



Quarterly Product Release

July 2024

Key Strategic Product Themes



Candidate Experience

Excellent experiences that keep candidates excited and involved, improve application completion, and contribute to your brand loyalty



Identifying Potential

Matching candidates to the opportunity where they can be personally successful and deliver the most value for you



Intelligent Automation & Analytics

24/7 pipeline that provides candidates with immediate responses, shortens hiring time, and reduces TA staff tasks so they can focus on human touch



Enterprise Strength

Robust performance, global standards for data security and accessibility, with the configuration tools and reporting you need



Release Highlights



Intelligent Automation & Analytics

- More Assessment Scores available via ATS integrations to keep Hiring Teams in their ATS as the system of record allowing customers to have all data at their fingertips when making hiring decisions.



Identifying Potential

- Introducing Game-Based Assessments to T2O! A great way to assess cognitive abilities, emotional intelligence, and personality traits. These competencies and traits, together with other job-related competencies allow us to offer a more comprehensive picture of a candidate's proficiencies allowing us to better predict their success in a given role.



Enterprise Strength

- Greater scheduling data access and accessibility.



HireVue T20 Product Peek



T2O PLATFORM

As you know, our new platform is here....T2O! Future product release communications will now include updates for T2O as the focus but may feature updates that need to occur in a legacy platform.

Please check the bottom left corner of each slide to know which platform we are referring to.



T2O



Intelligent Automation & Analytics



T2O – ATS Integration Results Updates



Updates	Why it's Exciting
Coding Scores	Customers can keep their system of record (applicant tracking systems) informed of Coding challenge results! Coding results are now available for customers for any of our HireVue authored integrations in T2O and are also available in the Public API.
Career Stability Scores	HireVue provides many data points when leveraging our Virtual Job Tryout assessments. Career Stability Score is now available to be sent back to the details/comments sections of all HireVue authored Integrations in addition to the Overall fit score. Allowing customers to have all data at their fingertips when making hiring decisions.
Reviewer Score	The reviewer score is now sent back to the ATS in the details/comments sections for the following ATS's: ORC, Taleo, SmartRecruiters, SuccessFactors (Odata and CPI), Infinite Brassring, Greenhouse, and Clear Company.

T2O

Coding/Career Stability features require customer Identifiers to be enabled. Reviewer score is automatically sent back in details/comments when present on an interview. Reach out to your account team with any questions.



T20 – Results Updates – Coding Scores/Career Stability



Implementation Preview - montage_dpt1

W

Search

1 of 77

Lara Summers

For: R-00464 Integration Engineer - OAuth

Actions

Phone Email

Summary Overview Recruiting History Attachments Reminders Interview Screening Employment Offer Personal Notes

Assessments Background Check History References

Job Application Lara Summers - R-00464 Integration Engineer - OAuth

Overall Status: HireVue On Demand - Submitted

Submitted by: Anton Mezko

Overall Date: 07/11/2024

2 items

Assessment Test	Score	Status	Date	Comment	Results URL
Integrations Engineer Assessment	5	Excellent Fit	07/11/2024	Stage 1 of 3 VJT (On Demand Video) - Status: Submitted - Response Score: 100 - Assessment Score: 5 - Assessment Band: Excellent Fit - Overall Fit Scores: - Career Stability: 5/5 - Score Details (Overall Performance): 5/5 - Code Score: 100 - Advancement: Complete	https://sdev.hvue.io/XcYGXvuuF-s_xls
	Total: 5				

T20

Workday Example of new scoring results - Coding Scores and Career Stability options



T20 – Oracle Recruiting Cloud – Results Updates



Updates	Why it's Exciting
Flexfields	Customers can now take advantage of Oracle Flexfields feature to store additional attributes of the assessment results in the candidate profile. By utilizing these flexfields customers can also take advantage of Fast Formulas to automate their CSPs in Oracle in a streamlined and more efficient way.
New Format for Comments Sections	Small updates were made to clean up the comments sections to allow for easier reading of the results.

T20

This new feature will require configuration prior to usage. Please contact your account team to access.



T20 – Oracle Recruiter Cloud – Results Updates and Flex Fields



Assessments

VJT	View Results	...
Comments [Stage 1 of 3 (On Demand Video); Status: Submitted; Assessment Score: 5; Overall Fit Scores: Career Stability: 5/5; Score Details (Overall Performance): 5/5; Code Score: 67; Advancement: Complete;]		
CodeChallenge Requested by Anthony GrahamMH on 7/11/2024		
Status Completed	Career Stability Score 5	
Assessment Percentile	Response Score	
Score 5	Code Average Score 67	
Band Excellent Fit	Stage Advancement Complete	
Stage Step 1 of 3	Average Stars	
Stage Title	Recommended	
Stage Type On Demand Video	Not Recommended	
Stage Status Submitted	Reviewer Score	

T20

ORC example of new scoring results - Coding Scores and Career Stability options and Flex Fields



T2O – SmartRecruiters – Results Updates



Updates	Why it's Exciting
Option to adopt new formatting of T2O results in SmartRecruiters candidate profile.	Allow for customers to easily digest the results of candidates as they move through the T2O Workflow

T2O

This new feature will require configuration prior to usage. Please contact your account team to access.



A look at what changed – T20 SmartRecruiters Results



Before: Current format of results

UAT: On Demand Video Template •

- 0 Excellent Fit • Stage 1 of 2 (On Demand Video) - Status: Submitted - Assessment Score: 4 - Advancement: Complete
- 0 4/5 Stage 2 of 2 (Live Video) - Status: Scheduled

After: Updated formatting

UAT: On Demand Video Template •

- 0 0 4/5 Excellent Fit • Stage 2 of 2
 - ↳ Stage 1 of 2 •
 - On Demand Video • Submitted
- ↳ Stage 1 of 2 Assessment Score •
 - 4/5 Assessment Score
- ↳ Stage 1 of 2 Advancement •
 - Advancement • Complete
- ↳ Stage 2 of 2 •
 - Live Video • Waiting on candidate

Identifying Potential



T2O – Game-Based Assessments



Updates	Why it's Exciting
Support for game-based assessments on T2O	<p>Game-Based Assessments are a great way to assess cognitive abilities, emotional intelligence, and personality traits. These competencies and traits, together with other job-related competencies allow us to offer a more comprehensive picture of a candidate's proficiencies allowing us to better predict their success in a given role.</p> <p>Game-Based Assessments are a new offering on T2O!</p>

T20 – Game-Based Assessments



Candidate Experience

HireVue

Games 1 of 2

Games To Play

Please complete the 2 games below for your interview.

Digitspan
Numbers memory and recall.
~7 min
Begin

Shapedance
Shape recognition and spacial awareness.
~7 min

HireVue

Level 5 Game Time 0:11
Level Timeout

Submit

HireVue

Digitspan
Numbers memory and recall.
 Complete

Shapedance
Shape recognition and spacial awareness.
 Complete

Good Job
Good Job! You've completed all the games for this section.

Next

T20

Reach out to your account team for more information.



Coming later
this year!

Language Skills Assessments

Four Skills Language Assessment

- Writing, Reading, Speaking, Listening
- Configurable to assess one or more skills and can be configured through HireVue as a holistic candidate journey

CEFR Standard Results

- Industry standard for representing language skill level

Can be contextualized to industry and use case

- Industry specific jargon and terms

Targeting multiple languages

- English is our top priority with Spanish being a secondary priority at launch

Enterprise Strength



T20 – Scheduling Assistant Grid Improvements



Updates	Why it's Exciting
Platform updates were made to improve load times of data and provide better UI experience.	<p>Customers, especially high volume customers, will benefit from greatly improved load times.</p> <p>We also expanded the grid's accessibility with better keyboard navigation and visually updated the UI with more intuitive search/sort/filter capabilities, for a better user experience.</p>

A leading financial customer already saw page load times go from 12-16 seconds to 376 milliseconds

T20

This feature is available to any customer to enable, reach out to your account team.



A look at what changed – T20 Scheduling Grid Improvements



Before:

Scheduling Assistant Requests

Outstanding		Fulfilled				
Cancel Request						
Candidate	Interviewer	Recruiter	Job Title	Stage Typ...	Requested On	Status
Testrf Jay1	Amrita Bardhan	Jay Stillman	Live Video	Live - Video	7/9/2024 8:44 PM	Waiting for Intervie...
Jay Test	Amrita Bardhan	Jay Stillman	Live Video	Live - Video	7/9/2024 8:44 PM	Waiting for Intervie...
Brand News	Jay Stillman	Jay Stillman	6 Stages of Truth	In Person	5/29/2024 10:02 PM	Waiting on Candidate
<input type="button" value=""/> <input type="button" value=""/> <input type="button" value="1"/> <input type="button" value=""/> <input type="button" value=""/> <input type="button" value=""/> <input type="button" value=""/> items per page						1 of 3 of 3 items
0 Selected <input type="button" value="Deselect All"/> <input type="button" value="Select All On Page"/>						

After:

Expanded the grid's accessibility with better keyboard navigation and visually updated the UI for a better user experience.

Scheduling Assistant Requests

Requested On: Jun 16, 2024 – Jul 16, 2024 <input type="button" value="X"/>																			
<input type="checkbox"/>	Candidate	↓	↑	Recruiter	↓	↑	Interviewer	↓	↑	Job Title	↓	↑	Requisition	↓	↑	Request Status	↓	↑	Stag
<input type="checkbox"/>	Callie Cross	<input type="button" value=""/>	Job C	<input type="button" value=""/>	<input type="button" value=""/>	jobC	<input type="button" value=""/>	<input type="button" value=""/>	Canceled	<input type="button" value=""/>	<input type="button" value=""/>	Live							
<input type="checkbox"/>	Brian Berington	<input type="button" value=""/>	Job B	<input type="button" value=""/>	<input type="button" value=""/>	jobB	<input type="button" value=""/>	<input type="button" value=""/>	Canceled	<input type="button" value=""/>	<input type="button" value=""/>	Live							
<input type="checkbox"/>	Alexander Albertson	<input type="button" value=""/>	Job A	<input type="button" value=""/>	<input type="button" value=""/>	jobA	<input type="button" value=""/>	<input type="button" value=""/>	Waiting on Candidate	<input type="button" value=""/>	<input type="button" value=""/>	Live							

T2O



T2O – Cookie Consent Updates



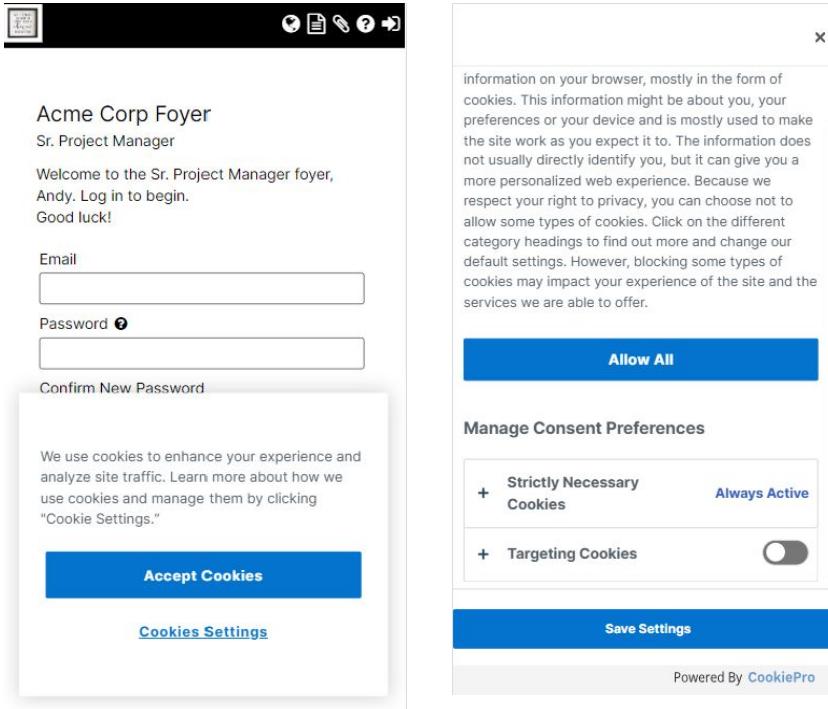
Updates	Why it's Exciting
Updated List of Cookies	Upon review, additional cookies have been added and classified as essential or non-essential (targeting). This provides transparency for Candidates and compliance with HireVue and our customers.
Updated Defaults	While this will remain a configurable feature, we've changed the default behavior to display the consent popup for candidates. We are also enabling this feature for all customers in all environments that did not have cookie consent enabled (i.e. if you did not have this enabled, candidates will now see a cookie consent message upon arrival to a T2O page).

T2O

This new feature is automatically updated and will be generally available on August 1st. Any questions please contact your account team.



T20 – Cookie Consent Updates



Acme Corp Foyer
Sr. Project Manager

Welcome to the Sr. Project Manager foyer, Andy. Log in to begin. Good luck!

Email

Password ?

Confirm New Password

We use cookies to enhance your experience and analyze site traffic. Learn more about how we use cookies and manage them by clicking "Cookie Settings."

Accept Cookies

[Cookie Settings](#)

information on your browser, mostly in the form of cookies. This information might be about you, your preferences or your device and is mostly used to make the site work as you expect it to. The information does not usually directly identify you, but it can give you a more personalized web experience. Because we respect your right to privacy, you can choose not to allow some types of cookies. Click on the different category headings to find out more and change our default settings. However, blocking some types of cookies may impact your experience of the site and the services we are able to offer.

Allow All

Manage Consent Preferences

Strictly Necessary Cookies	Always Active
Targeting Cookies	<input checked="" type="checkbox"/>

Save Settings

Powered By [CookiePro](#)

T20

This new feature is automatically updated and will be generally available on August 1st. Any questions please contact your account team.



T20 – Additional Candidate Contact



Updates	Why it's Exciting
Flexibility around candidate communication following an On Demand Video or On Demand Voice Interview	<p>Previously, if the standard survey was used, candidates did not receive an email at the conclusion of their On Demand Video experience. Now, customers can send that email, even with the standard survey.</p> <p>Customers: Hiring Teams can add an additional touchpoint with the candidate, drive survey engagement, and/or offer candidates additional resources. Promoting customers can use this email as an “outro.”</p>
'Smart' merge field knows if a candidate has seen a survey in-line	The merge field will pull a language resource and will populate if there is a survey for On Demand Voice or Video, and will not show if there is not a survey link, creating the most flexibility for customers and candidates alike.

T20

This new feature will require configuration, Please reach out to your account team



T20 – Additional Candidate Contact – Smart Merge Field



Before: Dear \${Candidate.FullName},

Thank you for completing your \${candidate.InterviewType}. \${Customer.Name} is currently reviewing your responses to connect you to the right opportunity.

Your experience is very important. Please take a moment to complete a survey. [Click here](#) to begin.

Thank you for your interest in \${Customer.Name}

After: Dear \${Candidate.FullName},

Thank you for completing your \${candidate.InterviewType}. \${Customer.Name} is currently reviewing your responses to connect you to the right opportunity.

[\\${SurveySentence}](#)

Thank you for your interest in \${Customer.Name}

HV4 – SSO – Configurable Auto-Provisioning Switch



Updates

In SSO Configuration settings, we have added a feature switch "Auto Create IDP-Authenticated Users." If enabled, users authenticated by the Identity Provider will be automatically created in HireVue the first time they log in. Previously this was not configurable and always auto-provisioned users.

Why it's Exciting

Customers can better control who is created in HireVue. This is especially important to customers leveraging the new Auto Evaluator Assignment link through their ATS integration.

It prevents users within their organization from accessing HireVue without being created by the customer through other means.

Now customers can disable this feature switch and prevent users from being automatically created in HireVue.

HV4

This new feature is automatically updated. Any questions, please contact your account team.



A look at what changed – HV4 SSO



HireVue Positions Templates Evaluations Candidates Analytics

Integration Errors

SSO Configuration

Integration Settings

SSO Configuration

Learn More

Enable SAML authentication

Show SAML NameID

Expect encrypted assertion in SAML responses

Block Disabled SSO Users

Auto Create IDP-Authenticated Users ?

SSO Binding

HTTP POST

Default Role

Evaluator

Upload settings

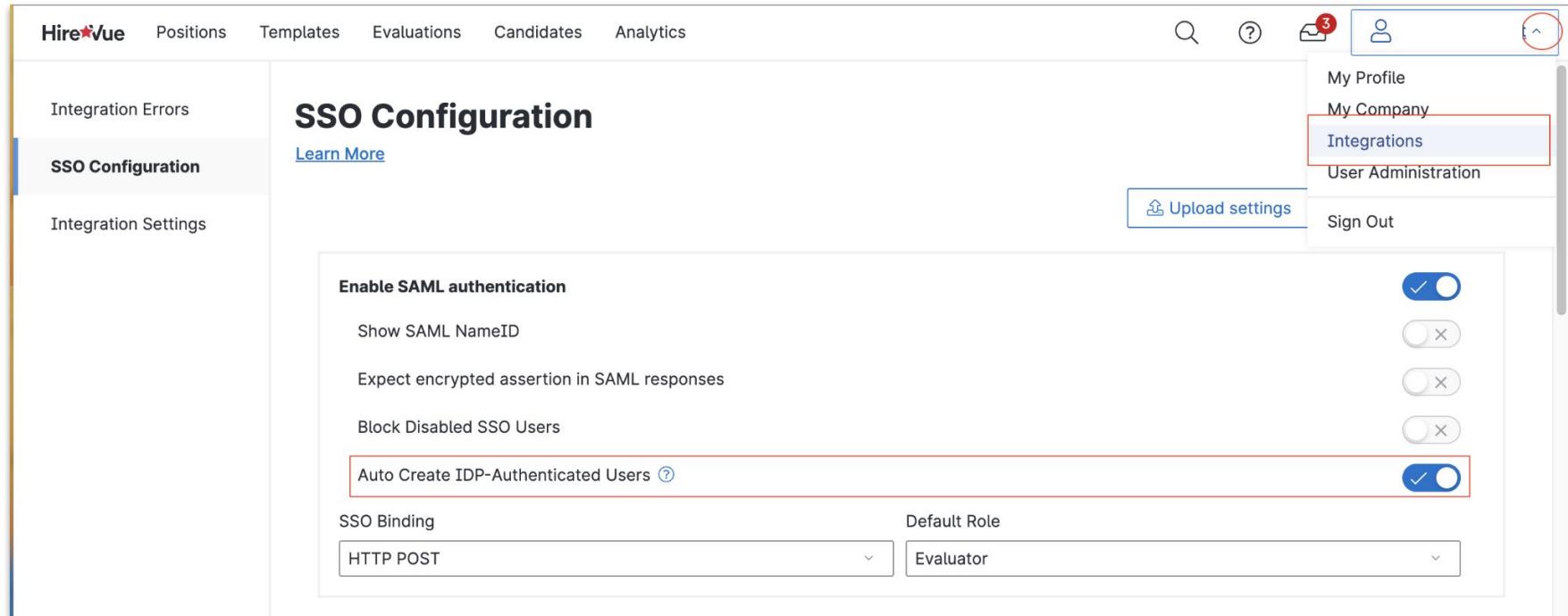
My Profile

My Company

Integrations 3

User Administration

Sign Out



HV4

