# SHL.

## Smart Interview Technology:
The smarter way to interview talent remotely

# Looking for a better way to find talent?

## It is tough for recruiters out there.

Traditional screening and interview methods are inefficient. Recruiters are at their best when they are meeting talent – not struggling through resumes or scheduling screening calls that can add an average of up to eight days to the hiring process.[1] More than 64% of managers say[2] that applicants often look good on paper, but do not live up to expectations when they are interviewed.

Now, the pandemic has forced recruiters to move to a virtual hiring process overnight. But the outdated solutions many are using to fill the gaps – such as video conferencing and phone calls – just are not up to the job.

Over **50%** of recruiters say that they are struggling to assess candidates virtually.[3]

Source: Workest

The best organizations, from Amazon and Google to LinkedIn, GroupM, CVS, KPMG, NTT and Cognizant, are now using virtual interviews to screen and hire.[4]

*It is time for a better way.*
**Meet SHL's Smart Interview Technology.** The smarter way to interview talent remotely.

1 https://www.glassdoor.com/blog/long-interview-process/
2 https://www.prnewswire.com/news-releases/promising-resumes-often-dont-equal-promising-hires-300616466.html
3 https://www.zenefits.com/workest/pandemic-interviews-how-are-hiring-managers-and-job-candidates-navigating-interviews-amid-the-covid-19-pandemic
4 https://news.efinancialcareers.com/uk-en/212451/how-to-get-a-job-with-the-big-four

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# Why use SHL's Smart Interview?

SHL's **Smart Interview Technology** is the most efficient and effective way to engage and interview people remotely via virtual interviews. It helps you to:

- Streamline the screening and interviewing process – a step change from traditional methods.

- Hire at all levels, including graduates, technical, managerial and even high-volume roles.

- Evaluate candidates and deliver rich insights to drive internal talent development and management, reskilling and upskilling initiatives remotely.
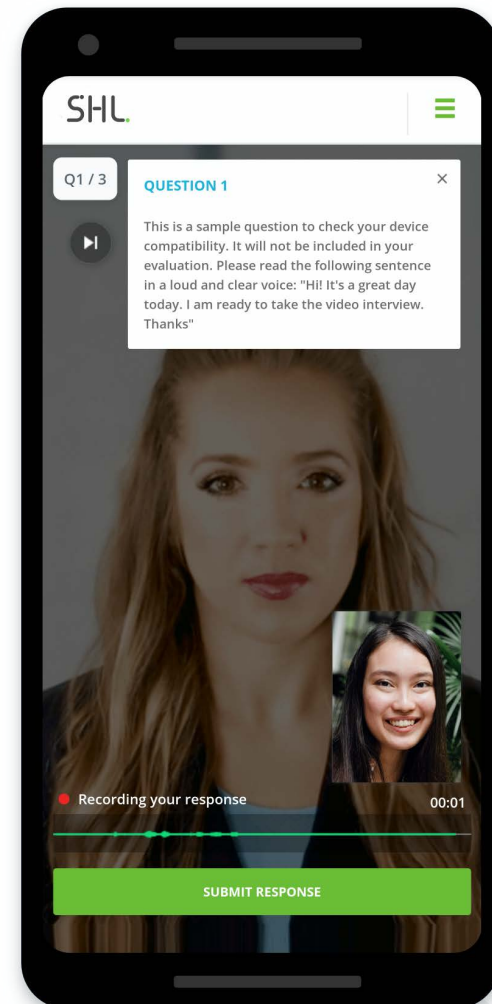
# SHL's Smart Interview Technology

When you are faced with screening thousands of candidates remotely, interviewing them virtually and picking out the best talent, you need an end-to-end digital platform that makes the process quick and easy.

SHL's **Smart Interview Technology** does this with two innovative digital tools:

- **Smart Interview On Demand** helps recruiters go beyond traditional screening methods to meet thousands of candidates in minutes.

- **Smart Interview Live** wows shortlisted candidates with a smart virtual interview experience that goes far beyond a conference call.

Use the tools standalone or combine them with SHL's unrivalled portfolio of assessments, backed by 40 years of research.

Traditional screening takes up valuable time and vital resources. SHL's **Smart Interview On Demand** is a streamlined screening process that ensures you only shortlist the very best, fast. Here's how it works.

**First**

### Set up an interview in minutes
Pick questions from SHL's question bank or add your own using video, audio or text.

**Then**

### Quickly discover the person behind the resume
The candidate records their response in a short video, showcasing their skills and knowledge.

**Next**

### Collaborate and score
Instantly share interviews with the rest of the hiring team and work together to score candidates on pre-defined parameters, all based on proven people science.

**Finally**

### Shortlist
Arrive at the most accurate shortlist of top talent.

## Make scoring even easier with AI

Looking for an even quicker screening process? Use our validated AI technology to automate screening, uncover talent beyond a person's profile and save time for your recruiters.

*Advantages include:*

- Transparent and validated AI which only looks at competencies and functional knowledge relevant to the job.

- AI that uses diverse, validated data sets to guide data-driven decisions.
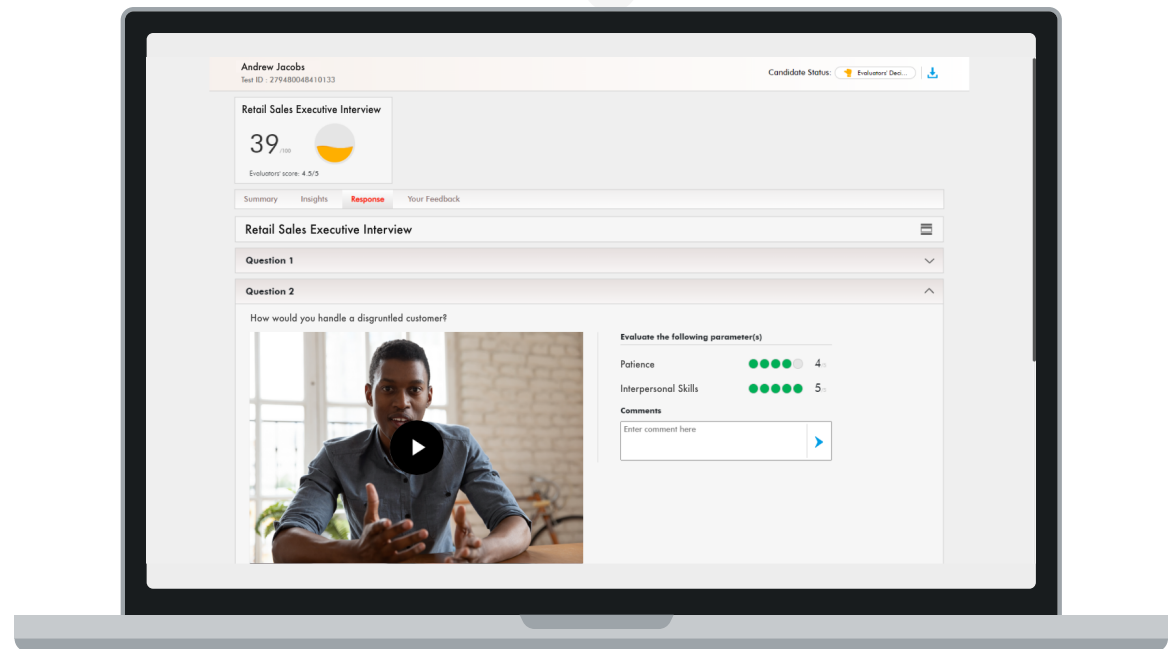
# Benefits at a glance

Get to know
the people behind
the resumes

Collaborate and
consistently shortlist
top talent

Increase diversity
and find
hidden gems

Provide the
end-to-end
experience that wows

# Smart Interview Live

For today's talent, the experience is everything. **Smart Interview Live** makes it easy to give shortlisted candidates an interactive, immersive virtual interview experience and to recruit the best talent remotely.

Go beyond a conference call. Use **Smart Interview Live** to evaluate candidates with intuitive features including:

- A science-backed question bank and the ability to easily add your own.

- Easy scheduling with Outlook integration.

- Conduct 1-2-1, group or panel interviews.

- Interactive dashboards.

- Instant file sharing.

- Chat and share hints.

- Score your candidates on pre-defined evaluation parameters.
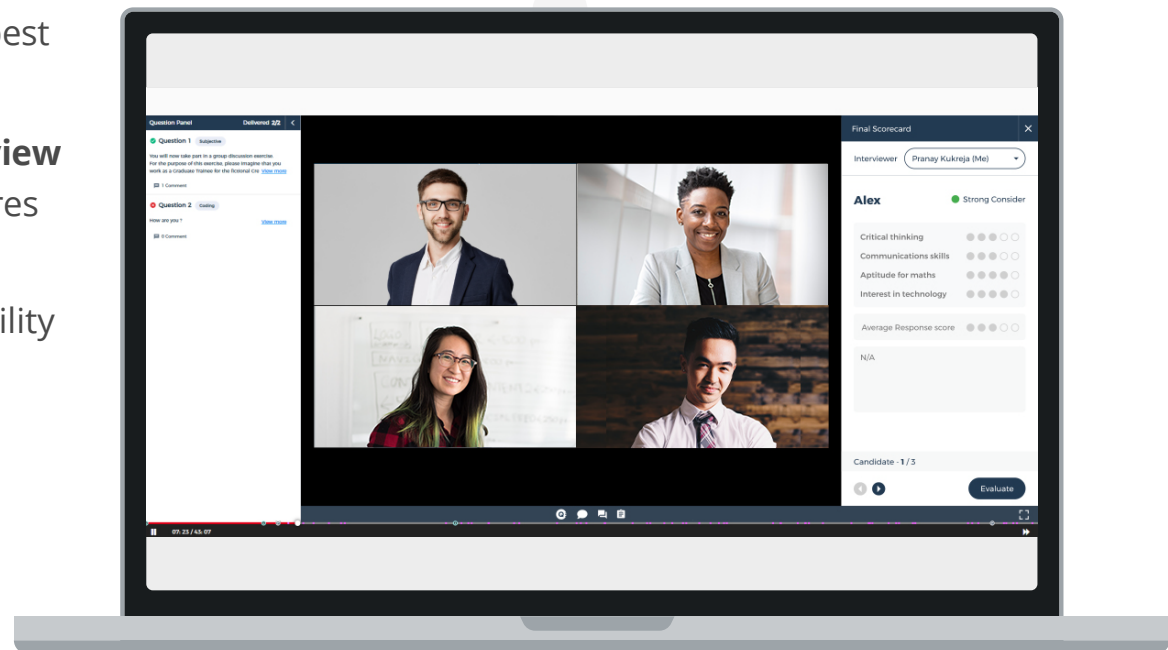
# Benefits at a glance

**Provide the most interactive virtual setting**

**Conduct structured, consistent high-quality interviews**

**Delight with an immersive, branded candidate experience**

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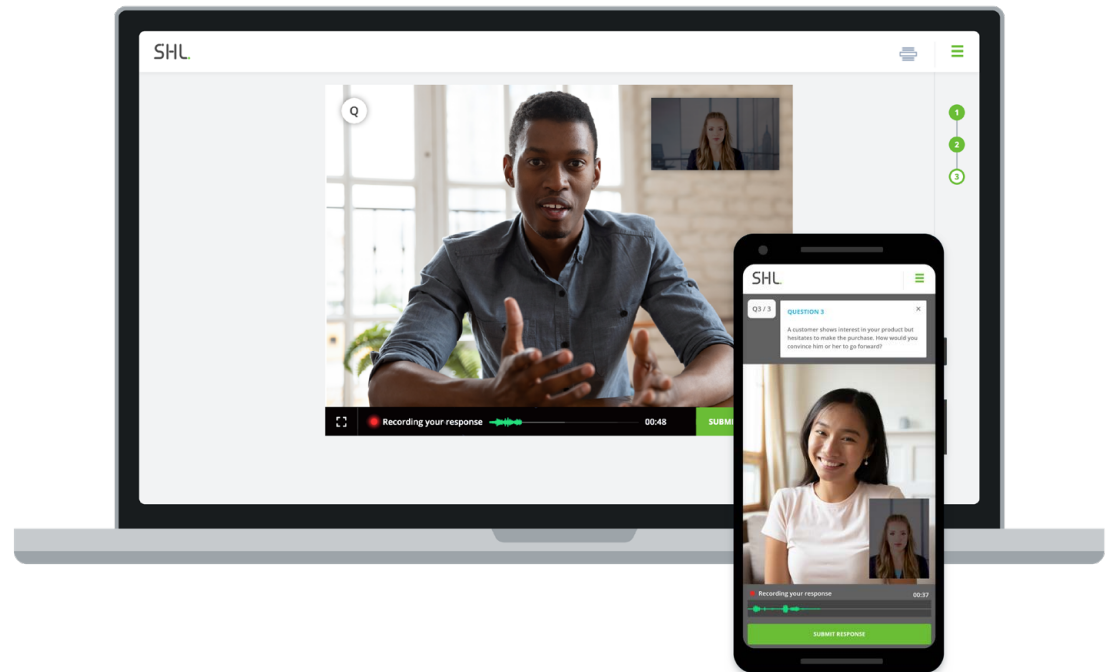
# Create an immersive, engaging applicant experience

As an end-to-end digital interviewing platform, our Smart Interview Technology helps you deliver an interactive and immersive experience to your candidates and grab their attention right from the start.

**Let candidates show off the person they are, beyond the resume.**

**Give them a 'high-touch', immersive interview experience.**

**Keep the best talent happy by quickly shortlisting and hiring.**

# Here's how the candidate experience typically runs:

### Attract
Invite candidates to an immersive, cutting-edge branded experience.

### Welcome
Excite with a video message that showcases your culture.

### Guide
Inform of upcoming tasks and share tips every step of the way.

### Meet
Let candidates tell you why they are perfect for the role with short recorded video responses.

### Interview
Delight your shortlists with the smartest, interactive digital interview experience.

### Inform
Provide fast, informed responses to all your candidates, not just the selected ones.

# Give your recruiters the power to hire the best

SHL's **Smart Interview Technology** empowers your recruiters too. Our intuitive, end-to-end interviewing technology helps them streamline the entire applicant screening process and conduct interactive, structured final stage interviews remotely.

That is a big win for recruiters who have been forced to transition to a completely virtual hiring process and are struggling with old technology. SHL's **Smart Interview Technology** gives them:

**An easy way to efficiently evaluate thousands of candidates within minutes.**

**Give shortlisted recruits an immersive interactive experience to convert the best talent.**

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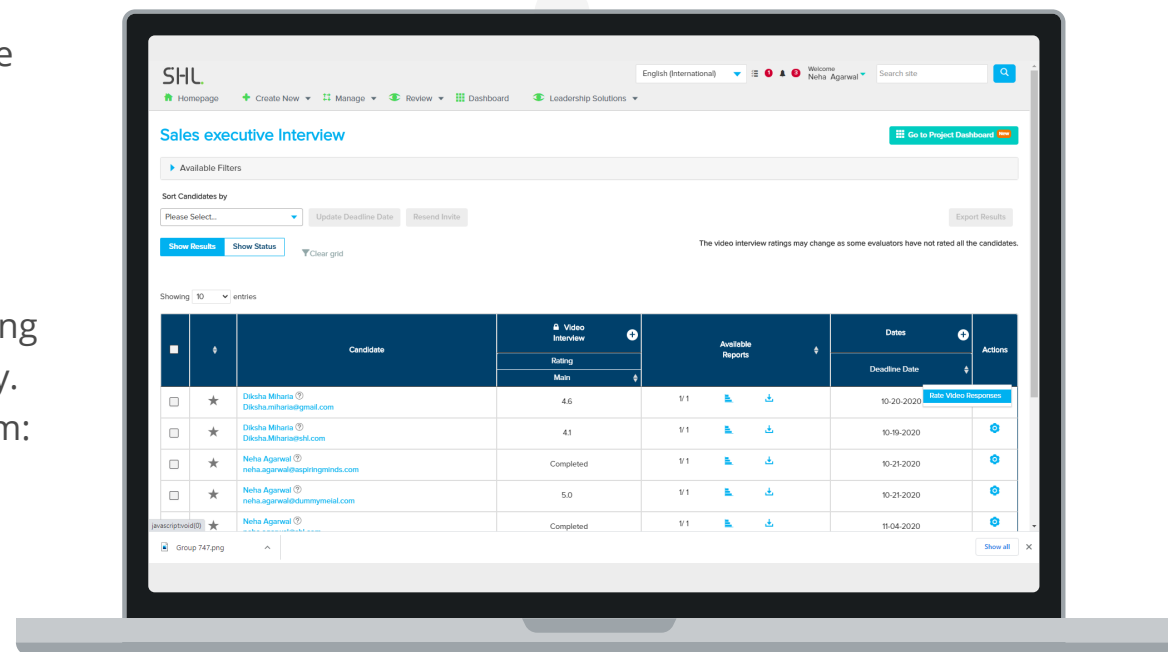
Smart Interview

# Here's how the process works for your recruiters:

### Configure
Set up a Smart Interview On Demand in minutes with SHL's expertly curated question bank.

### Review
Score candidates on competencies, not resume bias. Add optional AI to fully automate screening.

### Go Deeper
Get deeper insight into capability and fit by adding from SHL's unmatched portfolio of assessments.

### Collaborate
Share on demand recordings with hiring managers and collaborate on candidate selection.

### Shortlist
Arrive at the most accurate shortlist of high quality talent faster and take deeper insight into final stage interviews.

### Convert
Use Smart Interview Live to conduct structured, highly interactive interviews that wow candidates and increases chances of conversion.

shl.com/smart-interview-on-demand          shl.com/smart-interview-live          Smart Interview

# Streamlined, structured and smart

SHL's Smart Interview Technology consistent and engaging virtual interview experience gives:

| Recruiters | Candidates |
|---|---|
| A streamlined, smarter way to screen and meet thousands of candidates, and shortlist top talent fast | A structured, interactive and engaging digital hiring experience. |
| Deep insight into candidate capability and fit thanks to SHL's unmatched portfolio of assessments. | The chance to show who they are, beyond the resume. |
| Wow shortlisted candidates with the smartest interview experience that converts the best talent. | Fast and fair hiring process. |

Want to build a more diverse talent pool, hire the best in the market and uncover hidden gems for your business?

**Explore more: shl.com/smart-interview-on-demand**  also at  **shl.com/smart-interview-live**

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SHL brings powerful and transparent AI technology, data science, and objectivity to help companies attract, develop, and grow the workforce they need to succeed in the digital era.

We empower talent strategies to unlock the full potential of your greatest asset—people.