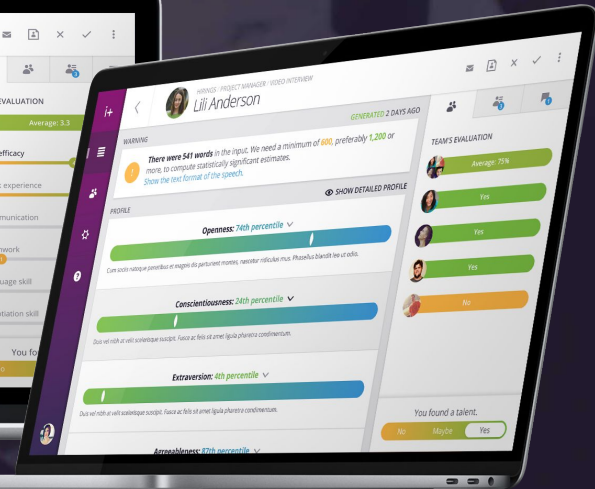
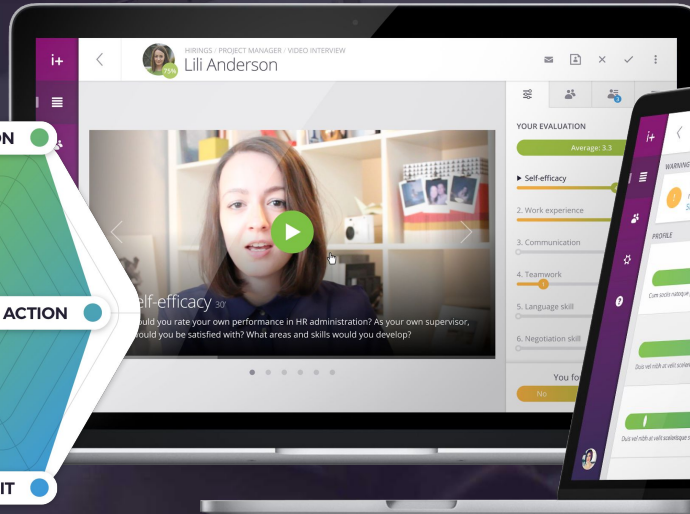
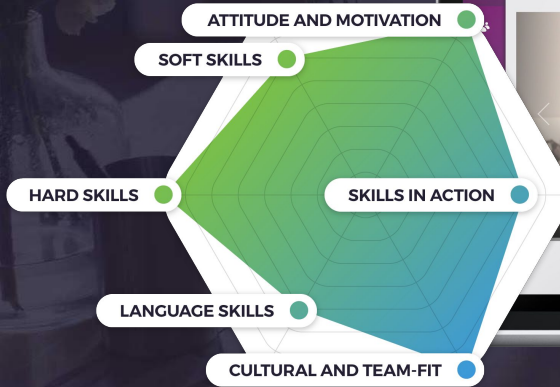


# indivizo+

# Indivizo Partnerships



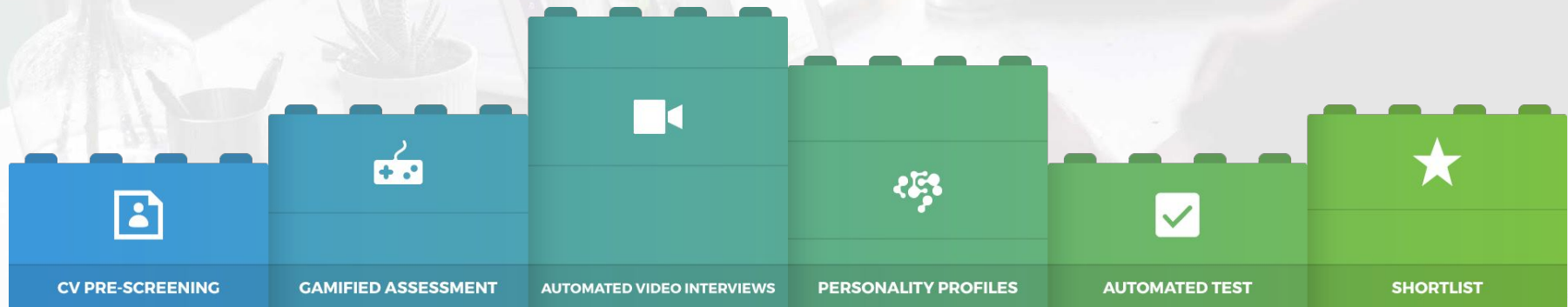
# DATA DRIVEN RECRUITMENT

A flexible workflow with powerful screening tools

CUSTOM  
FLOW

We collected everything your customers need to optimise their recruitment process.

Our innovative tools include **Automated Video Interviews** that save you time to focus on people - just let the app interview up to even 100 people in a single day without you having to be online. With the help of IBM Watson's **Artificial Intelligence** features we can analyse the content of the pre-recorded video interviews to create the candidates' personality profiles. Use **Automated tests** by putting together your questions while the system arranges the process for you - from invitations, through execution. These features provide you with **data-based insights** to make better recruitment decisions. As every hiring is different, we developed our **100% flexible end-to-end ATS** (applicant tracking system) platform to match all of your recruitment needs.





# AUTOMATED VIDEO INTERVIEWS

## It's not like Skype.

Prepare your questions first, even boost them with pictures and videos if you want, 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

Find and hire your future top performers faster than ever.



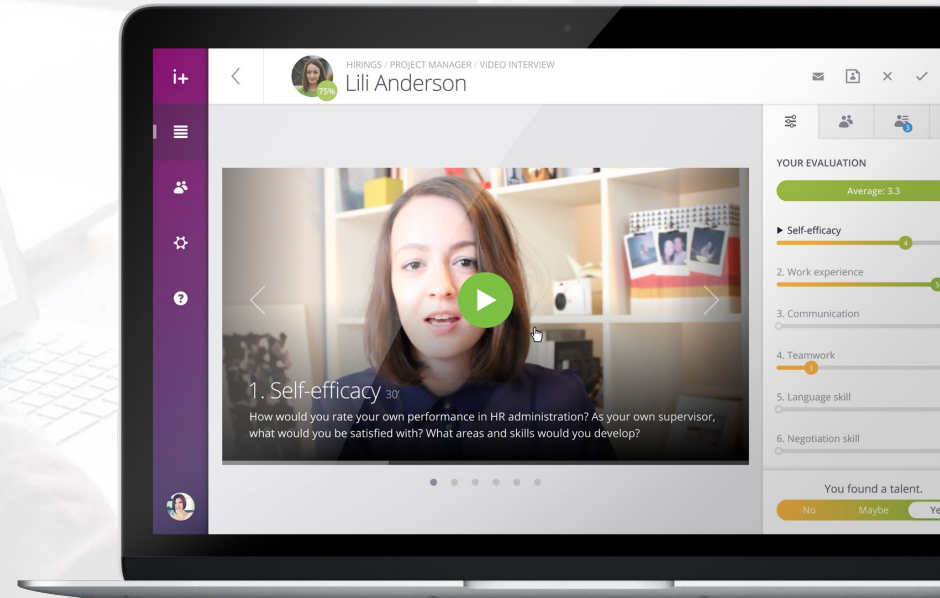
### 2. THE SOFTWARE RUNS THE INTERVIEW

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



### 3. EVALUATE THE VIDEO ANSWERS

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



# FEATURES THAT MAKE IT **WORK**

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## **AUTOMATED VIDEO INTERVIEWS**

In this new era of recruitment you can focus on personalities while gaining invaluable insights into your candidates' soft skills.



## **OBJECTIVE COMPARISON**

By ensuring that every applicant answers the exact same questions, it is also easy to take biases out of your recruitment process.



## **VOTING & EVALUATION**

Your team can check the videos anytime, anywhere and turn impressions into data by giving points and voting for the best talents.



## **APPLICANT SHARING**

It's easy as pie - and you decide when to cut it. Pre-screen alone, then share a shortlist or let your team watch every applicant.

# REFERENCES



FINANCE & INSURANCE

TELECOMMUNICATION

OIL & GAS

FMCG

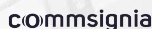
TECHNOLOGY

ENERGY

MANUFACTURING

PROFESSIONAL SERVICES

TRANSPORTATION & LOGISTICS



# BENEFITS FOR OUR PARTNERS

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Give a **powerful tool** to your customers that lets them optimise their recruitment processes. Since we know that every company and position is different, we created the most **flexible system** to satisfy all needs.

- + Easy extra revenue for your business
- + Build your brand by providing more solutions
- + Get valuable profiles from applicants
- + Improve the experience with integrations
- + Generate leads with co-marketing
- + Be a pioneer with innovative tools





## PARTNERSHIP MODELS

# 1. Referral partner

- **Provides qualified sales leads to Indivizo HQ**
- **No revenue target commitment**
- **Indivizo HQ manages leads**
- **Receives flat 10 % referral fee of referred business revenue**
- **Education and marketing support provided by Indivizo HQ at launch**



## PARTNERSHIP MODELS

# 2. Reseller partner

- **Continuous education and marketing support provided by Indivizo HQ**
- **Co-marketing possibilities/e-mail campaigns/custom landing pages**
- **Coordination of leads and account management jointly and/or in a pre-agreed format with Indivizo HQ**
- **Reseller partner contracts clients directly with Indivizo HQ as a co-signer**
- **Local pricing structure pre-agreed with Indivizo HQ**
- **Commitment to annual revenue targets required**
- **Comission structure available (new business: 25%-35%, contract renewal:15%)**
- **Reporting required**
- **Indivizo demo account provided**
- **Optional localisation**
- **Optional brand exclusivity**





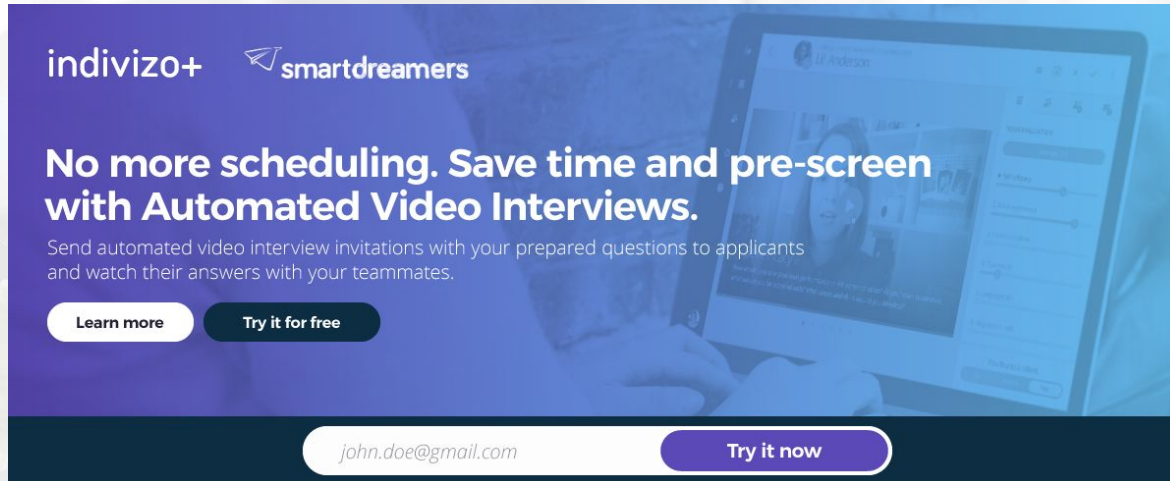
## PARTNERSHIP MODELS

# 3. Exclusive Distributor\*

- **Continuous education, tech and marketing support provided by Indivizo HQ**
- **Coordination of leads, sales activities and account management jointly with**
- **Indivizo HQ's dedicated manager**
- **Distributor contracts clients directly**
- **Local pricing structure pre-agreed with Indivizo HQ**
- **Salary with target based comission provided**
- **Regular reporting required in Indivizo systems**
- **Indivizo local demo account and accesses provided**
- **Local office with local account manager provided**
- **Fully localised systems and brand exclusivity**

*\*Available upon existing cooperation of min. 1 year  
Terms and conditions are not fully listed and TBD*

# 7. Marketing tools



A banner for Indivizo+ and SmartDreamers. The background is a blurred image of a person's hands typing on a laptop. The laptop screen shows a video interview interface with a woman's face. The text is overlaid on the left side of the banner.

indivizo+ smartdreamers

## No more scheduling. Save time and pre-screen with Automated Video Interviews.

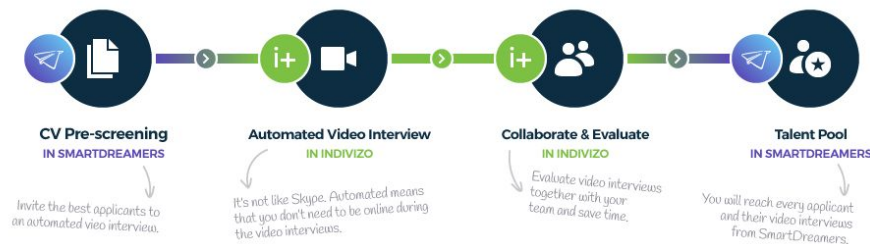
Send automated video interview invitations with your prepared questions to applicants and watch their answers with your teammates.

[Learn more](#) [Try it for free](#)

[Try it now](#)

## See the person behind the CV.

Optimise your recruitment process with Automated Video Interview and Collaboration.



## Examples of potential marketing tools

- + Branded landing page
- + Email campaigns
- + Social media ads
- + Content marketing
- + Cold calls
- + Presentations at conferences

# 8. Partnership roadmap

## RESELLER MODEL



\*From 2 to 6 weeks in general (without integration)

## 9. 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.



indivizo+

## 9. CASE STUDY

# Time to hire drastically reduced

Telenor Group in Norway received hundreds of applications to their management trainee program and decided to try and test the video interview tool offered by Indivizo. 150 applicants were invited to the video interview, all of which were completed within the next 6 days. Instead of weeks of work with scheduling interviews, 150 recorded video interviews were ready for Telenor to proceed with the best applicants available at that moment!

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

**Didrik Sandaker Bye**

*Recruitment Advisor, Telenor Global Shared Services AS*



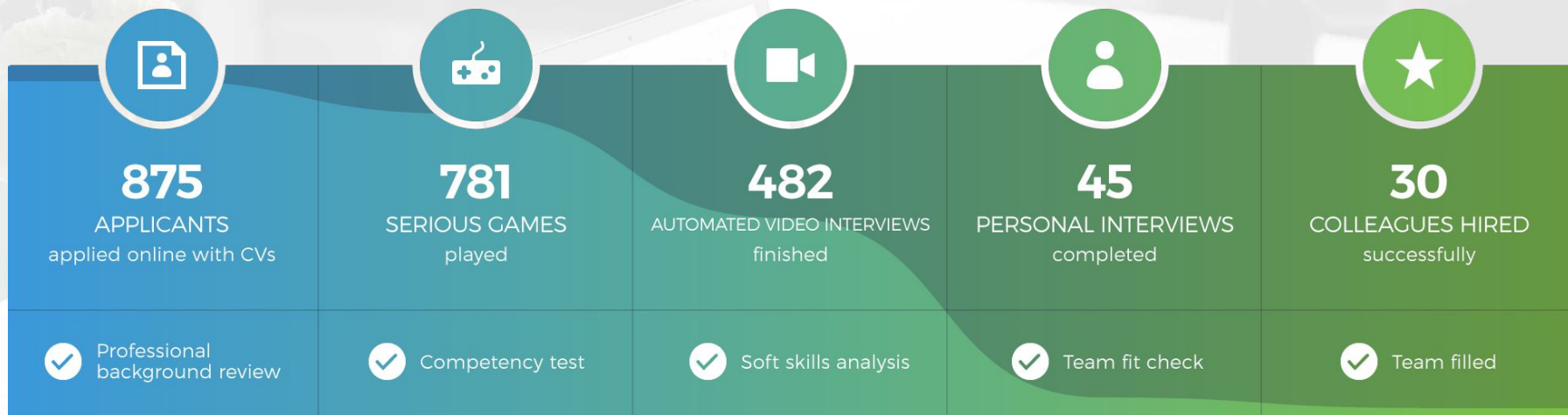
indivizo+

## 9. CASE STUDY

**New hires reached**  
**95%** of top performers'  
**KPIs in 3 months.**



RECRUITMENT FLOW  
FOR TELEKOM,  
BY INDIVIZO





indivizo+

**LET'S TALK**



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