Hire★Vue

JOB ANALYSIS

A VITAL STEP IN THE ASSESSMENT JOURNEY

Determine tasks & key competencies required for target roles	→	Ask the right assessment questions	→	Identify top candidates	→	Find the best hire

Our modular and custom assessments are designed around a job analysis, the bedrock for predicting candidate success.

To increase the accuracy of predicting the performance of a potential hire, it all starts with a rich understanding of what makes someone successful in the role today.

We determine which tasks or characteristics differentiate a specific role and which competencies are needed to excel. Each role is unique and our team of I/O Psychologists makes unpacking any role simple and straightforward. The resulting job analysis identifies the requisite competencies needed to be successful in the target job. Then we link the competency model to the appropriate assessment content for deployment.

Our job analysis is the cornerstone for assessment validity and predicting who is most likely to succeed out of a pool of candidates. Hiring teams can more accurately identify top candidates and improve their chances of hiring top performers.

IT'S A TEAM EFFORT: CREATING THE BLUEPRINT

We partner with key stakeholders in your organization to identify the right competency model to ensure each assessment helps you to hire better candidates faster.
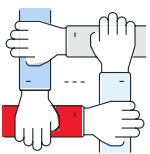
Employees performing the role today, along with managers and supervisors, represent one of the the best sources of insight into the target roles. These subject matter experts (SMEs) are important collaborators and resources during the job analysis process.
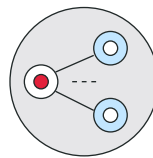
Interviewing and/or surveying key SMEs, allows you and the HireVue I/O team to thoroughly understand the roles' key responsibilities and competencies. The resulting profile is a blueprint to ensure the HireVue Assessment measures the most job relevant competencies.

Completing a job analysis takes approximately 3 - 4 weeks.

DRIVING DIVERSITY AND INCLUSION

HireVue is with you every step of the way to uphold inclusive and fair recruiting. We ensure fair results by scientifically validating each assessment. Our team of I/O psychologists and Data Scientists regularly monitors our assessments so that real-world behavior matches expected behavior over time.

HIREVUE ASSESSMENTS HELP TO UNCOVER TOP TALENT FASTER

DISCOVER HOW