



CONNECTING CLIENTS AND CANDIDATES

HIREVUE TRANSFORMS HIRING FOR LEADING RPO/STAFFING ORGANIZATIONS

Research shows that your best candidates are off the market in as few as ten days. How can you keep your candidates' attention? How can you predict their performance on the job?

HireVue transforms RPO/Staffing placement and hiring with trusted science and proven technology. Our intelligent hiring platform can meet the needs of every step of your hiring process.

With HireVue, RPO/staffing firm recruiters engage candidates' interest, identify fit, and make placements or hires faster than ever, for single positions and at scale. You gain the tools to reduce your per-hire workload and improve business advantage and profitability.

WHY RPO/STAFFING ORGANIZATIONS PARTNER WITH HIREVUE

AUTOMATION

HireVue's automated workflows drive speed and efficiency without yielding on candidate quality or experience. Recruiting teams that need to make thousands of placements or hires can reach deeper into their talent pool to quickly engage thousands of candidates with less effort and time.

CANDIDATE ENGAGEMENT

Our platform is made for configurable, seamless, end-to-end workflows across all positions in all industries. HireVue's Hiring Blueprints can be your starting point. Hiring Blueprints are recommended, ready-to-go hiring templates built around scientifically validated, job-specific assessment and interview content to engage and screen, assess and interview, and evaluate and place your top talent faster.

Essentials Hiring Blueprints offer a combined assessment and interview experience that measures the competencies we have identified as predictive of success in the following job categories:

- **LEADERSHIP**
- **SERVICE**
- **CORE**
- **PROFESSIONAL**
- **OPERATIONS**
- **SALES**

CANDIDATE ENGAGEMENT

PO/Staffing recruiters will never give up on the personal touch in hiring. With HireVue, you create branded, personal hiring experiences for every candidate, every role, with every workflow. Use HireVue's advanced technology to handle the routine while you handle the relationships.

ADVANCED SELECTION SCIENCE

HireVue's science-based hiring platform offers the deepest and broadest talent intelligence available, developed for fair, ethical hiring. Our advanced hiring tools are the best in the business at predicting performance and job fit for external and internal candidates. Use HireVue to build your most diverse, engaged, and qualified workforce.





SEE WHAT RPO/STAFFING LEADERS SAY ABOUT HIREVUE

Leading national and global RPO and Staffing firms have partnered with HireVue to transform hiring. Hear from practitioners like you - the challenges they face and the innovative solutions they've found, in these client stories.

Performance starts with seriously better hiring.

CROSS COUNTRY HEALTHCARE

72%

reduction in
turnaround time

PRINCIPLE HR

FACE-TO-FACE

candidates & clients

HUDSON RPO

SUPERIOR

hiring experiences
at scale



CROSS COUNTRY HEALTHCARE

STREAMLINING AND ACCELERATING CANDIDATE PLACEMENT

A nationally-recognized leader in hospital and post-acute care staffing, Cross Country Healthcare had a goal: Make the process from candidate submission to placement seamless. Cross Country replaced its phone screens with HireVue on-demand interviews to reduce friction and delays.

Now, candidates can complete an interview when their schedule is open, and recruiters can structure the interview according to specific job requirements. As interviews are completed, Cross Country quickly prioritizes and forwards top candidates to the client's nurse manager, who can review the interview at any time on any device and accept the candidate on the spot.

“Our job at Cross Country Healthcare is to exceed our clients’ expectations. From the time a client gives us an assignment, speed and efficiency are paramount, but we have to balance that with a quality candidate experience. Innovation is key, and it’s one of the reasons we turned to HireVue.”

Hank Drummond, Chief Clinical Officer, Cross Country Healthcare

The renewal process has been transformed. As healthcare professionals complete an assignment, they don't have to start the application from scratch – their HireVue interview is already on file. Cross Country can forward that interview to a nurse manager, and the candidate is locked into a new placement within minutes.



RESULTS

72%

reduction in
turnaround time

94%

increase in
applicant renewals

108%

increase in candidate
placements

PRINCIPLE HR

BRINGING CANDIDATES FACE-TO-FACE WITH CLIENTS

Principle HR partners with MSP (Managed Service Provider) and RPO (Recruitment Process Outsourcing) providers to place contingent and permanent workers in technology, engineering, media, marketing, and human resources roles.

“Video interviewing helps us validate candidate CVs and verify their skills through competency-based questions. It’s not just about who is on screen; it’s the content of the answers they give. They must think on the spot, giving clients more insight into the candidate’s abilities. This enabled a quicker selection process for face-to-face interviews.”

Audrey Hughes, Managing Director, Principle HR

Seeking a better way to meet and assess candidates without the constraints of free video conferencing tools like Skype and FaceTime, Principle HR implemented HireVue’s science-based virtual hiring platform. With HireVue, Principle’s clients can meet and evaluate candidates rather than rely on recruiters’ notes. Clients can also put candidates forward later for an alternative, more suitable role based on re-reviewing their video interview. With HireVue, Principle HR gains a competitive edge in staffing and delivers a superior client experience.



RESULTS

**IMPROVED RPO
HIRING PROCESS**

**GAINED A COMPETITIVE
EDGE IN RPO/STAFFING**

**DELIVERED A SUPERIOR
CLIENT EXPERIENCE**

HUDSON PRO

IMPROVING HIGH-VOLUME CANDIDATE EVALUATION AND EXPERIENCES

Hudson RPO was selected to assist a government client in Australia with a significant business transformation project involving high volumes and internal and external applicants. Hudson RPO implemented HireVue on-demand interviews to manage the significant applicant volumes, tight timeframes, and complex client processes.

With HireVue, Hudson RPO involved all leadership team members in creating the question bank per job type, ensuring fairness and consistency. Hudson RPO and its clients also ran an internal pilot to confirm fit for purpose and ability to address any potential accessibility concerns.

Stakeholder feedback has been very positive. The client's team has found HireVue easy to use, accessible, and time-saving.



CANDIDATE FEEDBACK

"This was my first-time experience with online interviews. I think this was a unique opportunity."

"Easy to use, and it was comfortable to be in an area of my choice."

"Convenient and helpful."



SERIOUSLY BETTER HIRING

In RPO/Staffing, continuous improvement in candidate engagement, speed, and quality of hire is essential for responding to whatever the 'next normal' brings. An intelligent platform like HireVue, backed by deep investment in the science of human performance in the workplace, enables that continuous hiring transformation. Seriously better hiring starts with HireVue.

