

CASE STUDY

XpertReview – Interview as a Service platform increases the quality review of candidates before they join the organization or submitted from their vendors by qualifying them as “XpertReview Certified Professional”

A **GLOBAL IT SERVICES COMPANY** is providing technology solutions and product engineering services to its various customers across the globe and across all leading industry verticals.

THE REQUIREMENT

The company has over 200 IT services projects being implemented for various State and Federal agencies across USA. Due to the policies of various state agencies its required to outsource some part of the business to the subcontracting agencies and avail the staff augmentation support from IT staffing agencies. It is extremely important for the HR team to receive quality resources to be deployed on the project in order to have the quality out come and timely delivery of the project on a contract basis.

THE SOLUTION

Inorder to enforce the subcontractor to supply quality contracting consultants to various projects and also for permanent hiring for various internal positions, the company explored various solutions available in the market to improve interview process for vendors

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

OVERVIEW

LOCATION : USA

INDUSTRY: COROPORATE
HIRING

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).

- Reduced cost of hiring with improved decision making

BENEFITS

Xpertreview partnership has benefited the company in many ways. The company now relies on vendors to use the Xpertreview as a mandatory tool so that all the consultant submitted to the company are Xpertreview certified and there by deploying quality consultants on its projects.

The Xpertreview has been made mandatory for all the vendors who submit the consultant profiles to the company .

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

1. Increase the number of quality candidate submission .
2. Improve the interview process
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



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