

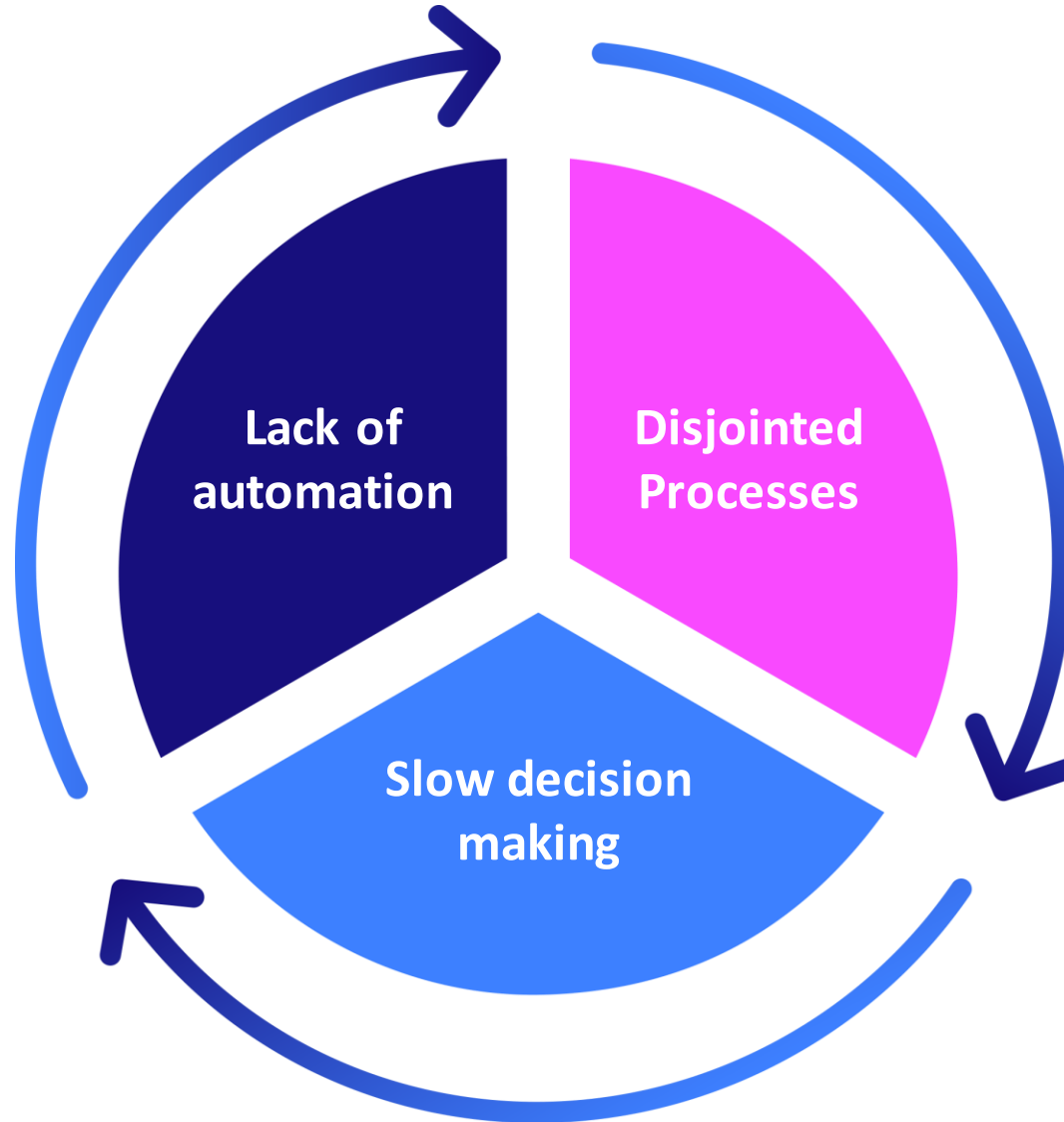
5 levers for optimisation



1

Accelerate time to hire

Are you losing great talent to your competition because of long and disjointed hiring processes?



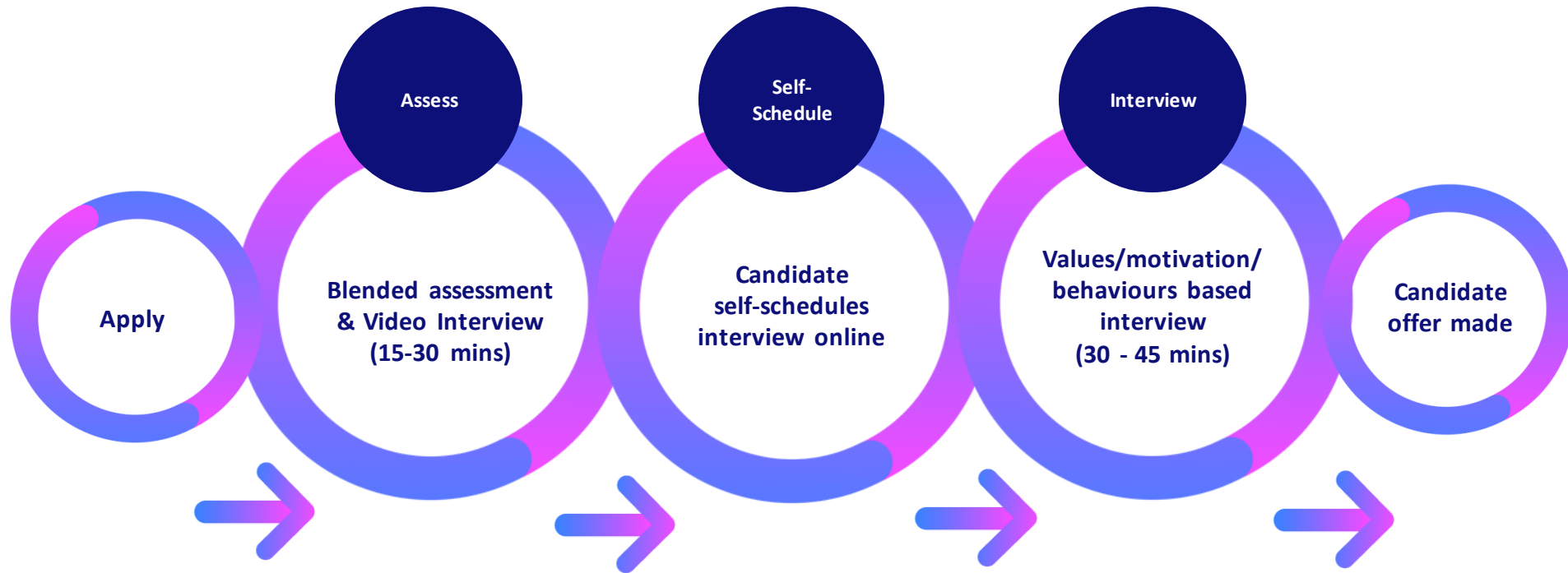
Average TTH 10-35 Day*

57% job seekers lose interest in the job if process too long**

*Glassdoor economic research, Dr. Andrew Chamberlain
**Robert Half

1

Accelerate time to hire



 **Santander** Days instead of weeks
11 - 15 days

2

Reduce resource required to hire

CV Reviews



Automated objective assessment and job preview

Sift our 30-40% candidates



Automatically sift out 60-70% of candidates

Telephone interviews



On Demand Interview, AI scoring to quickly classify candidates

Recruiter time to schedule interviews



Candidate self scheduling

Waste hiring manager time with poor conversion rate (4:1) at final stage



Increased prediction and candidate quality leads to high conversion ratio (3:2) and less Hiring Manager time

Disjoined data, manual decision-making



Online data capture facilitates automation of results ranking of candidates for fast decision making, at scale.



Sellafield saved 50% costs in their first year.

3

Improve quality of hiring decisions

Short-term benefits

- ✓ Higher sift out rates
- ✓ Better conversion rates at final stage assessment

Medium to longer-term benefits

- ✓ Quality assessment leads to better hires who perform better in the role
- ✓ Selecting people who are a closer fit with role & organisation leads to greater engagement and higher retention
- ✓ The average cost of a bad hire ranges from \$17,000 to \$240,000
- ✓ Identify potential and capability to progress in step with the organisation
- ✓ Greater diversity in the workforce and diversity of thinking.

4

Improve candidate experience



94% of Nationwide candidates agreed the assessments gave a positive impression of the organisation.

High dropout rates



Completion rates typically 90-95%

No feedback



Automatic feedback

Multiple logins,
separate invites,
clunky



Seamless process

No insight into how
candidates view your
process



Real time candidate feedback data

Your candidates stop being
customers

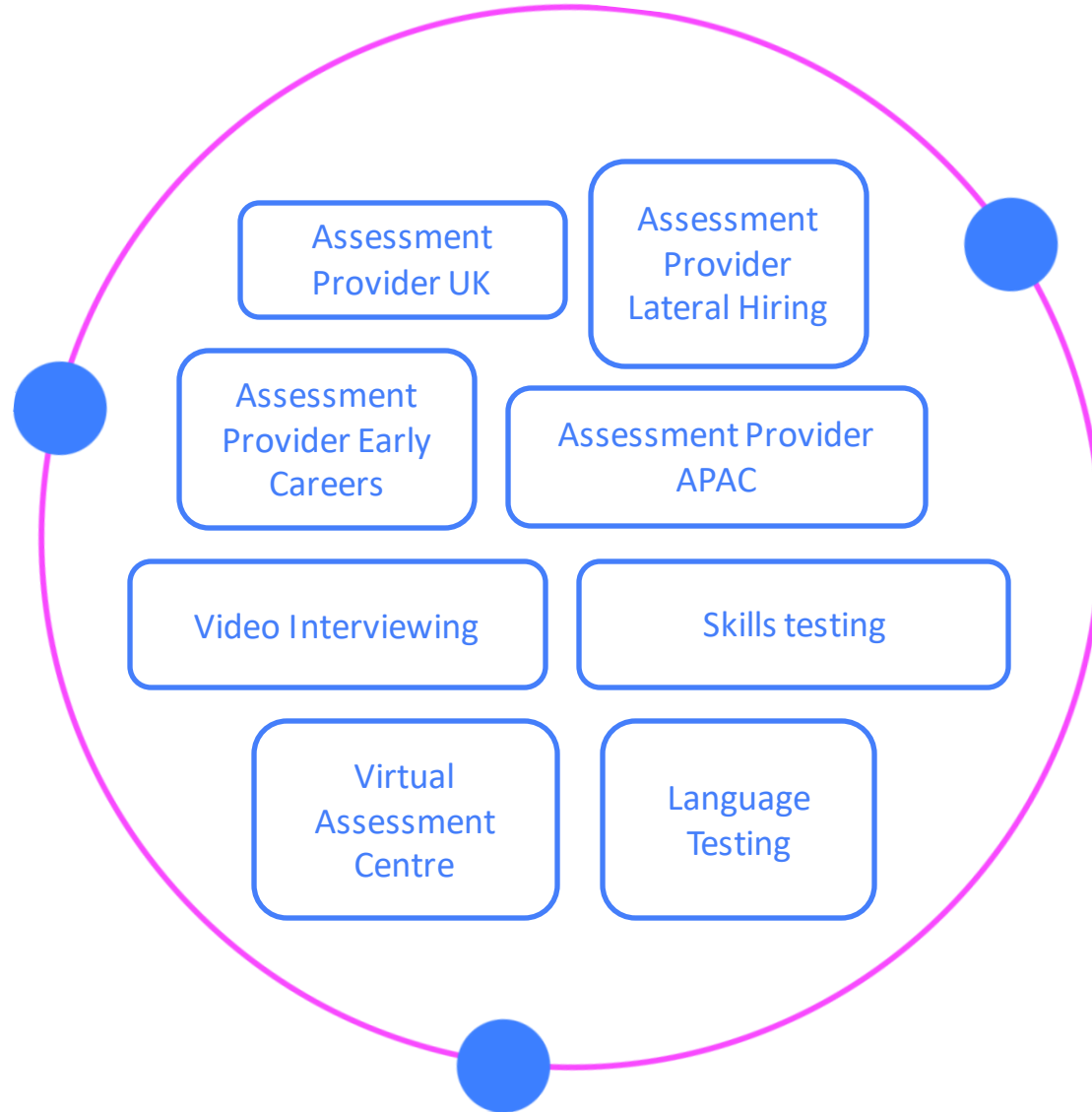


Candidates becomes ongoing

5

Reduce total cost of hiring

High cost of ownership



Business benefits

Improve the accuracy of hiring decisions by **80%**

Save **30%** in time and labour costs through automated assessment process

Fully digitised for **seamless** candidate experience

Assess the **whole person** including suitability for remote working



Eliminate **bias** in the assessment process

Engaging candidate experience with **feedback** for all

Fully scalable to meet peak volumes of applications

Virtualised hiring for a **contact-free** environment



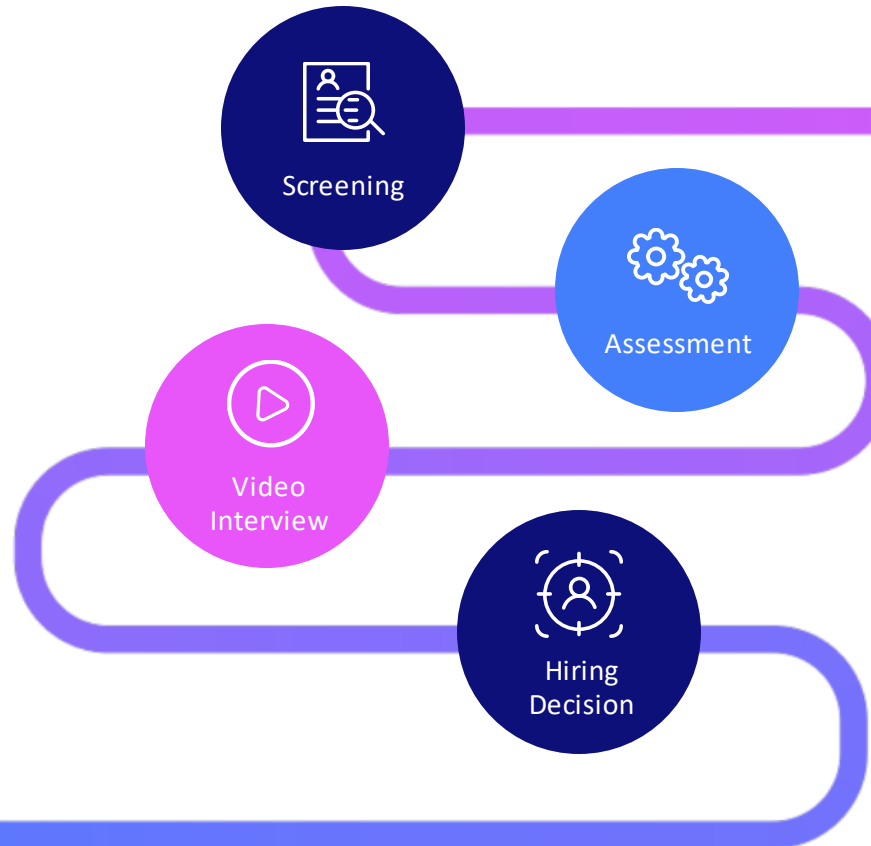
Business benefits

Improve the accuracy of hiring decisions by **80%**

Save **30%** in time and labour costs through automated assessment process

Fully digitised for **seamless** candidate experience

Assess the **whole person** including suitability for remote working



Eliminate **bias** in the assessment process

Engaging candidate experience with **feedback** for all

Fully scalable to meet peak volumes of applications

Virtualised hiring for a **contact-free** environment

Delivering enhanced outcomes



EFFICIENCY



Improved final stage conversion ratio from **1:3 to 2:3**



Reduced cost by **30-40%**



Prediction



Accurately identifying **89% of high performers**



2x better at identifying high potential candidates



Diversity & Inclusion



Inclusive intake: **50/50 gender balance achieved**



Demonstrated **balanced selection** by gender and ethnicity



Candidate Experience



92% of candidates find process engaging



Completion rate up **68%** and time to hire reduced from **11 to <2 days**