

HireVue

TAKING THE INTERVIEW HIGHER



Sole UK Distributor of HireVue
facilities

An Introduction to HireVue Video
Interviewing Services

EXECUTIVE SUMMARY

At HireVue, we know that the process of interviewing and selecting candidates can be challenging, costly and inefficient. That's why we've worked with leading recruiters to develop an innovative streaming video service to manage the candidate interview process wherever they are. Many employers are using HireVue to simplify the interviewing process while also significantly reducing associated costs.

What Recorded Video Interviews Mean For Your Company:

No Time Zones, No Scheduling - Each of the HireVue video interviews are taken by your candidates on their own time but within your time parameters. You can view and evaluate HireVues any time, any place and not have to worry about time zones and scheduling in setting up first interviews. You can review interviews from your easy chair at home or in your office and be able to select the few candidates you want to advance to the next interviewing round.

“TiVo for the Job Interview - HireVue enhances the interview experience by providing a faster, more cost-effective way to visually connect the candidate with your hiring manager. Think “TiVo” for the job interview saving your line managers and recruiter’s time and your company money. Using HireVue you can view, at your convenience, recorded video clips of your candidates responding to interview questions *before* face to face interviews. With HireVue, more information about a candidate can be gathered earlier in the hiring process leading to a more informed and successful hiring decision.

Standardized Interviews - A HireVue is completely standardized across your position as all candidates are asked the same questions. Consistency in evaluation is encouraged through our rating and comment section. Since interviews taken by candidates are recorded in the HireVue system, you or your hiring managers and colleagues can evaluate a HireVue any time, any place you have internet access.

Dynamic Talent Pipeline Database - Since HireVues taken by candidates are recorded and stored by HireVue, a hiring manager or recruiter can evaluate an interview at any time, go back for up to one year and re-visit an interview and re-use and review interviews for future positions, all online to better fit with your company’s talent needs at any given point.

How HireVue Works

HireVue allows you to create online interviews that can be taken by candidates in their homes, at your office or at any college campus. After designing a HireVue, the interview can be conducted in three possible ways:

1. **HireVue On-Site** - Candidates come to your company locations and take the HireVue online at a HireVue enabled computer
2. **HireVue Off-Site** - HireVue sends a webcam to the candidate and the HireVue is taken by the candidate in the comfort of their own home
3. **HireVue Campus Network** - At a Career Center, a recruiter can design and post a request for interviews and invite students to take the HireVue on campus to broaden the recruiting net

The screenshot below shows the HireVue evaluation console. The hiring authority sees the results of the interview, watches the candidates' responses and is able to enter comments and rank candidates.



The HireVue results are sent to the hiring authority via a link in an email, and secure username and password. The candidates on the right can be a mix of candidates from all over the world or local applicants. By clicking on the candidate, the video clip begins to play in the viewer window. The viewer can click through the candidates to view all responses or answers to specific questions. Video interviews can only be viewed through the proprietary HireVue interview evaluator, helping ensure each candidate's privacy.

HireVue Facts

The HireVue is completely standardized as all candidates are asked the same questions and evaluated in the same manner through a rating, and/or comment section provided for your use to evaluate the candidate.

During the HireVue, candidates have 30 seconds to read questions and up to 2 minutes to respond to video questions. Candidates do not have the opportunity to re-record or modify their responses as HireVue is designed to mirror a real interview.

Since HireVues taken by candidates are recorded and stored by HireVue, a hiring manager can evaluate an interview at any time, go back for up to one year and re-visit an interview and re-use interviews for future positions, all online via HireVue's ASP service.

HireVue Off-Site interviews can be conducted within 72 hours as webcams are shipped on two day air express. HireVue On-Site interviews can be taken immediately by candidates as they are added. HireVue also provides 24-hour support and service to our candidates around the world.

The Benefits of Using HireVue

HireVue will benefit your company and your candidates.

Your Company

- Deliver value to your line managers and recruiters by saving valuable interview and pre-screening time
- Give your candidates the opportunity to “shine” and stand out
- Make a better match with manager requests by giving managers the tool to better evaluate their candidates
- Enhanced ability to readily see more candidates
- Greatly reduce the costs associated with candidate travel as they can take HireVues wherever they are located

Line Managers & Recruiters

- Have the ability to login at their convenience to watch and evaluate interviews
- Evaluate and interview more candidates to find the best fit
- Maximize staffing agency accountability and saving money by having them bring candidates through HireVue and not just send resumes
- Standardize the interview and evaluation process
- Shorten the time between requisition and placement by being able to connect with candidates faster

Candidates

- Demonstrate their passion, energy, and enthusiasm that cannot be conveyed to companies through a resume

- Have the opportunity to interview with your company and to distinguish themselves from other candidates submitting resumes
- Not be limited by geographic constraints enabling them to interview with your company without travel

HireVue Customers

Below is a partial listing of HireVue customers representing various industries:

- Rio Tinto
- EG&G
- Oracle
- Intrax
- Who Blue Resources
- City of Roanoke

Candidates Have HireVued In:

- United States
- Canada
- Australia
- Dubai
- Qatar
- Saudi Arabia
- Jordan
- France
- Germany
- England
- Ireland
- Chile
- Papua New Guinea
- China
- Japan
- South Korea
- India
- Zambia
- South Africa
- Syria

HireVue Return on Investment Case Study

PROBLEM:

A leader in the mining industry needed to interview candidates from around North America and the Pacific Rim in a cost efficient, more effective manner. Traditionally, recruiting and interviewing candidates consisted of an in-person interview right after a resume screen and had proven difficult to organize due to conflicting schedules of both hiring managers and candidates. The Company was spending a tremendous amount of money (averaged \$800.00+ per candidate domestic, \$2500.00+ International – flight, hotel, meals etc.) bringing candidates in to their operations to interview not only regionally (within driving distance) but from their target areas. Results from the interviews in many cases were mediocre and the interviews were considered wasted time due to the experiences of both candidate and hiring managers. In addition to the results of the experience, the interview process was usually extended to 60 days or more because of schedule conflicts in organizing initial interviews.

SOLUTION:

Using a combination of HireVue Off-Site and On-Site interview services, HireVue was able to have candidates take interviews both locally and from around North America and the Pacific Rim within a matter of days of the interview being ordered. Additionally, each candidate's interview was stored into a dynamic talent database created by HireVue and accessible by the Company at a later date in the case of the opening of new positions that better fit the candidate.

RESULT:

The Company was able to increase the satisfaction with their hiring process tremendously by making it efficient and worthwhile for managers to participate in interviews. The Company found more effectiveness in the first face to face interview after the HireVue was conducted as their hiring managers and candidates were more invested into the hiring process and thus more involved. The Company also was able to build a talent pool with candidates' interviews that they were able to review and draw on for future positions.

The information that was collected in HireVue included detailed written responses, evaluations and ratings by hiring managers who were able to evaluate interviews from the many locations that the Company either had operations in or where the hiring manager was traveling to.

HireVue conducted, managed, and delivered the interviews of candidates from around North America at a cost savings of 77.2% relative to the cost of bringing in candidates to the Company premises for first round interviews and cut time to presentation by >50%.

For more details and pricing please contact Terry Aylmer-Smith on
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