Video Interviewing

What is Video Interviewing?

Video Interviewing enables employers to use digital technology to interview and assess candidates on their qualifications, soft skills, and more during the hiring process. Video interviews are usually implemented as a preliminary interview, meaning that the final hiring decision is not made until later in the process.

How is it used in practice?

The Video Interviewing system can be used by central HR/recruitment teams or the hiring managers. Recruitive ATS users will have the option of sending a request to an individual, or multiple candidates to carry out a video interview, at any point in the recruitment process, by selecting the relevant option from within the 'Actions' drop-down menu.

When the candidates have completed and submitted their video interview, notification of the completed interview is sent back to the Recruitive ATS, and the video interviews are automatically uploaded against the originating candidate's record for review.

What are the benefits of using it?

Integrating Video Interviewing into your recruitment process has multiple benefits, including but not limited to:

- ✓ Reach more applicants in more places.
- ✓ Uncover the most suitable applicants with minimal investment in time.
- ✓ Deliver a better candidate experience through a user-friendly Video Interviewing platform.
- ✓ Improves your overall time and cost to hire.
- ✓ Improve collaboration between central HR/recruitment teams & hiring managers.
- ✓ Flexibility with setting up as many Video Interviewing templates, all branded to your company, & personable to candidates.

What are the extras?

Video Interviewing can be completely unique to your organisation, you can:

- Candidate self-scheduling.
- Email & SMS text reminders keep all interview participants informed, engaged, & up to date.
- Automated calendar syncing, schedule video interviews on behalf of multiple hiring managers.
- Video Interviewing System is fully mobile compatible.
- Accessible anywhere at any time on a smartphone, tablet, PC, or Mac.
- Structured review criteria

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Fully Integrated with Your Applicant Tracking Software

Our video interviewing systems are seamlessly integrated with your Applicant Tracking System. As well as arranging and organising your interviews as usual, you can select to undertake a video interview with any candidate that you have shortlisted. And like every tool within our Applicant Tracking Software, our video interviewing tool is fully white labelled to the client.

Video Interviewing Features & Functions

- ✓ Create a video interview request in the ATS against a job
- ✓ Invite candidates to complete the interview via SMS & email
- ✓ Review the video interview from within the ATS
- ✓ Shortlist from the video interview
- ✓ Score the video interview
- ✓ Receive candidate status updates at all stages
- ✓ Receive completion alerts
- ✓ Use the tool on any device
- ✓ Create bespoke questions and branded templates
- ✓ Set timers for candidate thinking and answer times
- ✓ Save previous questions for future use
- ✓ Multiple User Access with controls set by main admin users
- ✓ Synced to calendars
- ✓ GDPR Compliant

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