



# Talview Hiring Solution

Instahiring – Quickly Hire  
Talent Superstars





## A Simpler, Faster Way to Hire

Volume hiring is challenging for today's recruiters. You're juggling multiple candidates and using different tools to manage the process. This means too much time spent managing the process, scattered candidate data, and high potential talent hired by someone else.

The Talview Hiring Solution brings everything you need to **hire faster and better with an end-to-end, AI-powered hiring solution**. You'll save time screening, assessing, and interviewing candidates while delivering a fair, equitable, and accessible experience for all talent.

Plus, with our Instahiring methodology, you'll create a flexible, completely digital hiring process designed to **reduce time to hire, increase quality of hire, and lower cost of hire**.



# HCL

“Talview Video Interviews gives us the flexibility to screen candidates at our own time, as well as allocate tasks within the team. **The success rate of the conversions with Talview has been good, and Talview has been a great help for the team here.**”

**Mohanasundaram Rajamanickam**  
Group Project Manager, HCL America Inc.

# Reduce Time to Hire with Instahiring

With the most desired candidates on the market less than 10 days, speed is key. That's why, in combination with our Talview Hiring Solution, we've developed the Instahiring methodology to create a 100% digital hiring experience based on the RAR framework.

**Remote** recruiting and hiring process

**Automate** repetitive and manual tasks

**Reuse** candidate data to fast-track future hiring



## Build Talent Pool

Consider pre-qualified candidates for future roles promotions



## Evaluate Quickly

Unbiased candidate insights on behavior, learnability, and performance qualities

Mobile Apps - Candidate, Recruit, Proctoring

**Hire Better-Fit Candidates**



Integrations - Calendars, LMS and Video Platforms



## Screen Faster

Automated chatbot screening and resume/ CV matching



## Assess & Proctor

Deliver skill-based, cognitive, and coding assessments, which can be proctored live or remotely



## Remotely Interview

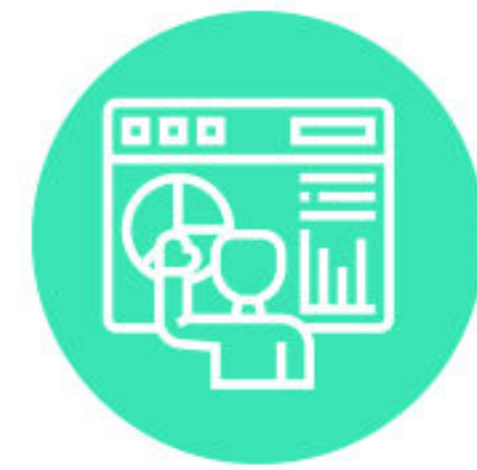
Automate bulk scheduling for async or live interviews

# The Talview Hiring Solution Difference

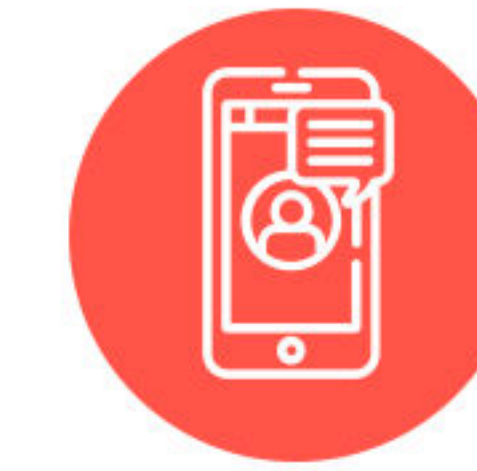
Reimagine, humanize, and democratize your hiring processes to hire best-fit talent faster. Talview is the one partner you can trust to unify all your hiring processes to discover untapped talent for your organization.



Identify the right talent with **hiring intelligence** that provides insights on a candidate's behavioral, learnability, competency, and performance qualities in an accurate and unbiased way.



Unify your hiring processes with an **end-to-end hiring solution** to screen, assess, interview, and hire candidates best matched for your roles more quickly.



Designed for a **100% mobile experience** to make it easier for both candidates and recruiters. Hire the best fit candidates from anywhere and on any device.



Trust Talview to **humanize your large-scale hiring processes** to meet the needs of your organization and candidates with a highly configurable and flexible hiring solution.



Dedicated to **candidate data and privacy** by complying with global laws and industry best practices to ensure our customers' and users' safety, security, and privacy.

**BEST  
BUY**

“Talview can do everything we want. We're comfortable with the way their AI works. In them, we don't just have a technology delivery mechanism, we **have partners.**”

**Sarah McPherson,**

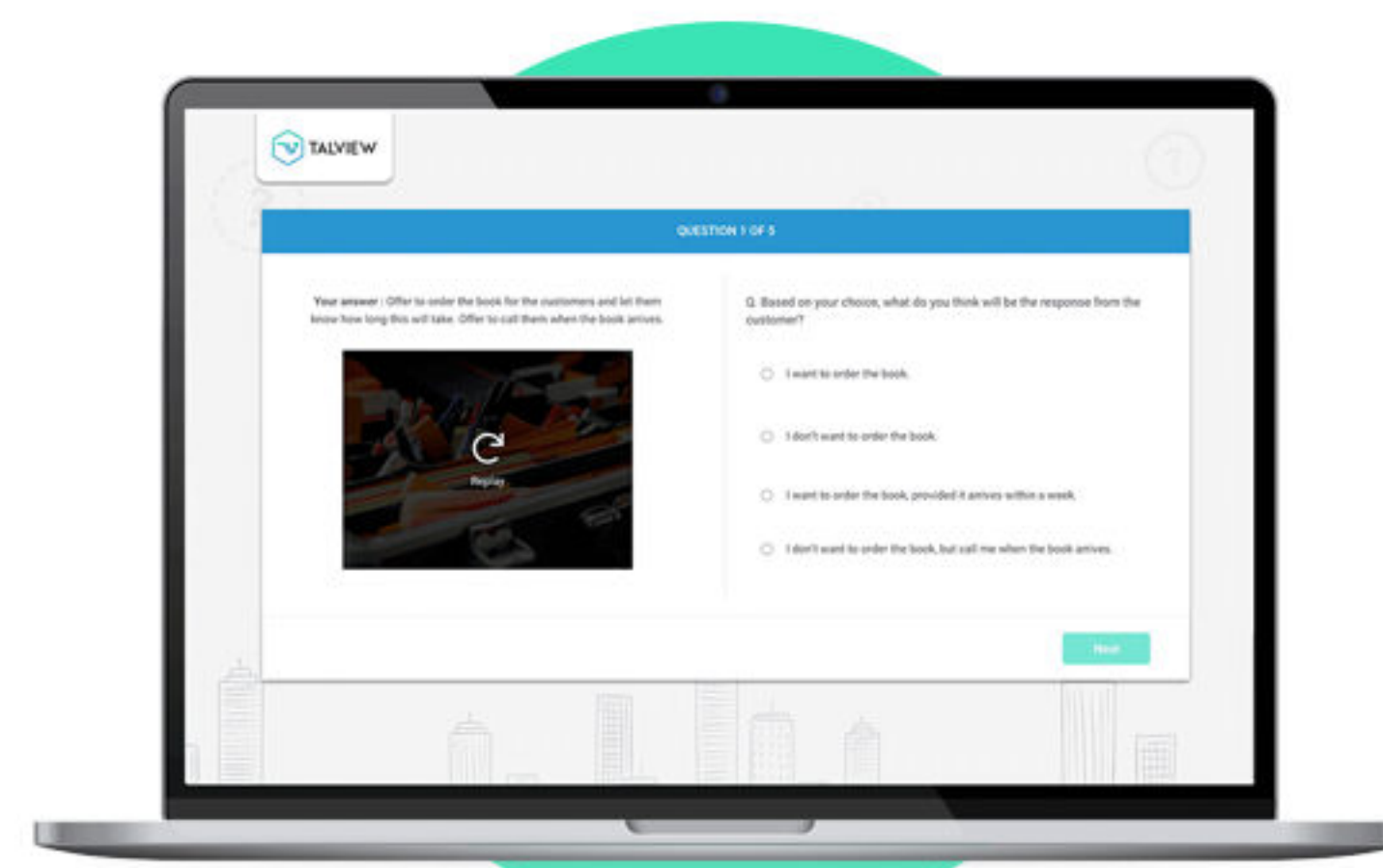
SPHR, Senior D&T Product Manager,  
Hiring and Onboarding

# End-to-End, AI-Powered Hiring Solution Tailored for the Talent Lifecycle

Talview Hiring Solution is suited for high-volume recruitment based on the Talent Lifecycle. Your recruiters and TA teams save time screening, assessing, interviewing, and hiring hundreds and thousands of candidates.

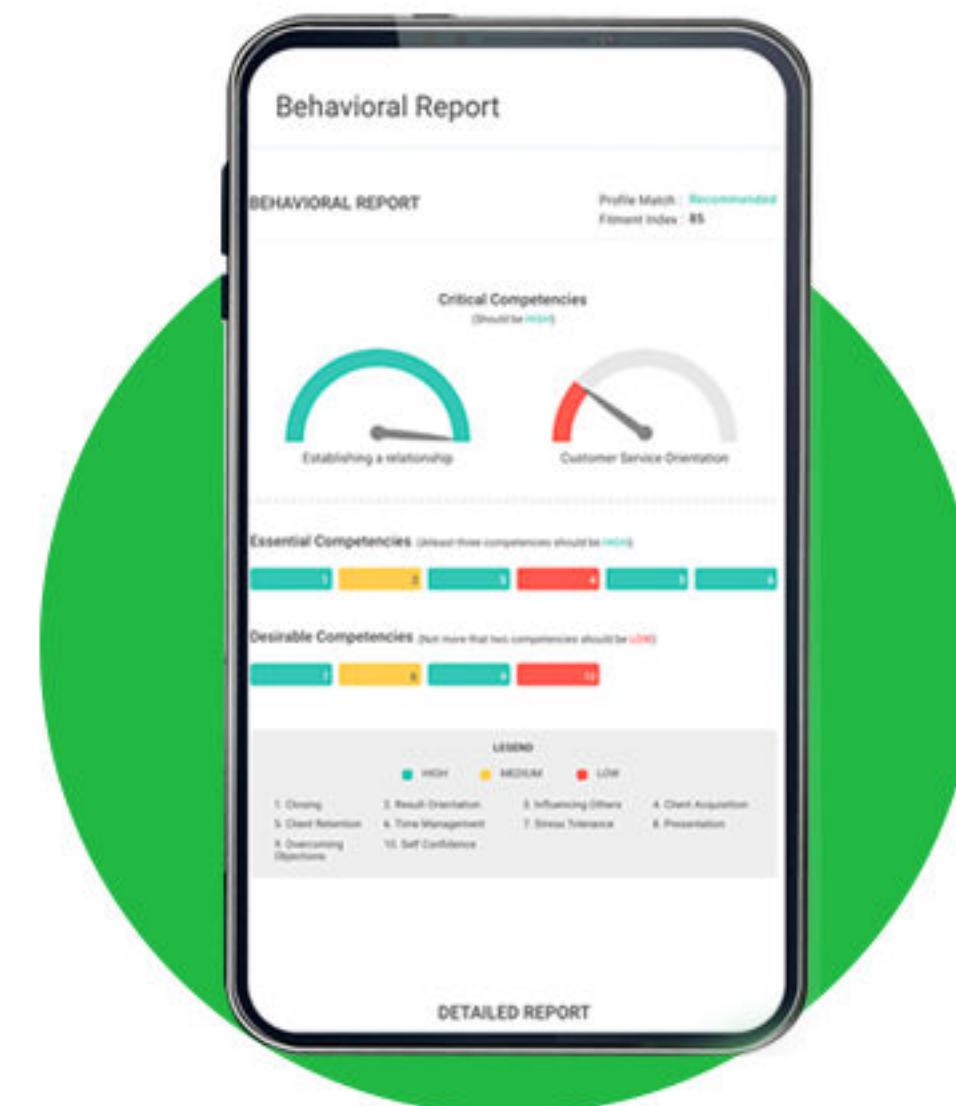


**Rachel**  
The Recruiter



## Assess

Assessments are set up and configured to the company's workflow needs. Best matched candidates are automatically invited and can take written and video assessments on any device – laptop, tablet, or mobile phone.



## Get Intelligence

Based on the assessments, Rachel gets unbiased insights on the candidate's behavior, cognitive, and performance qualities to shortlist candidates for live video interviews.

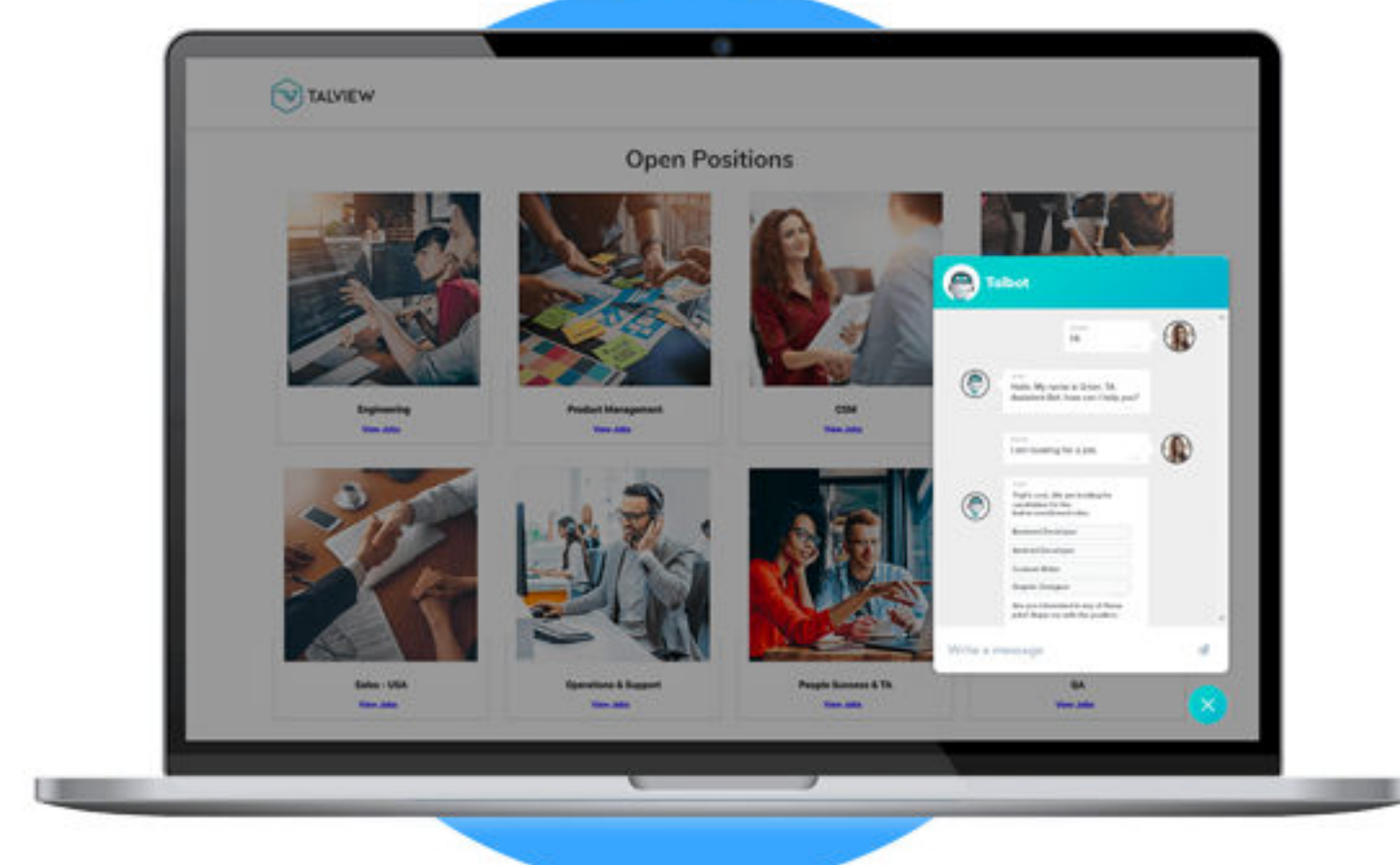


## Hire

Best fit candidates are extended an offer while other pre-qualified candidates are reconsidered for other roles. All candidate data is seamlessly integrated with Rachel's ATS.

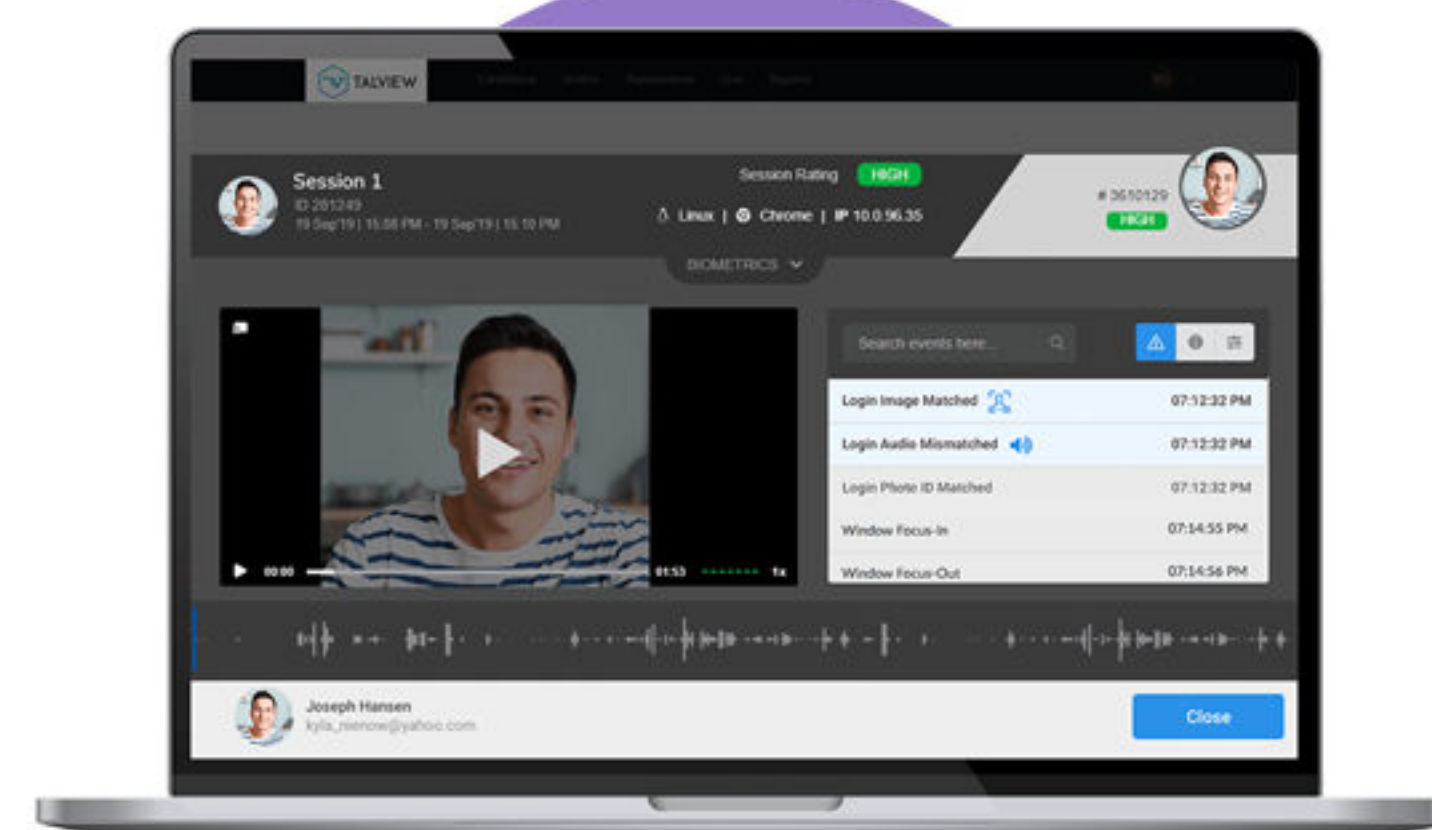
## Screen

Recruitment chatbot and resume screen automatically reviews and stack ranks candidates so Rachel can focus on best matched candidates for the role.



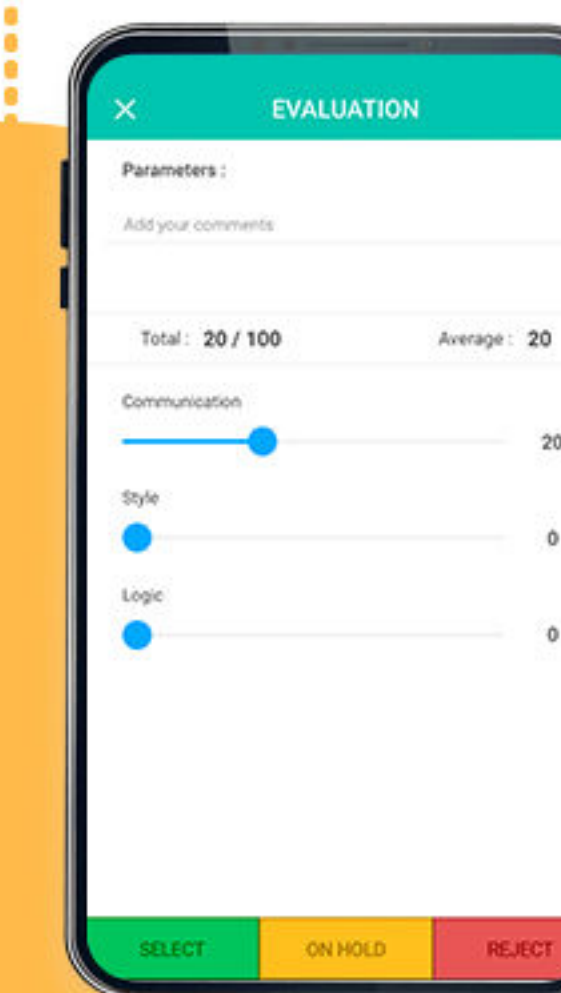
## Proctor

The assessments can be proctored remotely or live.



## Interview

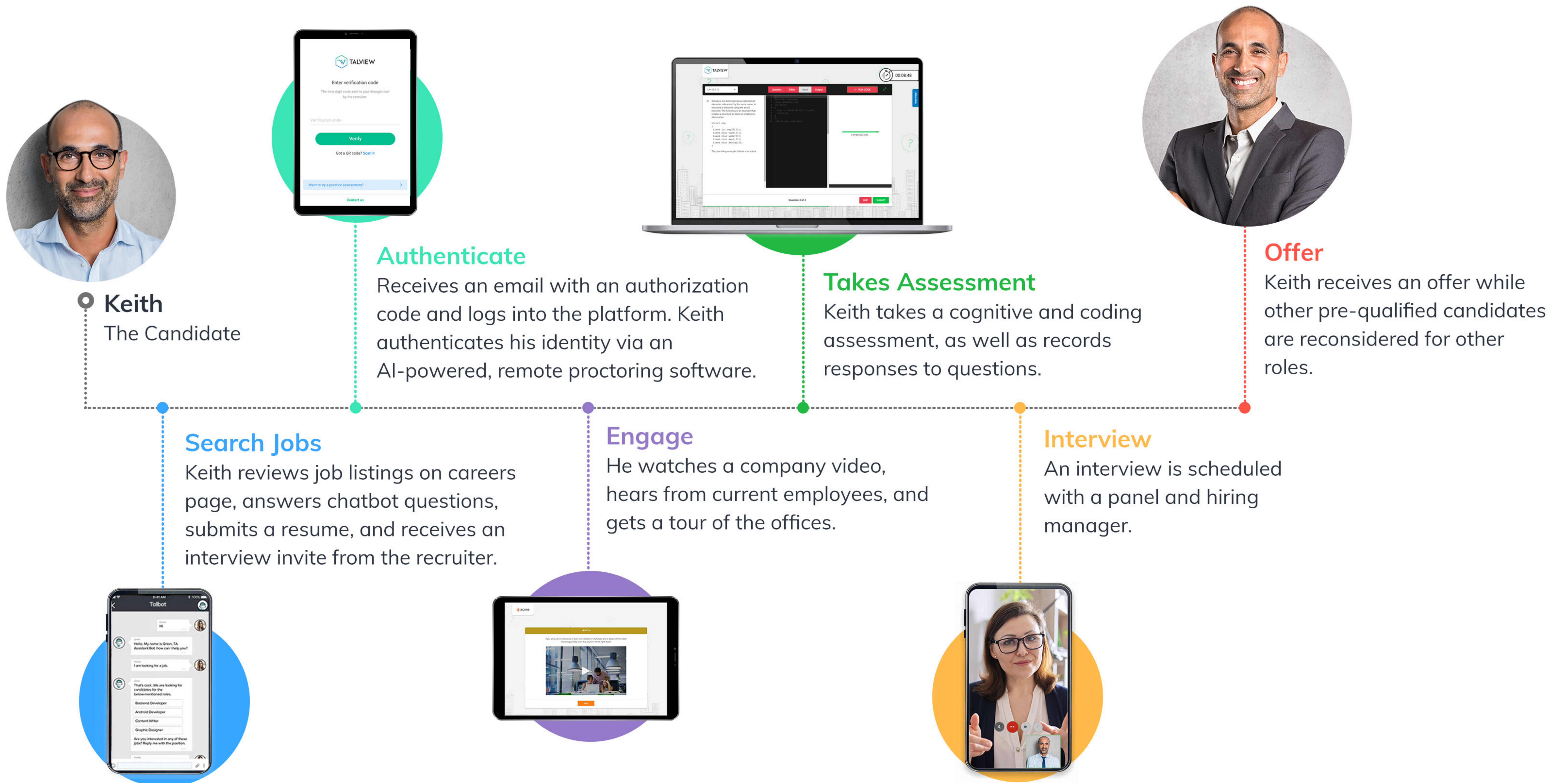
Interviews are automatically scheduled with hiring managers, panels or groups, with evaluators inputting feedback on each candidate.



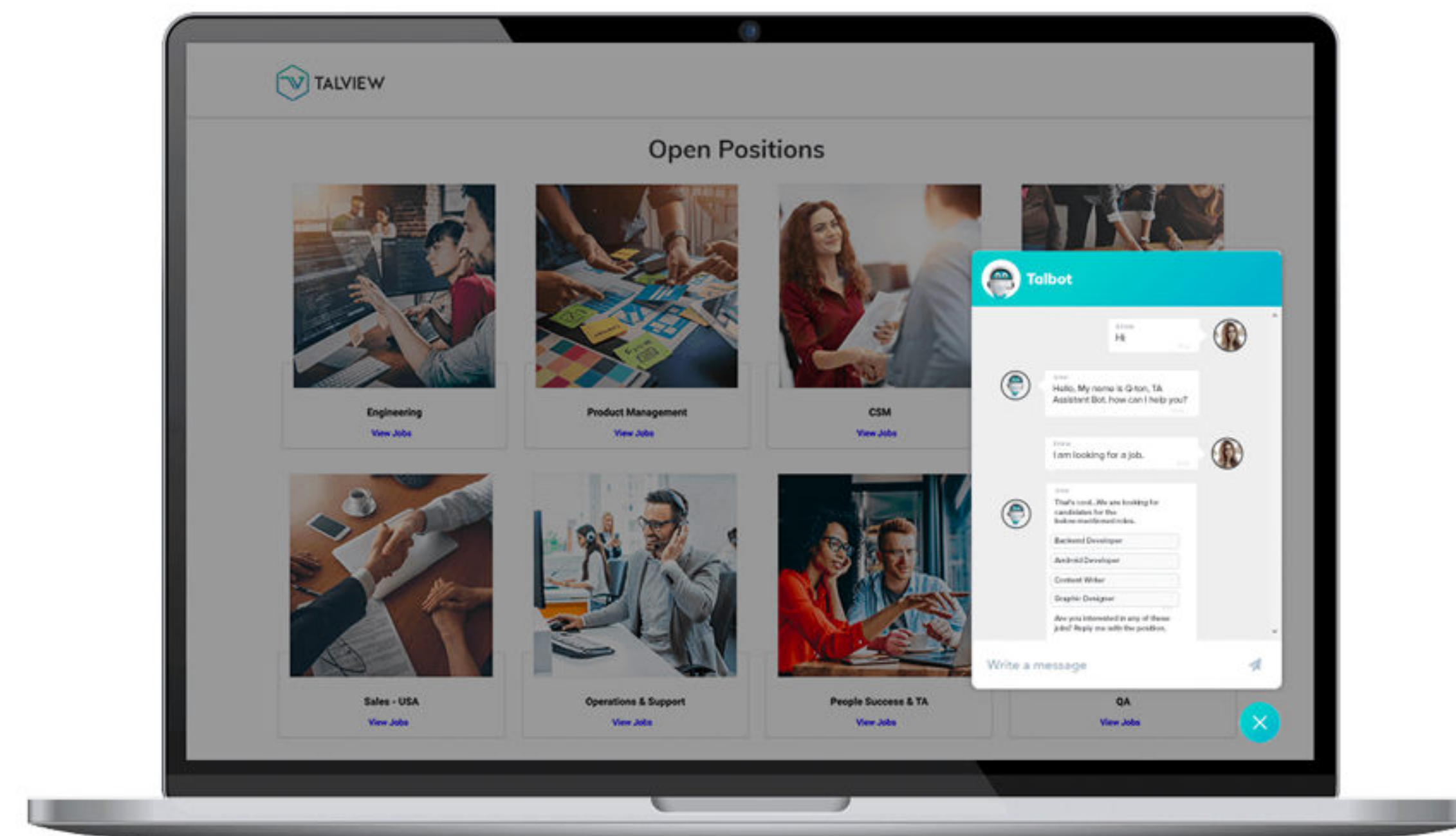
# Solution Designed with the Candidate in Mind

Nearly one out of every two applicants will drop out of the process due to a poor experience\*. That's why we built the Talview Hiring Solution with mobile in mind for your candidates, ensuring an engaging experience throughout the Talent Lifecycle.

Source: PWC, The Future of Recruiting, 2019

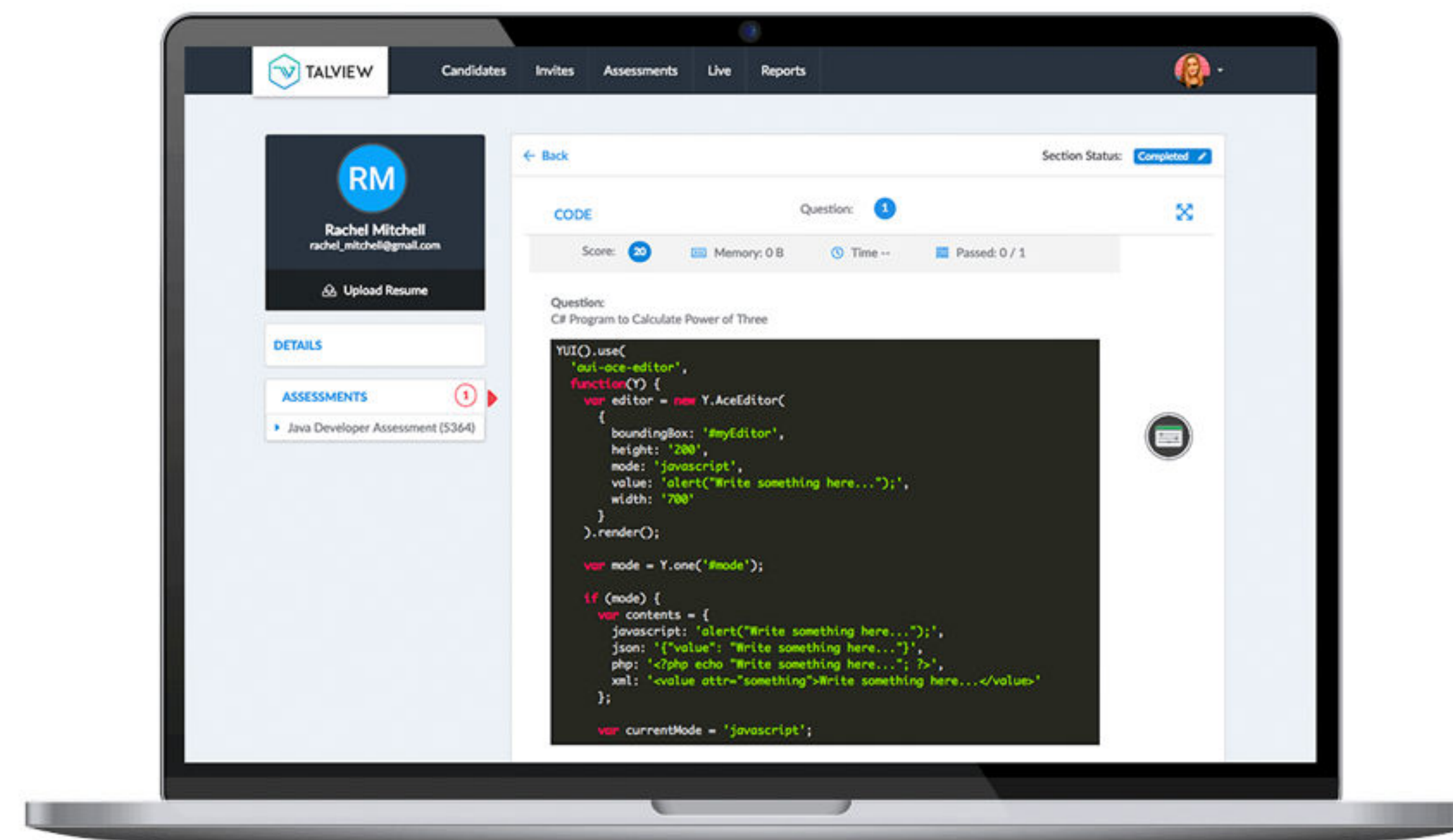


# Hiring and Recruitment Products



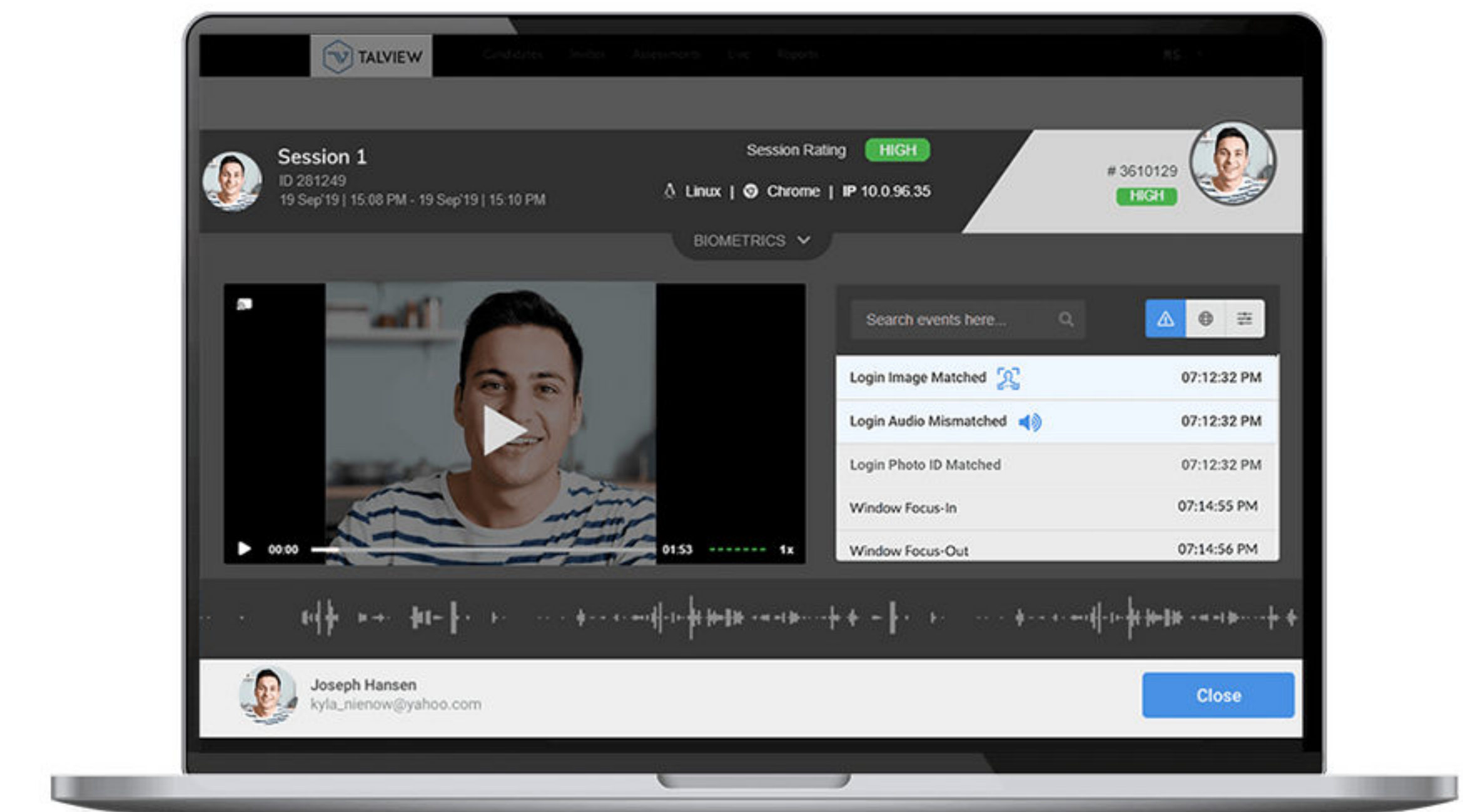
## Talview Screening

Automated chatbot answers queries, screens resumes, sends assessment invites, schedules asynchronous interviews, and creates assessments.



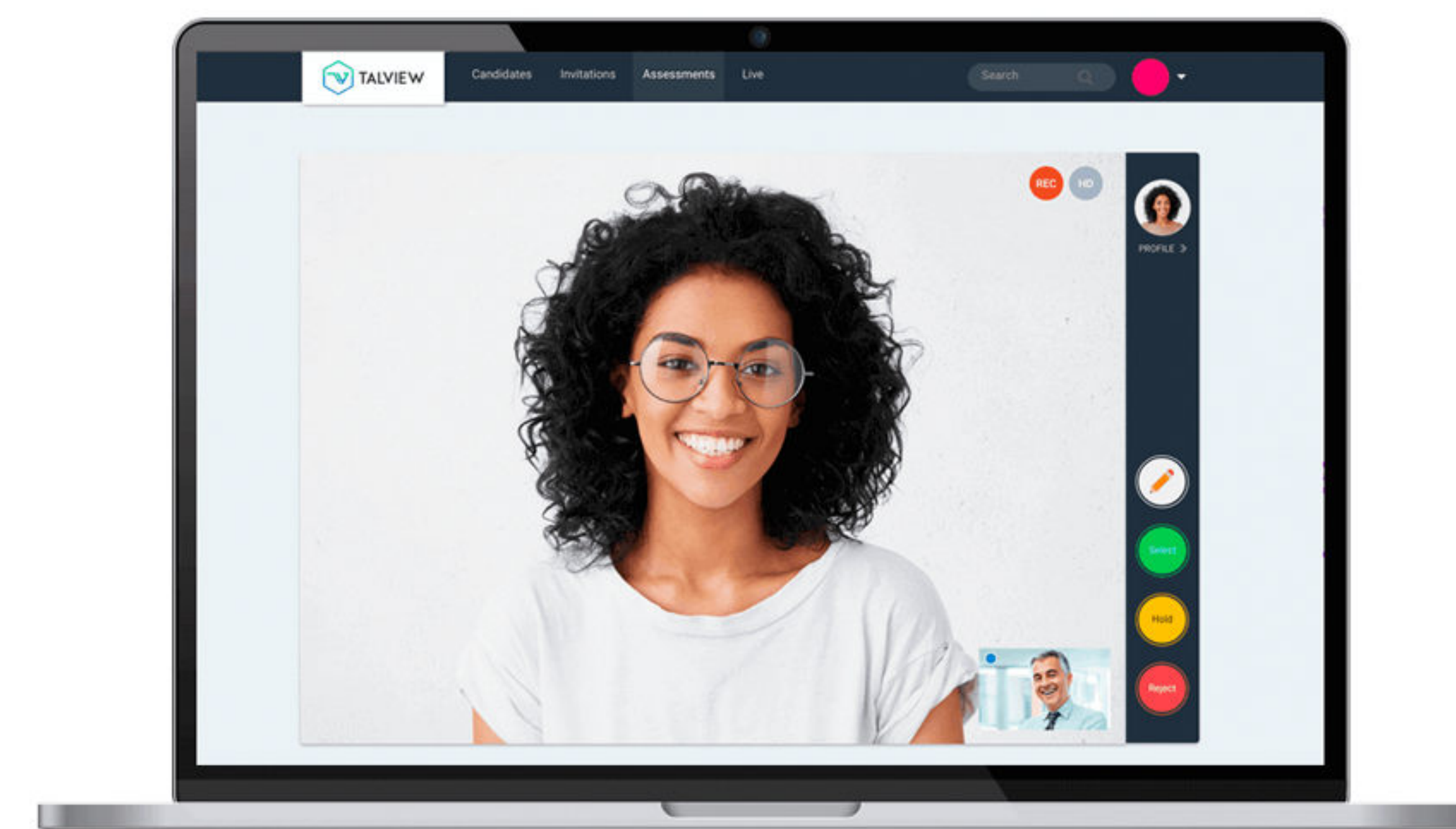
## Talview Assessments

Configure and customize pre-hire assessments, such as multiple choice, essay, and skill-based questions (e.g. coding, STEM, cognitive, etc.).



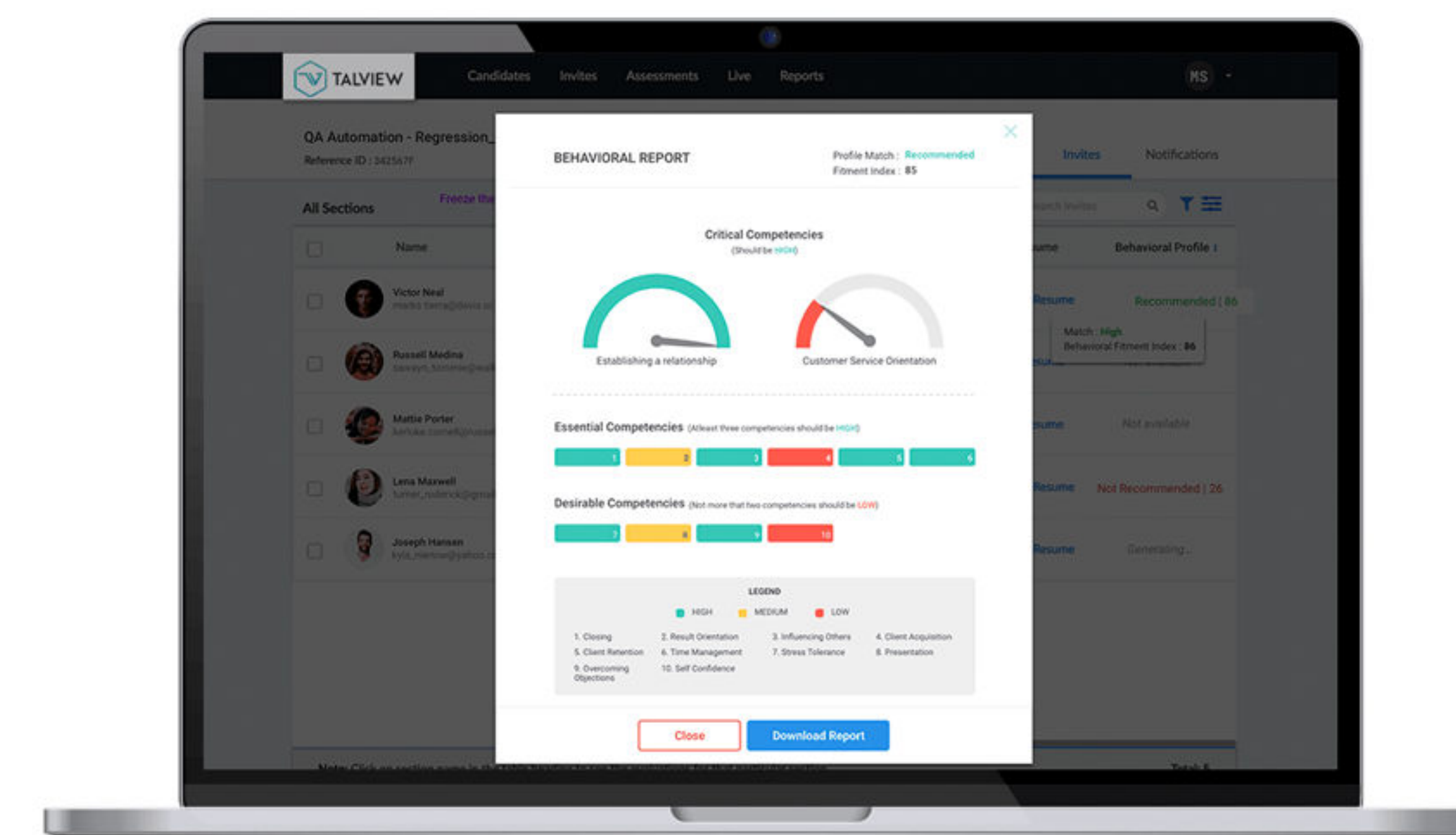
## Talview Proctoring Solution

Securely proctor assessments online with a fully automated, AI-powered remote or live proctoring solution.



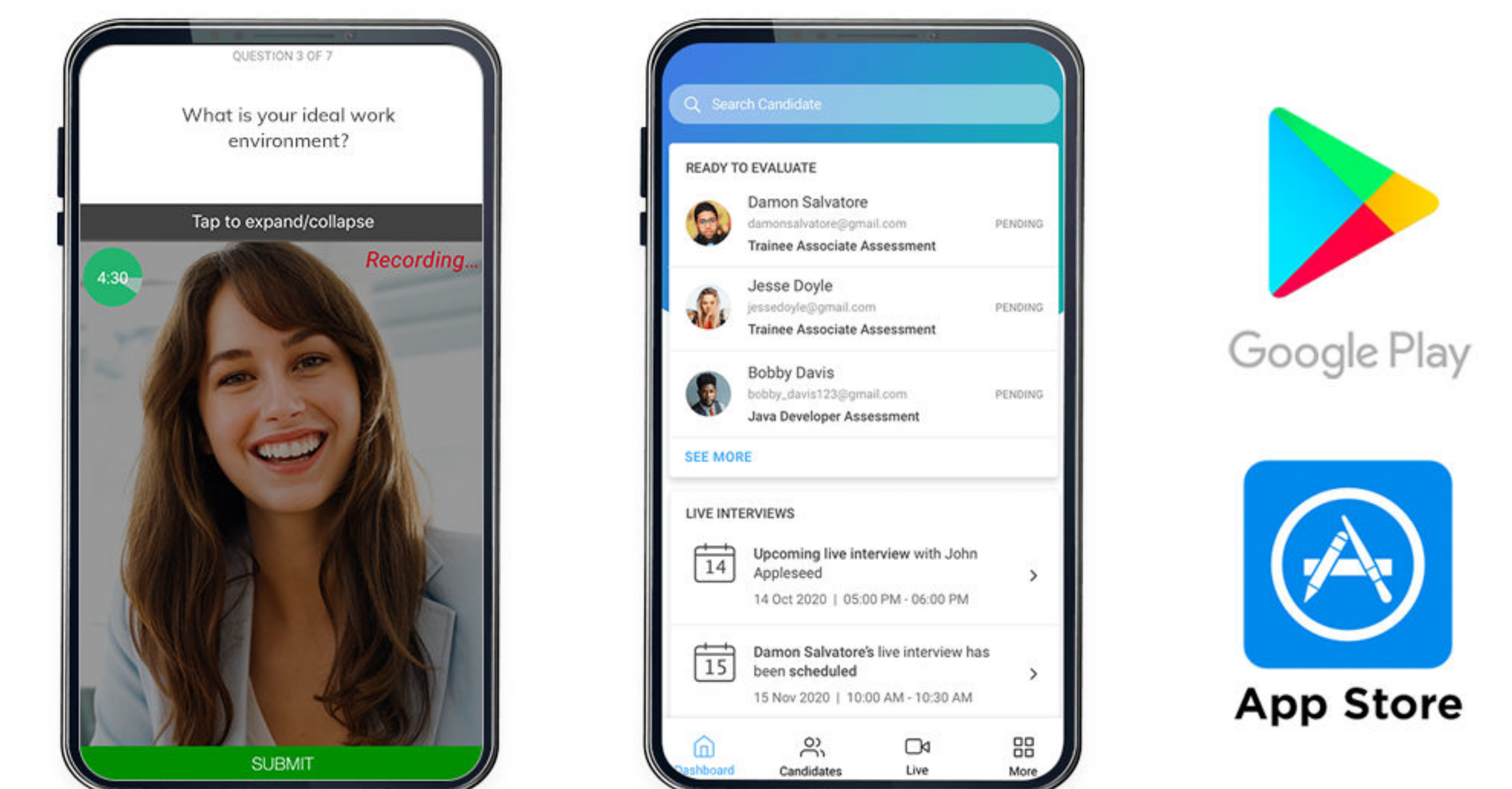
## Talview Video Interviews

Automates the process of scheduling, inviting, tracking, and providing feedback for live or asynchronous video interviews.



## Talview Intelligence

Gain unbiased insights into the behavioral, learnability, and performance qualities of best fit candidates to identify, recruit, and hire the best candidate for the role.



## Talview Candidate & Recruit Mobile Apps

Candidates easily take assessments and pre-record video responses to interview or assessment questions, while your recruiters screen, assess, interview, evaluate, and hire the best candidates.

Trusted by over 91,000 recruiters and certification providers from leading global companies



120+

Countries



70% of candidates rank Talview Candidate App **4.5 stars**

## Award-Winning Hiring Solution



**Stevie Award Winner 2021**  
Technical Innovation of the Year - At Organizations With Up to 1,000 Employees



**TalentCulture 2020-21**  
Featured in TalentCulture's list of Human Resources Technology Leaders from 2020-21



**Microsoft AI Awards 2.0**  
Best AI Application for Societal Impact in the partner category



**IBM Beacon Awards**  
2017 IBM Beacon Award for Outstanding Talent Management Solution Category

# Discover a World of Untapped Talent

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