Interview Builder

Mastering the interview process is critical to successful recruitment, especially with the advancements in technology that have made it an integral part of the final assessment stage. For some roles, it may be the only chance for the candidate and hiring manager/recruiter to connect, elevating the interview's significance for both parties.

At Sova, we understand the pivotal role interviews play in finding the right hire and ensuring the best possible organisational fit. However, it's alarming that only 28% of organisations train their interviewers on objective interview practices, despite 51% using competency-based interviews[1]. Structured interviews are twice as effective as unstructured ones[2], in fact, structured interviews have been found to be the strongest predictor of job performance[3]. That's why we offer Interview Builder, a game-changing tool designed to enhance your interviewing process, whether in-person or fully virtual.

Our platform is built for ease of use and flexibility. Your Hiring Managers or HR team can select competencies and other role criteria to generate a comprehensive interview pack which is fit for the role and level of seniority. The Sova Admin UI view empowers your organisation to create interview guides effortlessly, while the Assessor Portal view simplifies question selection and facilitates seamless, consistent and fair interviews.

We value your unique needs, which is why Interview Builder allows you to upload your own competency framework and interview questions or choose from Sova's vast repository aligned with the Sova 38 Competency Framework.

References:
1 CIPD Report: Resourcing and talent planning report 2022.
2 Schmidt & Hunter (1998) The validity and utility of selection methods in personnel psychology.'
3 Sacket et al. (2022) Revisiting meta-analytic estimates of validity in personnel selection.

SOVA

The benefits of using Interview Builder are exceptional:

1. Increased Efficiency

Save valuable time and effort with Interview Builder's streamlined process. Say goodbye to managing multiple interview templates or spending hours crafting custom questions.
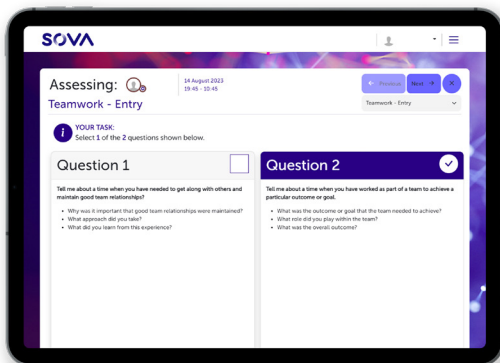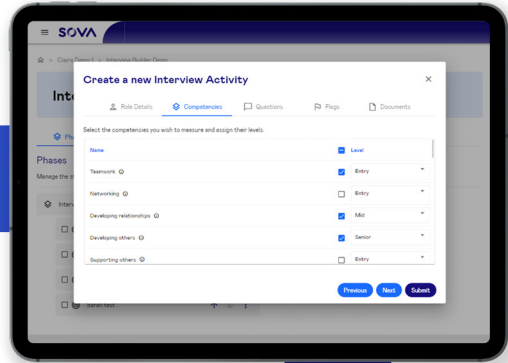
2. Driving Fairness

Ensure a fair playing field for all candidates by creating and managing interview guides tailored to the role level and required competencies. Harmonise your interview process without the hassle of disparate methods.

3. Make Informed and Confident Decisions

Leverage structured and standardised interview questions to assess candidates objectively, minimising bias and boosting evaluation accuracy.
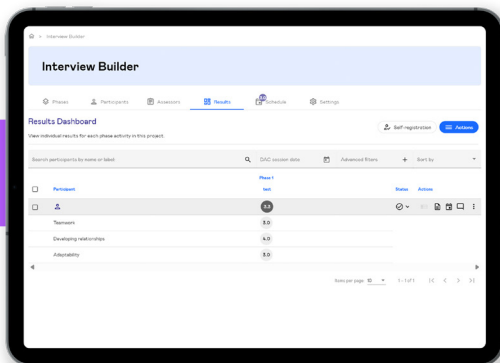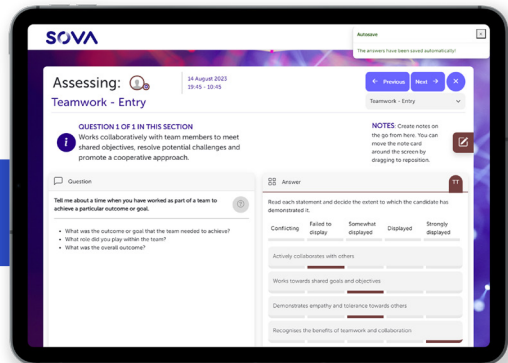
4. Enhancing Data Integrity

Store all interview data in one place, enabling simple candidate comparisons and informed hiring decisions. Conduct analysis at scale to monitor interview effectiveness.

Supercharge your recruitment process with Sova's Interview Builder and make confident, bias-free hiring decisions that drive success for your organisation.

info@sovaassessment.com | www.sovaassessment.com