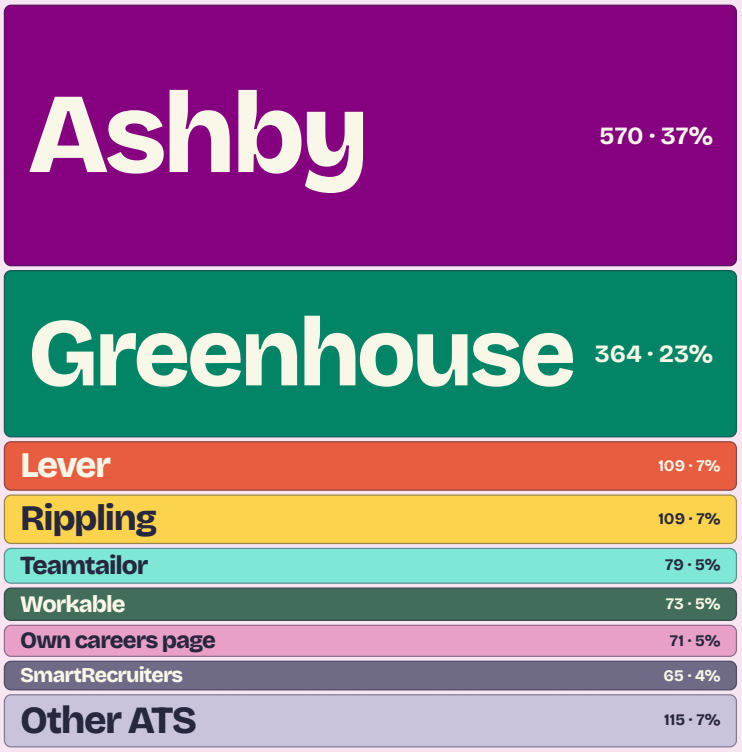
The remote hiring stack, Q4 2026

Which applicant tracking system 1,555 remote-first employers use, and the changes we saw to their job boards between 17 September and 26 November 2026.



Who uses what

Ashby runs the job board for 570 of the 1,555 employers we track, or 37%. Greenhouse is next at 23%. Between them they cover about six in ten remote-first employers.

Lever and Rippling have 7% each. 71 employers skip an ATS board and list roles on their own careers page.

Ashby
570 37%

Greenhouse
364 23%

Lever
109 7%

Rippling
109 7%

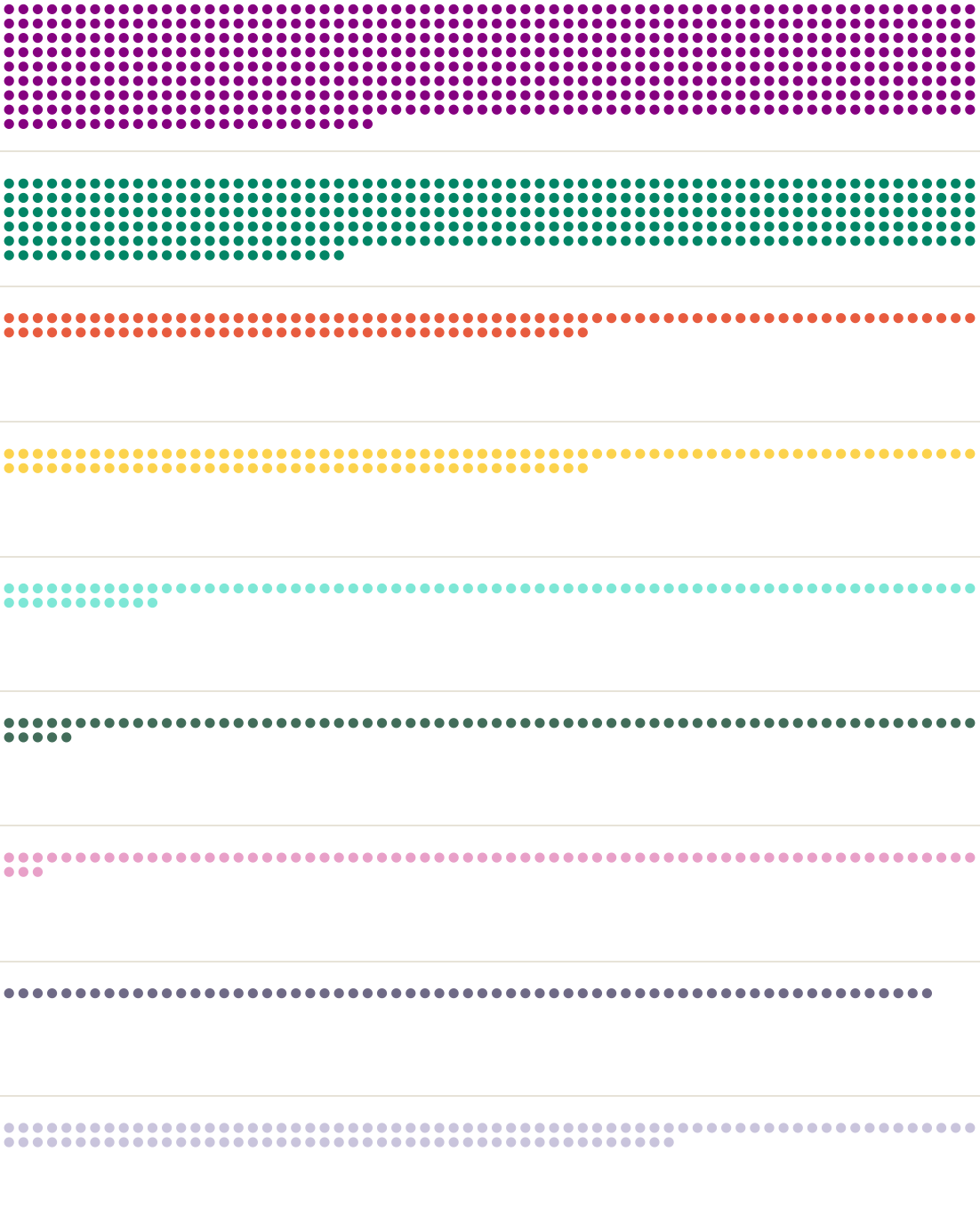
Teamtailor
79 5%

Workable
73 5%

Own careers page
71 5%

SmartRecruiters
65 4%

Other ATS
115 7%

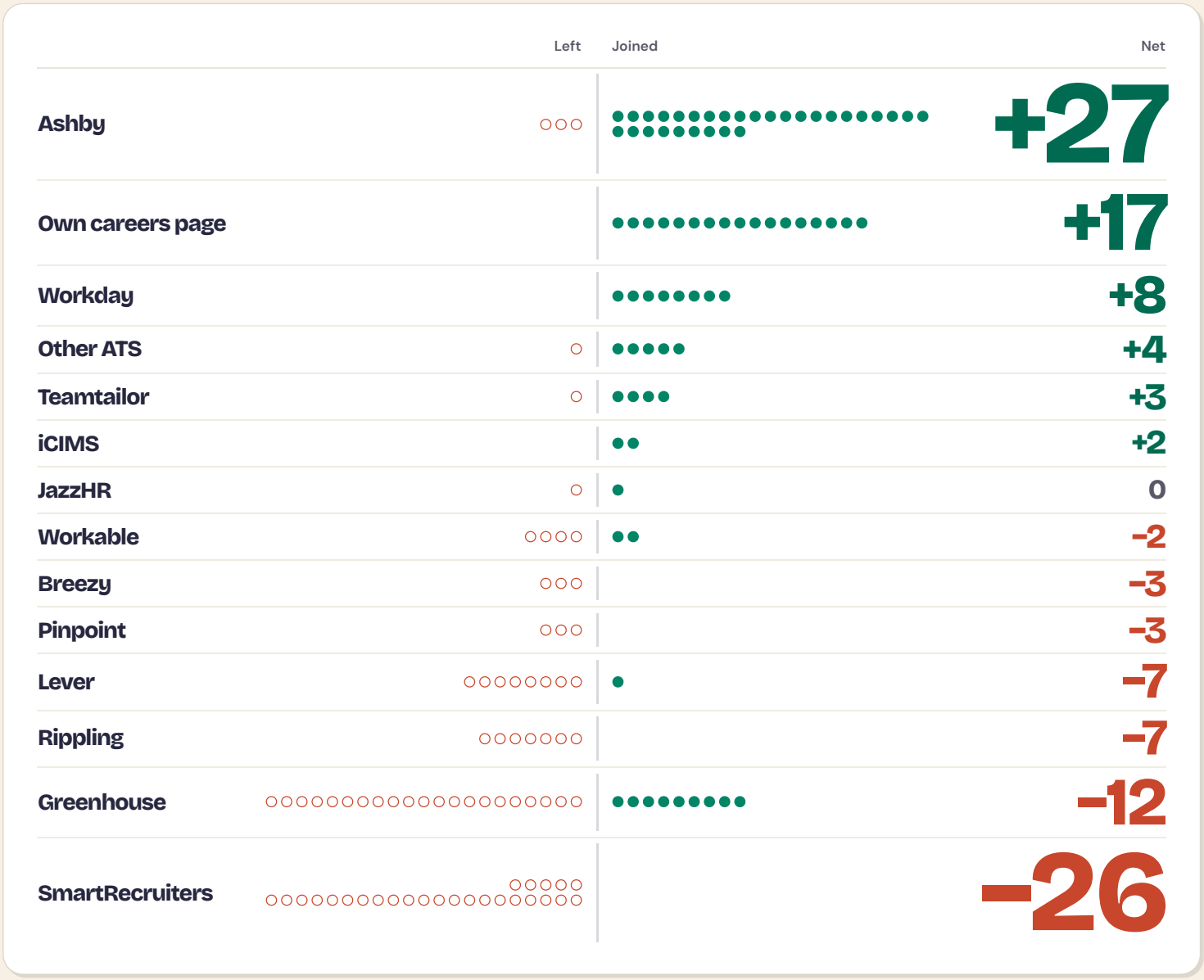


Each dot is one employer.

Who moved

79 employers moved their jobs somewhere else between 17 September and 26 November. Ashby gained 30 and lost 3. SmartRecruiters lost 26 and gained none.

Employers leaving SmartRecruiters went mostly to Workday or Greenhouse, including Dentsu, UserTesting, Block and Zscaler.



Biggest moves

Greenhouse to Ashby — 16
ClassPass, Amplitude, 1upHealth, Iterable, Boulder Care and Webflow

SmartRecruiters to Workday — 7
Dentsu, UserTesting, Visa, Astreya, Infobip and insightsoftware

Rippling to Ashby — 5
Teamworks, Plenful, Coram AI, Rearc and Ticketure

SmartRecruiters to Greenhouse — 5
Block, Zscaler, PayNearMe, Veeam Software and Verusen

SmartRecruiters to own careers page — 5
Nets, Optimizely, Palo Alto Networks, Procore Technologies and Atidiv

Greenhouse to own careers page — 4
Hightouch, Outpost Space, Insight Assurance and Backlight

Lever to Ashby — 4
WHOOP, UpGuard, Appcues and Hostinger

SmartRecruiters to Teamtailor — 3
TeamViewer, Akeneo and Voyage Prive

By company stage

59% of seed-stage employers use Ashby, and so do 53% at Series A and B. From Series C, Greenhouse has 28% against Ashby's 34%.

Public and acquired companies are the most mixed: Greenhouse 25%, SmartRecruiters 19%, Ashby 15% and own careers page 13%.

Seed

59%

Ashby

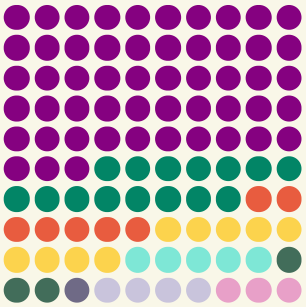


56 employers

Series A–B

53%

Ashby



330 employers

Series C+

34%

Ashby



381 employers

Public or acquired

25%

Greenhouse



150 employers

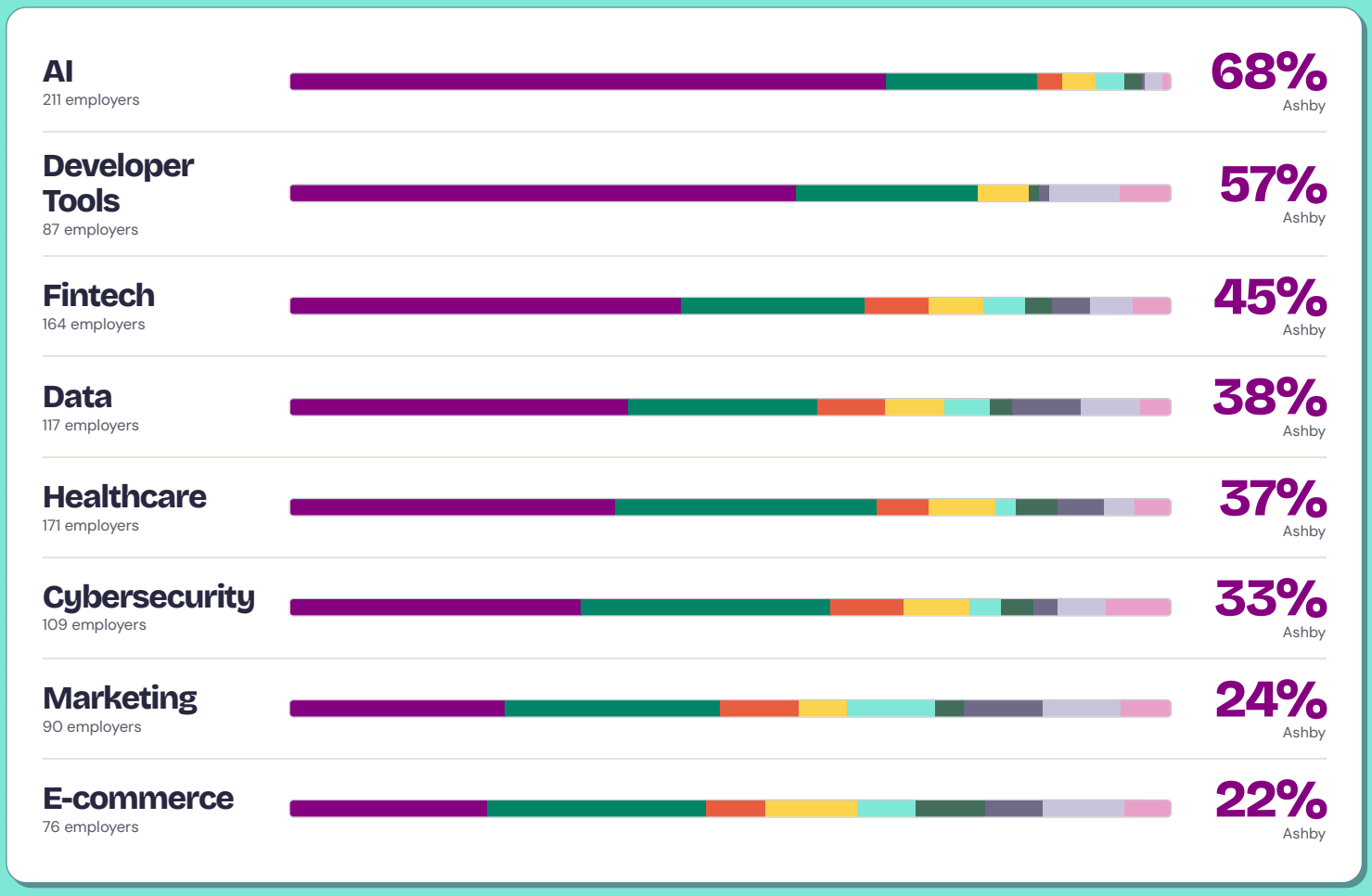
Each dot is 1% of employers at that stage.

Ashby · Greenhouse · Lever · Rippling · Teamtailor · Workable · SmartRecruiters · Other ATS · Own careers page

By industry

Nearly seven in ten AI employers use Ashby, the highest share in any industry. Developer Tools and Fintech follow at 57% and 45%.

Cybersecurity, Marketing and E-commerce are close to an even split between Ashby and Greenhouse.



Own careers pages and closed boards

17

Moved to their own careers page

Nets, Optimizely, Palo Alto Networks and Procore Technologies now list roles on their own sites.

7

Renamed their board on the same ATS

Including rebrands, such as Hiive to Clarity and Codex to Logos Storage.

24

Closed their board with no replacement

11 after an acquisition, such as FireEye, Mandiant, Smaato and Statsig.

How we counted

1

We track the job board of every employer on the We Are Distributed job board. 1,555 of them have a working board on file.

2

Each week, any board that stops showing jobs is checked against its ATS's public API. When a board is gone, we find where the jobs went and confirm the new board the same way.

3

A change is dated to the week we found it, not the day the employer switched. A company that switches but leaves its old board running is counted once the old board closes.

4

Company stage and industry come from our employer records. 638 employers have no clear stage on file and are left out of the stage view. An employer can sit in more than one industry.