

HIRING TECH REVIEW

Need a quick overview of some of the tech available to help with your recruitment efforts? Then here's our snapshot view.

We have split the Recruitment tech available into 3 categories:

HIRING TECH



ATTRACTING TALENT:

- **LinkedIn:** Use it to build a strong employer brand and attract candidates to your company. Companies on LinkedIn with a strong Talent Brand Index (TBI) grew 20 % faster than their counterparts with a weaker talent brand. Over 75 % of people who recently changed jobs used LinkedIn to inform their career decision. LinkedIn Recruiter can be integrated with your current ATS. LinkedIn Talent Hub helps bring everyone together—recruiters, hiring managers, and anyone else on the hiring team to collaborate. You can share interview feedback, post comments, and even follow the status of offers and background checks.
- **Glassdoor:** It is a powerful tool for recruiters. Use Glassdoor in a proactive way as potential employees are using this as a research tool. They're visiting your Glassdoor profile not only to read reviews and comments, but to learn about your culture, your values, material benefits and opportunities for career progression. They are also looking for jobs and looking for opportunities to come and work for you. A Glassdoor profile is a shop window for your brand, and jobseekers who have taken the time to find out more about you before they apply are always going to be higher quality candidates.
- **Avature:** It combines both sourcing and advanced online marketing in a single solution, so that finding and engaging critical talent ahead of business demand can be done easily and

at scale. Avature clients love the system because it can be configured to do many things in different ways in order to meet the unique recruiting needs for various locations, countries, or business units. Clients include Pfizer, Delta Airlines and CBRE among others.

- **Jobvite:** With Talemetry by Jobvite you get an enterprise-scale recruitment marketing platform with AI-powered automation and deep analytics capabilities to drive your candidate sourcing, nurturing, and conversion - plus the hands-on training, and best practices to make your talent acquisition team deliver predictable, successful results for your business. Clients include Eexlon, Silicon Labs and Trustwave.
- **Textio:** If you feel you lack the marketing skills to compete on attracting talent or if you're worried about the lack of gender balance in your organisation. Its smart algorithms can tell you how fast your job will fill compared to others in the market. It also has an 'augmented writing' capability that not only shows you the words and phrases that are likely to reduce the number of women (or men) applying for your vacancy but gives you alternatives that will ensure you fill the role more quickly and with a more diverse talent pool. Customers include P&G, J&J, Cisco etc.

RECRUITMENT ADMIN:

- **Mya:** Mya makes it fast, easy, and safe for companies to deploy and scale conversational AI for recruiting. It helps engage and convert visitors to applicants, screen and schedule applicants and source passive candidates. Clients include L'Oreal, Korn Ferry, Deloitte among others.
- **Eightfold:** It empowers enterprises to fill roles faster and at lower cost with talent rediscovery, efficient screening, personalized CRM, and much more. It also screens candidates anonymously and deploys real-time diversity analytics to prevent bias, measure equity efforts, and increase hiring of diverse talent. Customers include AirAsia, Booking.com, Capital One among others.
- **Convey IQ:** Delivers personalized applicant communication that companies need to ensure a remarkable applicant journey - Personalised email and SMS, on-demand digital interviews, analytics like a survey to measure candidate satisfaction. Its notable customers include The New York Times, Airbnb, and Zappos.
- **Workable:** Improves hiring team collaboration. Transparent communication, 2-way email sync and an intuitive interface keeps everyone up to speed. Customers include Ryan Air, M&S, Porsche among others.

ASSESSMENT:

- **Pymetrics:** They state they help level the playing field for everyone by using bias-free algorithms to match candidates using gamified neuroscience tests. Customers include Unilever, LinkedIn, Accenture etc.
- **Greenhouse:** A highly configurable platform with structured hiring tools like interview plans, interview kits, and scorecards that empower hiring teams to work better together. Clients include Airbnb, Pinterest, Booking.com among others.
- **Predictive Hire:** AI based conversational and intuitive interview platform that makes data-informed hiring decisions. Provides great candidate experience and feedback. For group interviews provides assessors with automated record keeping and aids fairer decisions while reducing overall workload. Clients include Qantas, Iceland Foods, Hudson etc.
- **Harver:** Harver is an AI-powered pre-employment assessment platform. Harver enables innovative teams to implement scientifically validated assessments and Situational Judgment Tests infused with a realistic job preview. Harver's proprietary AI algorithm measures a candidate's aptitude, culture fit, soft skills and ability to succeed throughout their career. Clients include Netflix, Zappos, KPMG among others.
- **HireVue:** Better hiring with AI based predictions. Its differentiators is incorporating Industrial-Organizational Psychology in its pre-hire assessments and interview analyses. Customers include Hilton, Unilever, HBO etc.