

One-Way Video Interviewing

Video interviewing offers more than convenience for both candidates and recruiters. A one-way video interview is a great opportunity to connect with your candidates early in the hiring process and provide a positive and engaging experience. Candidates can complete the interview whenever they want to, overcoming time zone barriers and any diary clashes.

Video interviewing saves time for hiring managers and recruiters too. There's no need to schedule interviews so diary availability is no longer a barrier to progressing candidates. Hiring managers and recruiters simply log into the platform and score interviews when they are free, therefore speeding up the hiring process.

Why use our one-way interview?

Sova's one-way video interviewing technology provides:

- A consistent interview experience for every candidate, removing geographical barriers from the screening process and significantly reducing the cost of hiring.
- Increased fairness and diversity compared to traditional, unstructured interviews. Questions can be standardised, refined, and systemised to ensure every candidate has the same opportunity to perform at their best.
- For high volume recruitment, we offer the option of our validated AI tool to convert audio from video interviews into text. The text is auto-scored enabling managers to prioritise and review only those interviews which have the highest scores. Our AI tool does not use facial recognition or facial analysis as Sova is fully committed to fairness and objectivity.

How does it work?

Video interviewing can be deployed as a standalone assessment or can be part of a wider assessment journey within the Sova platform, using other Sova modules.

Design your interview experience

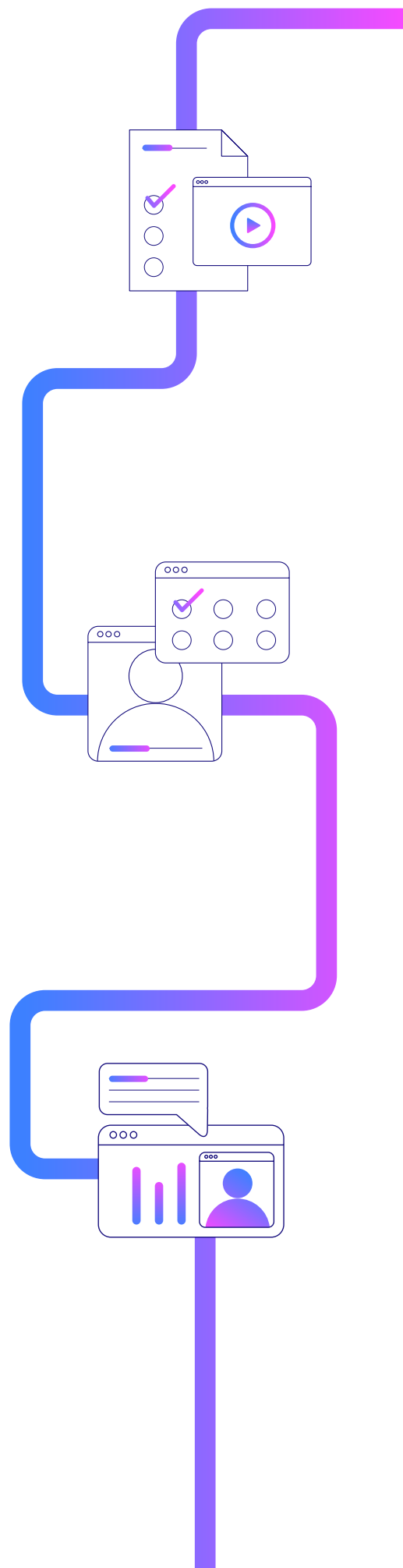
- Decide on interview questions and content – these can be existing interview questions, new questions designed alongside the Sova team, or a mix of both.
- Questions are added to the Sova platform, which can be shown as text or video-based content.
- Parameters can be set such as time limits, for example, to allow 30 seconds to read the question followed by 180 seconds to record a response.
- The video interview is branded and personalised, providing a more engaging candidate experience.
- An introductory video from a senior member of the team or colleagues already in-role can be included, helping the candidate to understand more about your organisation.

Candidate interview experience

- The candidate logs into the platform on any device at a time that suits them.
- Candidates are given the opportunity to record a practice response before they begin.
- When the candidate is ready, they start the interview and record responses to the interview questions presented on screen.
- Once scored, candidate reports can be autogenerated.

Manager scoring experience

- Answers are scored by assessors using a competency rating scale.
- Assessors can add notes to the scores directly within the Sova admin portal, allowing both evidence and scores to be stored securely in one place.
- Scores and comments are collated so that assessors can have a virtual wash-up session using the Sova dashboard.
- Reports can be generated automatically, saving your team time, and improving the candidate experience and their perception of your business.



Business benefits

Time savings

- No diary coordination and diary clashes
- Less admin as all content is in the platform
- Assessors can review at a time convenient for them

Improved hiring efficiency

- Candidates and hiring managers log in at their convenience
- Faster hiring decisions thanks to joined-up reporting
- Faster scoring using Sova's online platform

Improved accuracy

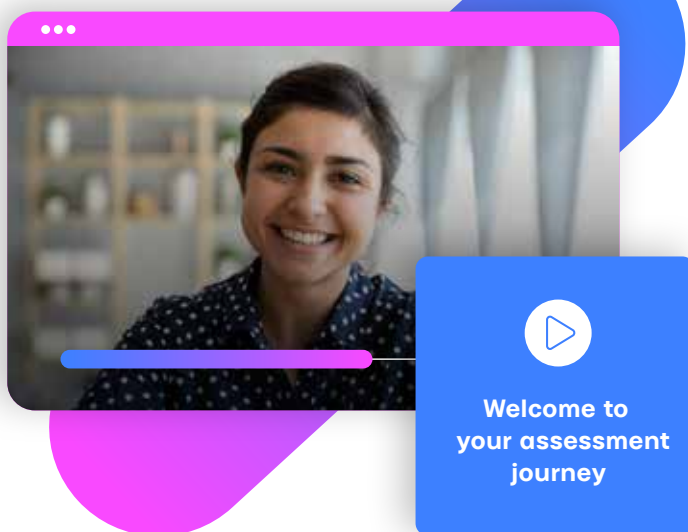
- Improved accuracy and prediction in selection compared to traditional techniques
- Immediate reporting mapped against your competency framework

Engaging candidate experience

- Personalised to your brand
- Include videos from colleagues or business leaders
- Candidate feedback reports generated in real-time

Reduced carbon footprint

- Eliminate travel for candidates and assessors
- No venue hire, travel or accommodation
- No printing required



Fair hiring decisions

- All candidates have a consistent candidate experience
- No scope for hiring managers to provide different questions to different candidates
- Content can be monitored for adverse impact

To find out more

about how we can help your organisation benefit from one-way video interviewing, please get in touch.

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