Hire★Vue

WHITEPAPER

VIDEO INTERVIEWING AND MODULAR ASSESSMENTS

CREATING STRUCTURE TO MAXIMIZE INTERVIEW FAIRNESS AT SCALE

Hiring organizations often rely on screening methods that have little to no scientific correlation to job success. Resume and phone screens are inconsistent because they rely on past experience, a relatively low predictor of performance.

OnDemand video interviews provide interview consistency which allow you to focus on candidate skills, capabilities, and potential, the best predictors of job success.

Incorporating structured video interviews provide the ability to screen candidates at scale by eliminating unnecessary steps and automating the repetitive tasks that slow down the process. Accelerating the screening process allows you to expand the hiring funnel while making offers to the best candidates quickly.

Structure, consistency, and automation in the screening process provides a better experience for hiring teams, while maintaining the fair and objective interview experience candidates deserve.

FEATURES

- OnDemand and Live video interview options
- Introduction and closing video capabilities
- Candidate & interviewer screen sharing functionality
- Branded & customizable emails and landing pages
- Robust analytics and dashboards
- Top rated iOS and Android mobile apps
- ATS & CRM integrations
- SMS and WhatsApp enabled interview invites
- SOC2 Type 2, ISO 27001, GDPR compliant and FedRAMP certified

BENEFITS

- Reach more candidates by reducing friction in the interview process
- Create a more fair hiring process by replacing reliance on inconsistent resume and phone screening methods
- Save travel time and budget by screening out unqualified candidates early
- Allow candidates to showcase their skills, capabilities, and potential
- Automate hiring to provide a better experience for managers and hiring teams
- Provide better candidate experiences by allowing candidates to interview on their time in their own environment

GROCERY DELIVERY SERVICE TRIPLES RECRUITING CAPACITY AND ACCELERATES HIRING TIME TO 3 DAYS

300%
INCREASE
In Business Growth

3x
THE RECRUITING
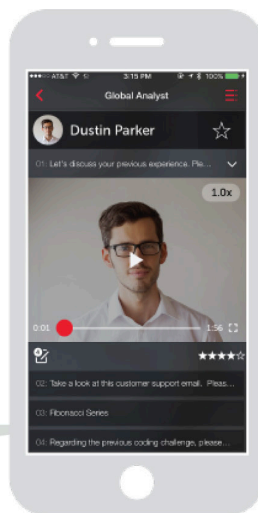Capacity

3 DAYS
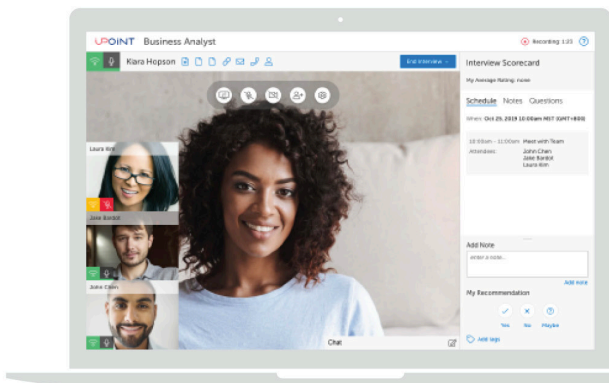VS 13 DAYS HIRING TIME
An 80% Reduction

35%
INTERVIEWS
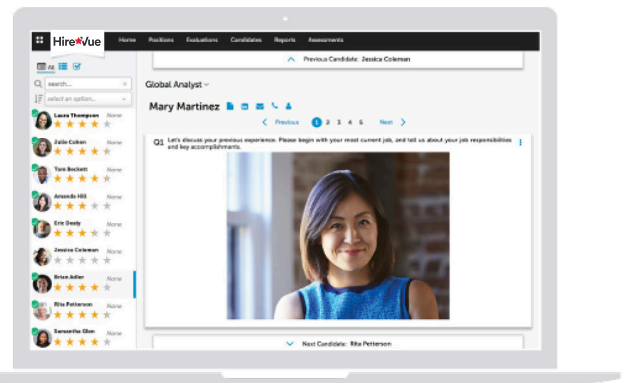Were Taken Outside Of
Normal Business Hours

60%
INTERVIEWS
Were Conducted On A
Mobile Device

MOBILE

LIVE

ONDEMAND

THE MOST COMPREHENSIVE AND ENGAGING EVALUATION SOLUTION FOR TODAY'S TALENT

HireVue Modular Assessments use a combination of video questions with game-based and coding challenges, analyzed by artificial intelligence to measure competencies related to job-performance and help companies identify high-quality candidates faster. Each assessment has been created by a team of industry-leading I/O psychologists and validated by data scientists. This combination of tested selection science and modern data science in a modular assessment ensures rapid deployment for decision support and works to mitigate bias in the hiring process.

Competing for today's top talent also demands a candidate-centric experience. By combining an interview and assessment into a single step using video and game-based challenges, HireVue Modular Assessments provide an innovative and concise experience in under 30 minutes for improved candidate completion rates.

Upon assessment completion, hiring teams are equipped with details including the candidate's overall assessment score and competency specific strengths and weaknesses for a deeper evaluation of each candidate. This gives recruiters and hiring managers the objective data needed to select the best fit quickly.

Providing a simple, objective, and data-driven experience sets your organization apart from the competition to attract, rapidly identify, and hire the best talent with HireVue Modular Assessments.

FEATURES

- Pre-configured assessments measure competencies predictive of job performance
- Organization specific performance data not required to deploy assessment
- Objective and fair candidate assessment in under 30 minutes
- Prioritize the best candidates quickly using I/O-driven selection science and machine learning
- Combine video questions, game-based or coding challenges in one simple candidate friendly experience
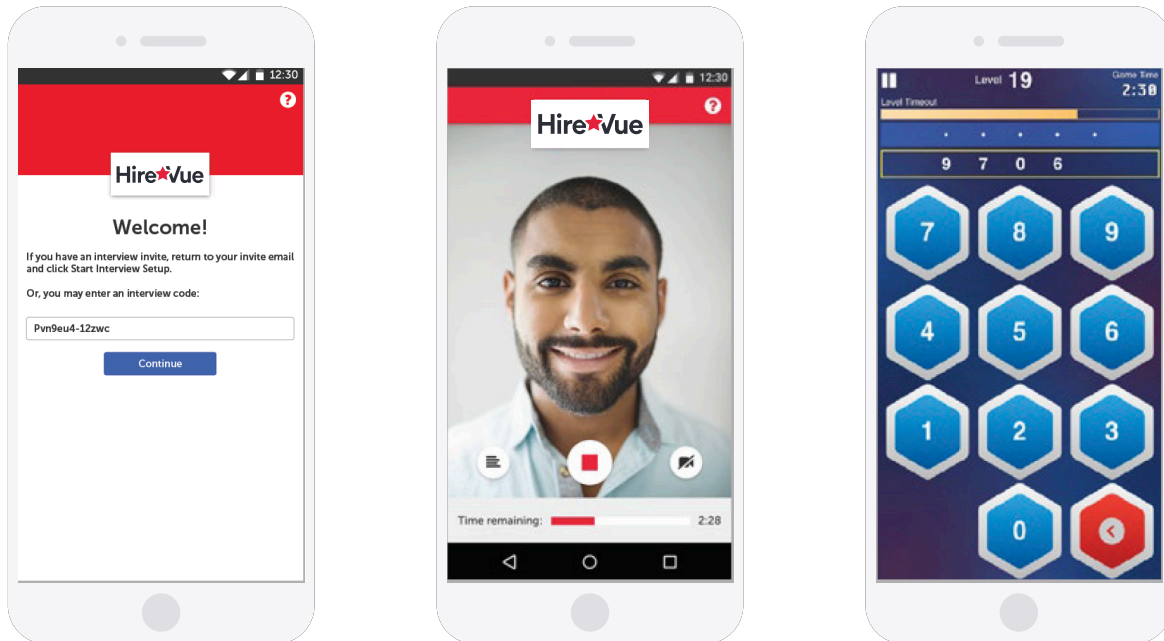- Detailed candidate competency data and scoring

BENEFITS

- Fast deployment for immediate value
- Quickly improve quality of the candidate pipeline by measuring job-related competencies
- Keep top candidates engaged and increase completion rates with an experience that matches expectations of today's candidate
- Decrease hiring time by collapsing steps – the assessment and interview – into one unified experience
- Understand candidate strengths and weaknesses at the competency level

CANDIDATE EXPERIENCE

RECRUITER/MANAGER VIEW