

# CASE STUDY

XpertReview – Interview as a Service tool increases the quality candidate submission to tier 1 vendors of the Global consulting and Staffing Firm

**A GLOBAL CONSULTING AND STAFFING FIRM**, Certified MBE/DBE in multiple US States and an emerging global IT services provider with a footprint across Americas and Asia-Pacific and listed in TOP 50 Fastest growing companies in Central PA. In last 3 years IBS has grown 100% with its professional focus, quality of services, and dedication and client satisfaction. The delivery of the services is backed by our strong team of professionals, committed management and executive team and goodwill earned from our clients over the last 15 years. Serving Fortune 500 companies over past 10 years provides various staffing solutions across the industry verticals.

## THE REQUIREMENT

The company has a more than 30 recruiters submitting on an average 250 CV's per month to various customers. It's always a challenge to the recruitment team to submit the right candidate to the customer which either result in bad submission or incorrect candidate being proposed results in a credibility loss in front of the customer. At the same time recruiter productivity goes down if closures from the submission are reduced. Hence the requirement is to help the recruiter with relevant technical pre-screening before the CV is submitted to the client. Also at the same time it is extremely important to avoid any misrepresentation of the candidates as a part of the review.

## THE SOLUTION

The company evaluated several Video Interview Platforms for market exposure, ease of use, feature-set, success stories, technology platform, capability to be embedded seamlessly, usability and total cost of ownership. Xpertreview scored highly on all the expectations.

The capabilities of the Xpertreview – Interview as a Service Platform, which influenced the company's decision were :

- Video Self-Assessment with preset questions and test papers
- Live recorded video interview
- Self Assessment questions for Objective , Subjective(Technical) and Soft Skills
- Screen and interview multiple candidates for a single position at the same time
- Video Proctoring to avoid misrepresentation
- Reduced cost of hiring with improved decision making

## OVERVIEW

LOCATION : USA

INDUSTRY : STAFFING

## ABOUT XPERTREVIEW

Young technology company enabling Digital Transformation by delivering seamless customer experience, exploring disruptive technologies and creating solutions for a smarter business processes and enable high return on investment and value addition to the customers.

XpertReview™ , a next generation Interview as a Service (IaaS) platform for managing and monitoring candidate screening and Interview life-cycle in real time via live video Self-Assessment and Live One on One Video Interviews.

XpertReview™ was exhibited and launched in the USA during SIA Executive Forum, North America in Phoenix, AZ.(Feb,2016).

## BENEFITS

Xpertreview partnership has benefited the company in many ways. The company now offers comprehensive recruitment solutions with maximum closures and providing quality consultant to its clients.

The Xpertreview has been trained across the organization and used by more than 15 recruiters as a part of their day -to-day submissions.

The company reports that video based interview platform has benefited the company and its customers in many ways:

1. Increase the number of quality candidate submission to clients
2. Improve the Closure count significantly
3. Eliminated blind and one-way phone screening
4. Live & recorded video interview with report for internal decision making
5. Evaluate on subjective, objective and subtle parameters
6. Affordable pricing
7. Reduced hiring cost, time and cycle
8. Reach out talent without geographical boundary
9. Easy and mass scheduling of interview



**xPert Solutions LLC**  
5000, Lenker Street, Suite 203  
Mechanicsburg, PA, USA .  
**Tel (USA) :** 717-728-6653  
**Email:** support@xpert-sol.com