

indivizo+

The power of innovative recruitment in brand building



CASE STUDY
NISZ LTD. (NATIONAL INFOCOMMUNICATIONS SERVICES)



The client

The government and competitiveness of Hungary today are no longer conceivable without modern, uncomplicated and user friendly public services. The aim of NISZ Ltd. is to promote citizens' access to these advanced e-government solutions. Besides this, NISZ Ltd. provides full infocommunication services to the whole clientele of public administrators, relying on the latest infocommunication technologies.

The problem

Recruiting for multiple client service positions was highly time consuming, partly due to the necessary arrangements for filling out professional tests and the coordination between various establishments at different locations.

The results

The tailor-made, benchmarked process containing Automated Tests and Video Interviews has proven to be outstandingly advantageous.



The pre-screening **time decreased** radically.



Cooperation between decision makers at different locations got significantly **simpler**.



NISZ Ltd. could establish itself as an **innovative, exciting and interesting** employer on the job market.

The background



Szilvia Szabó

NISZ Ltd.

HR Business Partner

As innovation has key importance for our whole company, we wanted to make sure that this reflects in our HR activities as well. Indivizo became our perfect partner on this mission: it offered a forward-looking and fresh solution, that helped us with reaching a younger workforce, thus on top of optimising recruitment it is also great for brand building.

When our candidates express their surprise about a national company hiring in such a trendy and fun way, we know we are on the right track.



András Holics

Indivizo

Co-Founder & CEO

We were really glad to see the openness of NISZ Ltd.'s HR department in welcoming our innovative, data-based tools. During our cooperation we set ourselves two main goals. First, to provide applicants with a positive and memorable experience, thus strengthening the brand of NISZ Ltd. as an employer. Second, to make the hiring process more efficient, enabling HR and all decision makers to save significant amounts of time and money.

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The process

NISZ Ltd. introduced the competency-based recruitment method for three roles: client service assistant, desktop support technician and error reporting operator. The first step was to collectively develop our hiring process that contained two Serious Games, an Automated Test, an Automated Video Interview and finally, a personal interview. This was followed by creating a benchmark and profiling, during which we asked employees to play the games in order to assess the competence-profile we planned to use as the base for comparison for new colleagues.

“Introducing Indivizo proved to be a great experience for us as we did not simply receive a system or technology to use but also truly relevant HR-support enabling us to establish processes that make recruitment for the aforementioned positions really efficient,” Szilvia explained. “The surface is completely user-friendly, which made it very easy to learn its navigation, furthermore, in the meantime we always got immediate and thorough responses for our questions, so working together was absolutely seamless.”

The results in numbers





Serious Games

They made candidates see NISZ Ltd. as an innovative, exciting and interesting company, which was greatly appreciated.



Automated Test

Appropriately compiled online tests offer the assessment of factual knowledge in the same quality as traditional written quizzes. By eliminating the need to arrange and negotiate individual appointments for implementing tests, this hiring step enabled HR to save the outstandingly remarkable amount of 14 working days.



Automated Video Interview

An often surprising experience outside of applicants' comfort zone, nevertheless, it offers the tangible advantage of letting them record their interview when and where it is convenient. From an HR point of view this tool is an amazing filter that quickly reveals if someone does not have the required professional experience, while with its collaborative functions it also saves time for decision makers and shortens the final, personal interview as well.

“Originally we introduced Indivizo for three positions only, but as its ATS system was so convincing, we later decided to carry out all of our recruitment projects with it. It is user friendly, uncomplicated and simply, just great.” Szilvia Szabó, NISZ Ltd., HR Business Partner



Kata Illés

Indivizo

Co-Founder & CEO

We are very proud of this project as it proved again that creating a well-functioning hiring process is not a question of budget and not only available to already recognized brands. The whole thing is up to those with a progressive attitude within the organization, who welcome challenges and want to find answers to the questions and issues of the changing labor market.

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LET'S TALK



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