VIDEO
INTERVIEWS

talview
Intelligent Hiring

Overcoming
Tech Hiring Challenges

Goal

Access better candidates & screen candidates with skills in demand

- Screening effort required to go through each and every resume that pool in
- Difficulty in recognizing candidates with niche skills
- Inefficient screening processes

Possible Constraints

01 Invite candidate directly to assessments/Activate Public Links

02 Proctored Aptitude Test to check candidates' cognitive ability

03 Proctored Coding test to check candidates' coding ability

04 Progress shortlisted candidates to Automated Interviews with Behavioral Insights

05 Conduct Online Live Interview for one-on-one interaction
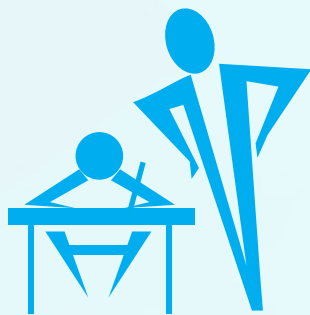
Goal

Increase screening efficiency to match required quality

- High volume candidates
- Only traditional face to face rounds
- Screening taking up too much time, resulting in loss of business

Possible Constraints

Proctored Aptitude Tests

01

Opt for Psychometric tests for basic skill check

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Set mark cut-offs in the system for automated push to following rounds

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Due to recording capabilities, no fraud possible, hence it is a swift and efficient method of screening

Proctored Coding Test

02

Give candidates an opportunity to showcase their coding skills in a controlled environment.

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Get a score card which rates the candidate on code quality, syntax & efficiency.

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Over 52 languages supported, Virtual Machine based real world environment also available.

Goal

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Possible Constraints

Automated Interviews + TBI

03

Understand the personality and cultural fit of each candidate.

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Provide the hiring manager with pre-recorded video & behavioral profile of each candidate

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Provide hiring managers a better perspective of candidates' experience & past projects.

Live Interviews

04

Avoid scheduling conflicts with Talview scheduling engine

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Have client participate passively if required

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Share the automatically saved video

Click Here For a Customized Solution

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US

UK

Singapore

www.talview.com