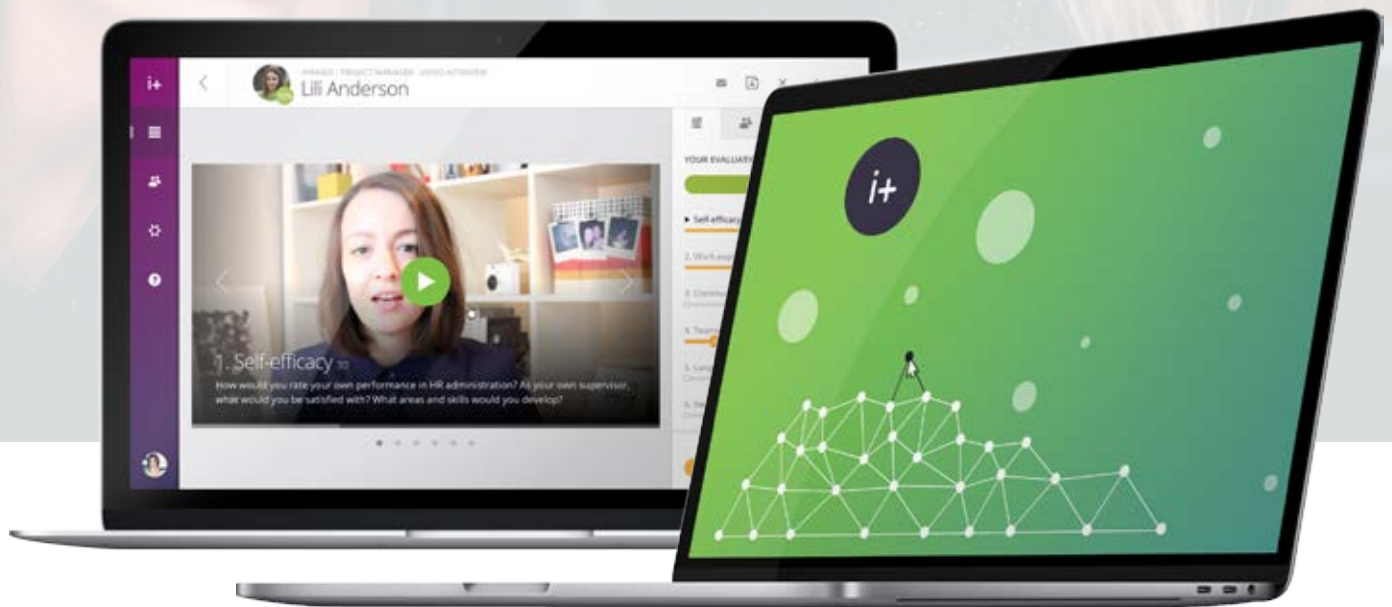


indivizo+

Data-driven recruitment to hire top talent

Cloud-based software with Automated Video Interviews, Serious Games, and ATS with Workflow Management



Deloitte.



commsignia



EFFICIENT RECRUITMENT PROCESS WITH MEASURABLE RESULTS

With the right tools and flow you will find the right talent in the most efficient way ever. **Take the guesswork out of your recruitment process and rely on data-based results with cloud-based software.**



REFERRAL PROGRAM

Let your colleagues bring you the most promising applicants with the right Referral Program.



CV PRE-SCREENING

Lay the foundations of an efficient data-based recruitment process from the beginning.



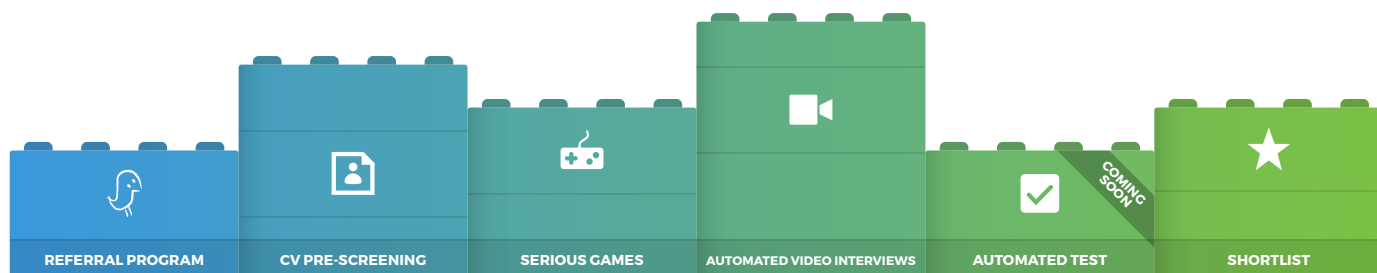
SERIOUS GAMES

Measure applicants' competencies automatically and compare them to your in-house benchmark.



AUTOMATED VIDEO INTERVIEWS

Focus on people and still save time by letting the software interview 100+ people in 1 day, even when you are not online.



BE DATA-DRIVEN

QUANTIFY THE PERFORMANCE OF YOUR CANDIDATES AND MEASURE THE EFFICIENCY OF YOUR RECRUITMENT PROCESS.



+300% INCREASE IN EFFICIENCY

Find and hire your future top performers faster than ever.



-79% TIME SPENT ON PRE-SCREENING

Save time for you and your colleagues and focus on what's important – people.



100% FLEXIBLE END-TO-END ATS

Create the workflow that fits your own processes for any of your positions.

+ Efficient

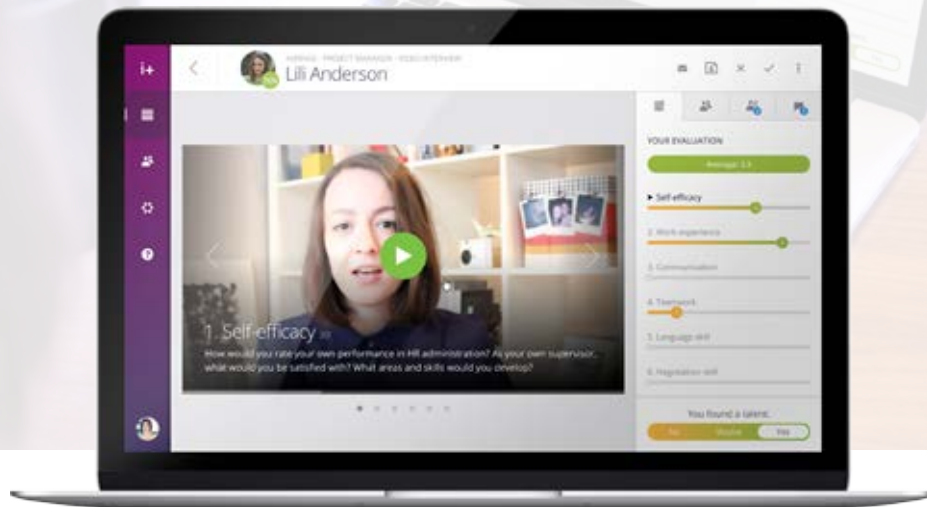
+ Automated

+ Flexible

+ Objective

Automated Video Interviews

Efficiency. Collaboration. Data-based results.



It's not like Skype.

Prepare your questions first, then the software runs the video interviews without you. It's a real interview situation and applicants have to answer as soon as a question appears. Your team can watch and evaluate the recorded videos anytime and anywhere.



1. ADD YOUR QUESTIONS

Come up with your own questions about personality, professional background, motivation and more or choose your from our competency-based question bank.



2. THE SOFTWARE RUNS THE INTERVIEW

Don't worry about endless scheduling. Our software automatically sends out all invitations, runs the interviews and records the videos for you. Even hundreds of them at once.



3. EVALUATE THE VIDEO ANSWERS

Once the videos are recorded, it's time for collaboration. Your team can watch, evaluate and shortlist the candidates anytime, anywhere.

Serious Games

Hire high performers in less time, while they play



Gamify your screening & build your brand

Use video games to measure cognitive competencies, like never before. This innovative tool enables you to have real time, powerful and data-based insights about such important skills like logical thinking, planning, problem-solving and more to make sure you hire the right people to the right roles.



1. SET THE BENCHMARK PROFILE WITH YOUR TOP PERFORMERS

Identify on-the-job abilities and set up objective data-based benchmarks to compare your candidates to.



2. INVITE YOUR APPLICANTS TO PLAY A SHORT GAME

While they're having fun, you get behaviour-based analysis on their competencies within 10 minutes.



3. COMPARE YOUR APPLICANT'S PROFILE WITH THE BENCHMARK

Find the best talent with the right skill set for every position easily, based on clear, measurable results.

Europe's leading Referral Program

Integrated to Indivizo, powered by Firstbird



Efficient, rewarding, authentic

We love to provide you a tool that hits three birds with one stone, so we teamed up with Firstbird to offer an employee Referral Program, that brings you just that: it's the most efficient way to hire talent faster and cheaper, while it's rewarding for your employees and builds your employer brand in the most authentic way.



1. PERSONAL REFERRALS

You invite your employees to become your Talent Scouts. Your employees know your company and its culture and they know people from all different areas of life.

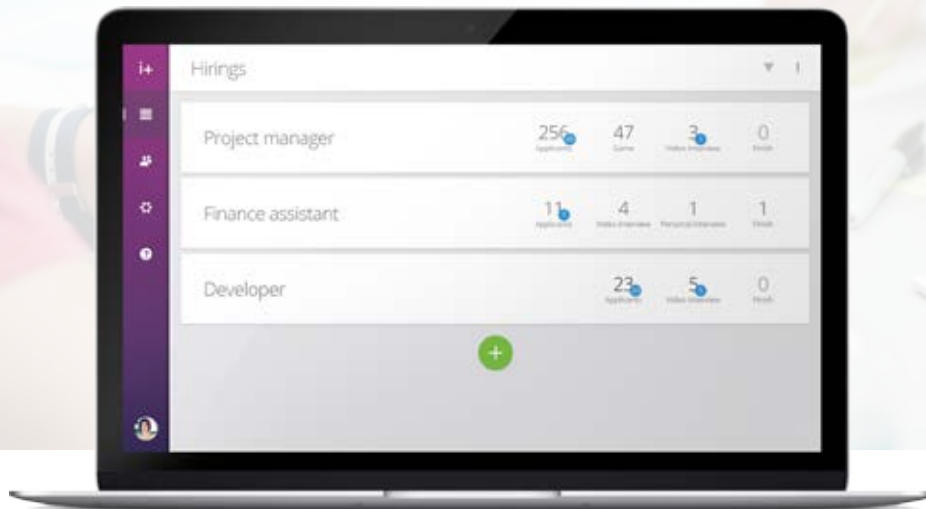


2. APPLICANT SCREENING

You can create your own recruitment process and screen your applicants with tools like Serious Games and Automated Video Interview.

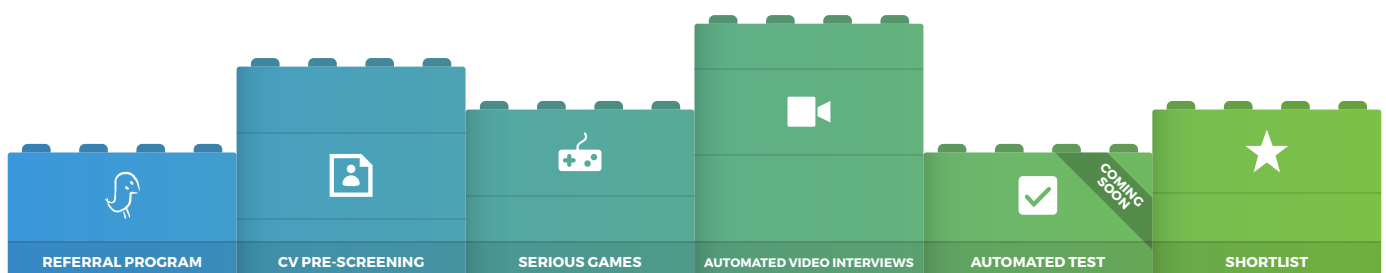
ATS with Flexible Workflow Management

Cloud-based platform and powerful tools to build the workflow you need



A flexible flow to each of your hirings

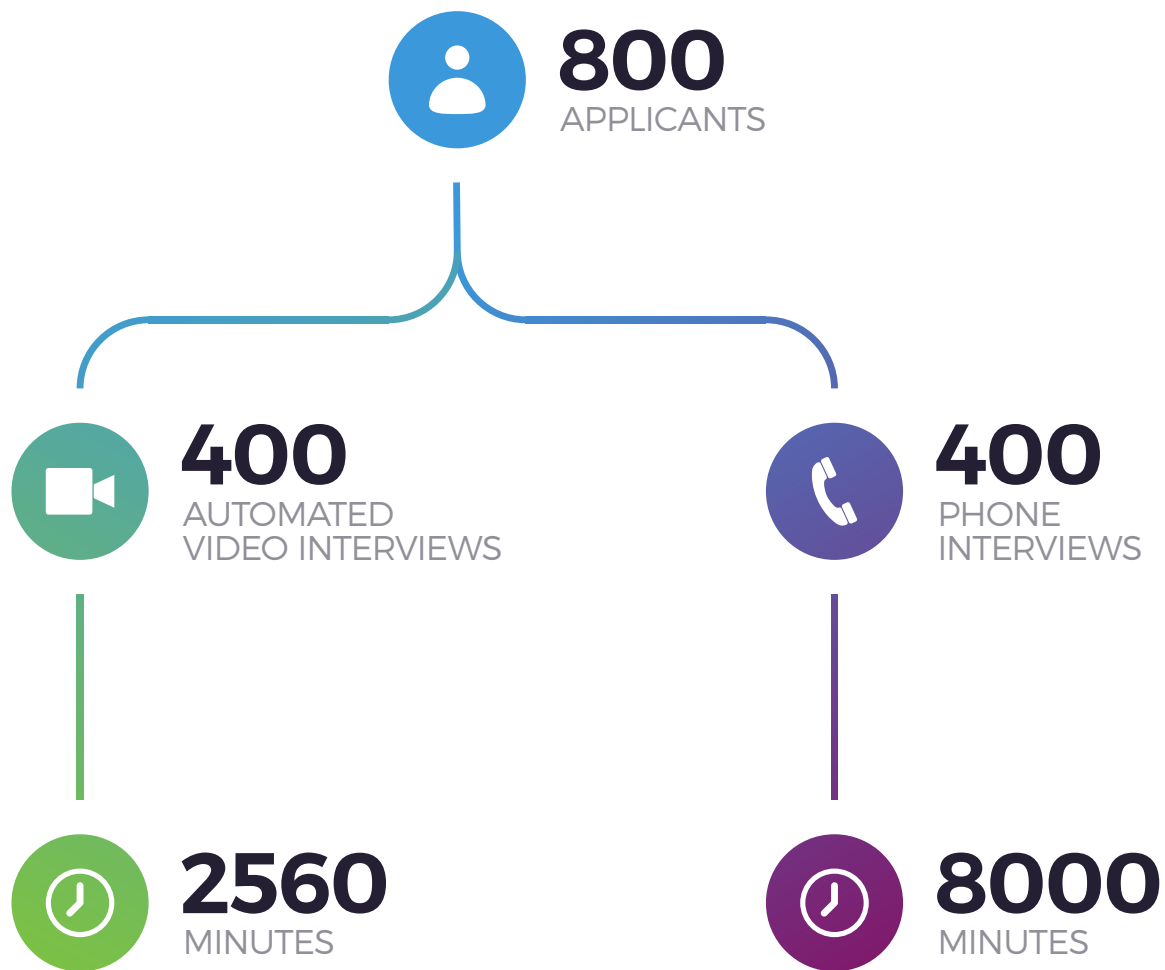
We have collected everything you need to optimise the recruitment process for each and every one of your hirings. Our innovative tools include **Automated Video Interviews** that save you time to focus on people, our **Serious Games** help you measure your applicants' performance objectively, and many further features that provide you with **data-based insights** to make better recruitment decisions. We understand that every hiring is different, and it's vital to be organised, so we developed our **100% flexible end-to-end ATS (applicant tracking system) platform** to match all of your recruitment needs.



CASE STUDY

Meet better candidates faster

One of the world's largest HR service providers tested our video interview solution for a recruitment project at the Budapest Airport. A total of 800 applications were received—400 were interviewed over the phone, while the other 400 were pre-screened by our video interviews.



RESULTS

- + **3x less time** spent with pre-screening
- + Applicants who were pre-screened with video interviews **remained more motivated** throughout the recruitment process
- + **7x better quality** pre-screened applicant pool for the next recruitment round

BENEFITS

- + **See the person behind the CV** in a real interview situation and never miss out on new talent.
- + **Increase the quality** of pre-screened applicants and only meet top candidates.
- + Significantly **reduce time** spent pre-screening and selecting.

CASE STUDY

Reduce time to hire drastically



“Using Indivizo enabled a lean and effective recruitment process.”

Didrik Sandaker Bye, Recruitment Advisor, Telenor Global Shared Services AS

Telenor Group in Norway received hundreds of applications for their management trainee program and decided to test the automated video-interview tool offered by Indivizo. 150 applicants were invited to video interviews, all of which were completed within 6 days. Instead of spending weeks scheduling interviews, 150 recorded video interviews were ready to be evaluated by Telenor so they could proceed with the best applicants!



BENEFITS

- + Speed up your hiring process and find the best talent fast.
- + Share videos of the best applicants with all decision-makers.
- + Build your employer brand with our innovative technology and built-in ATS.



Real life **success** stories from the world of recruitment

We have multiple positions open at the same time and our managers are part of our recruitment process, they meet multiple candidates personally.

The video interview helps us set up personal interviews with only those candidates who fulfil not only professional requirements, but their communication and persuasion skills are also advanced. This helps us help our managers manage their time more effectively.



Considering time management, this is the best possible solution. Our phone pre-selection process has been completely replaced by video interview.


It is so much more effective for everyone: we don't need to coordinate separately with the applicant when would be a good time for a call. They can record the video independently, whenever they want, and us, as well as the managers, can watch the videos whenever we want.




indivizo+

LET'S TALK!

WE WOULD LOVE TO HEAR FROM YOU!

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[CONTACT US](#)