

# hiring mobilized for *speed*

5 tips to hire in days, not weeks.

**NO MATTER THE JOB MARKET OR HIRING CHALLENGE, IF YOU ARE HIRING IN WEEKS INSTEAD OF DAYS, YOU ARE MISSING OUT ON TOP TALENT.**

## Tip #1: Blow up the process

It's time to consolidate. Take a hard look at your hiring process and see what steps you can combine or nix.

For example, resumes and phone screens are poor predictors of job performance. Instead of spending time going through stacks of resumes and playing phone tag, have conversational AI pre-screen candidates for hard knock-out questions (ie. work eligibility) and use OnDemand interviews or assessments to better evaluate candidates' skills and competencies at scale.

## Tip #2: Keep the conversation going

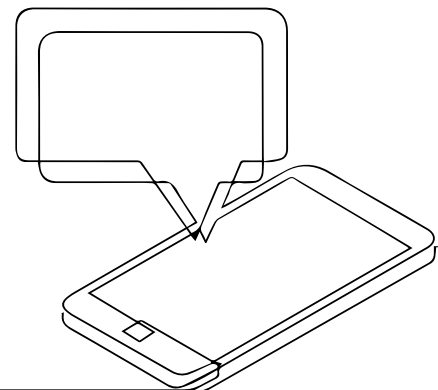
Texts have a 90%+ open rate and earn 4X more responses, 5X faster than email. If you aren't using text messaging combined with workflow automation, you're slowing down your hiring process compared to your competition.

With a digital hiring assistant powered by conversational AI, you can keep the conversation going 24/7. Workflows can trigger when to invite a candidate to self-schedule a live interview. Candidates can get FAQs automatically answered. And if too much time passes between steps, candidates receive encouraging reminders to nudge them along the journey.

## Tip #3: Build in flexibility

Candidates have responsibilities beyond finding a job, and your hiring process needs to cater to that. Build a journey that removes roadblocks so it's convenient for candidates to interview anytime, anywhere.

- ◆ OnDemand interviews give candidates control over where and when they interview
- ◆ Self-scheduling and rescheduling for live interviews allow candidates to pull from more options for a best-fit time
- ◆ Conversational ai answers frequently asked questions 24/7



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#### Tip #4: Cut down back-and-forth evaluations

If a candidate is a 10/10 in the eyes of one evaluator and a “maybe” in the eyes of another, that’s a hiring process red flag. Alignment among the entire hiring team cuts down on evaluation arguments and enables faster hiring decisions.

With interview questions and rating guides pre-built by IO psychologists and data scientists, you can assess job-specific attributes that are tied to future performance. No more Googling “Interview questions for \*insert job title here.\*” Ta-da! Not only did you save time building interviews, you created a more equitable hiring process through standardization and science.

#### Tip #5: Be an employer of choice and show it!

To compete for candidates, you need to give them reasons to say yes. Companies are thinking outside the benefits box, and you should too.

- ◆ Share your company’s purpose to attract candidates who resonate with your mission.
- ◆ Be creative and open to offering more competitive compensation and benefits.
- ◆ Make current employees brand advocates and incentivize them to make referrals or post about job openings on social media.

Showcase videos about a “day in the life” of their potential new job, or why current employees love where they work during OnDemand interviews or text reminders!

***YOU NEED TO HIRE IN DAYS, NOT WEEKS. REBUILD YOUR WORKFORCE NOW WITH THE INDUSTRY LEADER IN VIRTUAL HIRING.***

**Hire★Vue**

