

How Jemena Streamlined Early Talent Hiring with Hirevue

99% of candidates would recommend the company

96% of candidates felt informed about the role

75% interview completion rate


Jemena are leading Australian energy infrastructure asset owners with approximately \$12.7 billion in assets, focusing on gas and electricity distribution. Together, with its service delivery partner, Zinfra, the organisation manages a workforce of thousands across Australia. With a growing demand for skilled talent, Jemena required a more efficient and scalable approach to managing their high volume early careers programs.



A Fragmented Process

Jemena and Zinfra run large-scale Future Talent Programs, recruiting graduates, interns, apprentices, and trainees each year across Australia. These programs require hundreds of new hires annually, requiring the Talent Acquisition team to efficiently process high volumes of applications while maintaining a high-quality candidate experience.

However, their recruitment process faced several challenges. The recruitment team previously relied on multiple vendors and disconnected platforms, resulting in a fragmented process, administrative bottlenecks, and siloed data. This created operational inefficiencies and difficulties in evaluating candidates consistently, scientifically, and fairly, at scale.



“Dealing with multiple vendors across multiple platforms made recruitment just a little bit messy. With multiple tools and disconnected workflows, our recruiters were spending significant time managing logistics rather than focusing on engaging with top candidates. Our team also needed a better way to compare and rank large volumes of applicants based on the skills that predict job success”

Amy Barnard, Talent Lead - Future Talent, Jemena



Streamlined Hiring

To simplify and modernise their hiring process, Jemena and Zinfra partnered with Hirevue, an AI-powered end-to-end hiring platform, to help them validate the skills they seek in their early talent.

Jemena’s recruitment process uses Hirevue’s Realistic Job Preview and Virtual Job Tryout assessments. These solutions allow Jemena’s candidates to better understand the company and the roles they are applying for, as well as significantly reducing phone screen time for recruiters.

Hirevue’s AI-driven on-demand video assessment is also used to scientifically rank candidates and determine initial shortlists, helping the recruitment team improve efficiency, whilst delivering a convenient candidate experience. Hirevue’s technology also helps Jemena to work towards specific DEI objectives, which include bringing more females into what is traditionally a male-dominated industry.

“The 2026 intake of Gas Apprentices are the most engaged and interested group that I have ever been involved with, their appetite to learn was infectious. All the trainers and leaders involved have been very impressed with the high quality of the successful candidates”

Greg Taunton - Works Practices Manager



Greater Speed and Quality

Over a 12-month period, approximately 9,000 candidates have been assessed using the Hirevue platform. Candidate feedback has been highly positive, with a best in class 99% satisfaction rate regarding their experience.

After completing the interview process, one candidate left feedback praising the immersive and in-depth nature of Hirevue;

“This was actually my first time doing a game-based interview, and I genuinely found it to be a really fun and engaging experience. The questions were thoughtfully designed, not only to test skills or knowledge, but to really bring out different aspects of who I am, by sharing real stories and showing my technical and interactive mindset. I really enjoyed it.”

Another candidate shared how it gave them a clear insight into the role and organisation; “I enjoyed the examples of other people in their roles at the beginning of the presentation. I feel as though this brings forward a human aspect to applying for the role. The information provided made me feel more confident in the role I am applying for and the success I may achieve with this organization, if I am provided the chance.”

Jemena is now benefitting from candidates arriving at interviews better prepared and informed, which has helped reduce time to hire and improved the quality of the candidate pool. Hirevue’s profiling tools, including personality assessments and cognitive ability testing, have helped the recruitment team produce a validated and high-quality shortlist faster, leading to higher interview conversion rates.



“By moving to Hirevue we’ve achieved numerous operational improvements. We’ve reduced the administrative workload for the recruitment team, allowing us to move faster, focus on our preferred candidates, and scale our operation. We also have a more consistent and science-backed candidate evaluation, giving us the capability to secure talent that will develop into the future stars of our workforce - which has been noted by our hiring managers”

Blair Chamberlain - Talent Acquisition Manager, Jemena