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 say² 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 But the outdated solutions many are using to fill the gaps – such as video conferencing and phone calls – just are not up to the job.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/
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**
Pick questions from SHL’s question bank or add your own using video, audio or text.

**Then**
The candidate records their response in a short video, showcasing their skills and knowledge.

**Next**
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**
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
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.
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.**
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.
Streamlined, structured and smart

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

**Recruiters**
- A streamlined, smarter way to screen and meet thousands of candidates, and shortlist top talent fast
- Deep insight into candidate capability and fit thanks to SHL’s unmatched portfolio of assessments.
- Wow shortlisted candidates with the smartest interview experience that converts the best talent.

**Candidates**
- A structured, interactive and engaging digital hiring experience.
- The chance to show who they are, beyond the resume.
- 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
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.