



## VIDEO INTERVIEWING

Cadient Talent has partnered with Spark Hire to provide Video Interviewing. Video interviews allow hiring managers to gain more insight into candidates in far less time than traditional phone screens or in-person interviews.

### HOW DOES IT WORK?

- Hiring managers can send video interview invitations to their candidates directly from Cadient Talent
- Candidates can access their interview from any device, including mobile phones
- Once the video interview is completed, Spark Hire will provide a link to the results which will be available within the hiring process in Cadient Talent
- Recruiters/hiring managers can review the completed video interviews at their convenience
- Companies have the option to brand their candidate experience with a logo, colors, pictures, videos, and more

### AVAILABILITY

The Video Interview feature is available for both the position-based and requisition-based job solutions.

## WHAT ARE THE TYPES OF VIDEO INTERVIEWS?



### ONE-WAY INTERVIEW

An asynchronous video interview in which candidates record video responses to interview questions on their own time. Recruiters/hiring managers can then review the completed video interview at their convenience.



### LIVE INTERVIEW

A real-time interview in which you connect with your candidates face-to-face via webcam on a specific date and time. The live interview is automatically recorded and available for other members of the hiring team to review.



### WHAT ARE THE BENEFITS OF VIDEO INTERVIEWS?

1. Replace the phone screen/preliminary interview
2. Ensures consistent processes across managers and locations
3. Screen candidates faster than ever before
4. Connect with candidates no matter their location
5. Brand your organization as innovative and modern to candidates
6. Learn more about candidates in less time
7. Improve recruiter and hiring manager collaboration
8. Eliminate scheduling challenges
9. Review interviews anytime, anywhere
10. Only invest time and effort into the best candidates
11. Avoid bad in-person interviews

### WHY ARE EMPLOYERS USING VIDEO INTERVIEWS?

- High volume job applications
- Poor quality in-person interviews
- Lengthy hiring process
- Lack of collaboration between recruiters and hiring managers
- Non-local candidates
- Issues evaluating cultural fit/personality early in the hiring process

**READY TO GET STARTED?**  
Request a Live Demo  
Contact us at [sales@cadienttalent.com](mailto:sales@cadienttalent.com)  
Or +1-866-332-1771, ext. 2