



Quarterly Product Release

March 2025



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T2O Enhanced Integration Platform - Phase 1 - Assessment API

Feature release type: Phase 1 Limited Release

What are we improving: HireVue now has an enhanced integration platform that has opened up access to many more ATS's. The ability to meet more of your needs for your preferred ATS. Our Enhanced Integration Platform eliminates barriers of building complex integrations by providing a unified API that simplifies connections between your recruitment tools and HireVue. This streamlined approach reduces technical complexity, accelerates deployment timelines, and ensures more reliable data flow—allowing you to focus on candidate experience rather than troubleshooting integration issues while maximizing the value of your existing technology investments

Phase 1 - Assessment API release

Perfect for customers with the following ATS's:

- UKG (Inline)
- Team Tailor
- Greenhouse
- Recruitee
- Ashby

Why is this feature/functionality valuable: Customers that have small-to-mid market ATS's that we do not support today, have had to resort to either manually adding candidates or take on the expense of building a custom integration. Now they can take advantage of a pre-built integration to gain efficiencies in their process and drive adoption.

How to access and configure: Please reach out to your customer success team if you are interested in setting up an integration.

Product feature roadmap: Phase 2 will include additional ATS's support.



Feature FAQs:

- What is an Assessment API?
 - Some ATS's have an Assessment API framework. This framework is designed specifically to integrate with external assessment tools. While all customers may not leverage a true Assessment, using this type of API allows for us to publish packages (job templates) in the ATS, provides a streamline way to invite candidates to HireVue, and provides dedicated real estate in the candidate application to send back assessment/interview results.
 - Phase 2 ATS either does not support an Assessment API or it has not yet been set up. These integrations will rely on Status Changes triggering our integration and results sent back will be limited to the Evaluation URL and a detailed notes section.
- Why is UKG only Inline?
 - UKG's Assessment API framework only supports in Inline approach
 - As part of phase 2 we will also build to the Status Trigger option to support a post apply process and T2O Workflow support for multi-stage interviews
- Are multi-stage Workflows supported?
 - In Phase 1 Assessment API - We will support true Multi-phase with the exception of UKG as noted above. This means a separate assessment order must be triggered by the ATS to move candidates from one stage to another.
 - Phase 2 ATS status change approach will support inviting a candidate to T2O off of a dedicated Status change, then additional workflow movement will be handled in T2O. The most current stage evaluation URL will be sent back to the ATS and the notes will continue to capture the full workflow details.

T2O iCIMS Prime Integration

Feature release type: Public (Coming soon by end of April 2025)

What are we improving: Leveraging the Prime Connector framework, Prime Assessments empowers HireVue T2O users with a fully integrated assessment/video interview experience, reducing the time and effort required to screen and select top candidates. With Prime Assessments, users can initiate assessments, view results, and move qualified candidates through the recruiting workflow all from within the iCIMS Talent Platform.

Why is this feature/functionality valuable: Provides our iCIMS customers with a robust, scalable integration to drive adoption and efficiencies in the recruitment process and keeps them in their system of choice.

How to access and configure: Please reach out to your customer success team if you are interested in setting up an integration.



Feature FAQs:

- Does an iCIMS customer have to implement a new ATS version with iCIMS to use Prime?
 - No. The iCIMS ATS is the same whether a customer uses the old standard iCIMS integration or Prime. Prime is simply the API method of iCIMS's that we are using to connect the integration.
- What are the advantages of iCIMS Prime over the standard integration?
 - Auto publishing of Job Templates as packages into iCIMS
 - iCIMS triggered status movement
 - More robust results sent back to iCIMS. No longer limited to the smaller character limits of the notes section.
 - The Prime APIs are iCIMS go-forward preferred way to connect assessment providers and will be focusing enhancements on this API.
- Is an iCIMS Prime resource needed to implement?
 - Yes. iCIMS requires their professional services team to assist in activating this integration on the iCIMS side.
- Can the integration support both inline and workflow status trigger?
 - Yes, on a job by job basis it can be set up
 - If this is the customer's use case be sure this is shared with the icims consultant assigned to the project to assist in properly setting up the Packages that should be inline versus workflow status triggered.
- Does this integration support workflow status movement in iCIMS?
 - Yes, through iCIMS Prime configuration the results can determine the candidate status updating
 - HireVue itself does not move the candidate forward

T2O Expand User Creation via SSO - Phase 1

Feature release type: Public

What are we improving: Customers can now choose to leverage auto user creation with Single Sign On (SSO), and have the user default to the Hiring Manager role instead of Recruiter role.

Why is this feature/functionality valuable:

Previously, our SSO integration only allowed for auto user creation at the Recruiter role, which meant if auto-provisioning was enabled, that anyone accessing the system via SSO was given broader access than necessary. With our new enhancement, users can now be automatically created at the lower Hiring Manager role, delivering greater control, security, and efficiency. This also eliminates the friction of manual account creation, reducing delays in the hiring process.

Feature Walkthrough:

- User clicks the main URL for a customer's application ([https://\[HOSTNAME\].hirevue-app.com/](https://[HOSTNAME].hirevue-app.com/)) with this feature enabled, if their Identity provider has the user as eligible for this application, then the user will automatically be created as a Hiring Manager role. They would not see any jobs/candidates until a candidate is shared with them or if they access through an ATS.



- User clicks on the Results URL of a candidate from within the ATS (see Workday example below), this feature is enabled and their identity provider indicates they should have access this application, then the user will automatically be created as a Hiring Manager role and be able to view/evaluate interview (based on hiring manager licensing options).

How to access and configure: Customers need to reach out to their CSD/Support to have this feature enabled.

Product feature roadmap: Phase 2 of this update will allow for Mapping of User Role and Group assignment based on Saml attributes. It will also include a customer facing Admin tool to handle the mapping.

T2O Live Interview Cloning

Feature release type: Limited Release

What are we improving: This feature allows live interviews to be cloned, expanding a functionality that until now was only supported for On Demand interviews.

Why is this feature/functionality valuable: Our platform does not offer cloning for live interviews which means candidates have to complete the same interview multiple times. Even more, live interviews have the additional overhead of an interviewer reserving time on their calendar, scheduling with the candidate, conducting the interview, and reviewing the candidate. Cloning the live interview will provide a tremendous time savings for interviewers.

Applicants/Candidates: Cloned interviews represent about 13% of all HireVue interviews and this number is understated because of the way VJT cloning is counted. On-Demand clones gives candidates 1.8 uses per interview. This means we are doubling a candidate's opportunity to be hired using only a single interview.

Cloning interviews removes redundant interview requests for candidates by reusing the initial interview on future jobs with matching interview content. We can bring this same value to live job stages, thus saving a candidate's time.

How to access and configure: Please reach out to your customer success team if you are interested in setting up an integration. Once enabled on the account, Live Cloning must be set up at the job level.

Cloning works across jobs or across stages on the same job. The more common use case is to clone from one job to another job. Two or more matching job stages are required for cloning. Further requirements include:

- At least one question on the live job stage
 - For cloning, the source and target interview questions and question review settings match exactly
 - The list of questions must match in **number** and **order**
 - Each individual question has to match on (see image next slide):
 - Question
 - Question text
 - Review
 - If review is required
 - Review Choices
 - i. If the review type is single or multiple select, the review choices must match on:
 1. Count
 2. Order
 3. Text (Response Option)
 4. Value (Score)
 - Allow Cloning must be checked (by default the value in licensing will show up as the Max Age. This can be edited (see image next slide).
 - **!** Currently the Scheduling can type must match the source interview.

Add Question

Some options have changed. Not seeing what you need? [Revert to previous options >](#)

Interview Question

- Required Fields
- + Add Scenario

Question*

B I 亂 亂 亂

Live Cloning Question

Characters: 25/400

Competency

Allow reviewer to add notes

Review Type

Single Select

Single select options

All listed responses are required.

Response Option*	Score
One	1
Two	2

+ Add Option

Review is required

Candidate Experience - Target for Manually Scheduled Stage

Allow Cloning

Max age of Cloneable Interviews in days:

Send candidate a reminder before their scheduled interview.

Expected Behavior:

1. Add a candidate to one of the job stages setup for cloning. If the job stage is set to manually schedule, schedule the interview. If it is set to either self-schedule option, add the candidate to the stage.
**For now, the scheduling mechanism has to be the same. This will be updated in the future.*
2. Add the same candidate. Until the source interview review is complete, the interview is canceled, or the review is complete with the Candidate marked No-Show, the target will remain Clone Interview Pending.

Product feature roadmap:

- We are using the limited release to identify additional enhancements to this feature.
- In the interim, we've identified the need to clone regardless of scheduling method. That will be addressed in a coming release.

Feature FAQs:

- **For the limited release:** The scheduling mechanism has to be the same from the source job/job stage to the target to clone.
 - **Note:** This limitation will be changed in a future release.

T2O Leadership Pre-Built Assessments

Feature release type: Public

What are we improving:

We are expanding our pre-configured offerings by introducing 2 ready to use leadership assessments that incorporate AI-scored interview content (Leadership Assessment and Front-Line Leader Assessment). Using historical job analysis data, we identified the key competencies that drive success in general leadership and front-line leadership roles. These provide additional options for pre-configured content for leadership roles across industries. Please reach out to your CSD to discuss using these assessments in your hiring process.

1. Leadership Assessment:

- **Includes AI-scored interview content**, assessing core leadership competencies.
- **Evaluates candidates across a broad range of leadership roles** - whether for a specific leadership position or to assess leadership skills across multiple leadership roles or levels.
- **Assesses fundamental leadership competencies** essential for success in any leadership role including Communication, Leading & Motivating Others, Coordination of People & Resources, Developing Others, Embracing & Driving Change, and Drive for Results & Initiative.
- **When to use:**
 - When organizations want to assess leadership talent more generally rather than for specific frontline leadership roles.



2. Front-Line Leader Assessment:

- **Includes AI-scored interview content plus a Problem Solving Simulation**, assessing core front-line leadership competencies.
- **Assesses front-line leadership competencies** including Communication, Leading & Motivating Others, Coordination of People & Resources, Developing Others, Adaptability, Drive for Results & Initiative, and Problem Solving.
- **When to use:**
 - When organizations want a more tactical view of a candidate's ability to handle on-the-ground leadership challenges.

T2O Assessments: 5-band competencies

Feature release type: Public

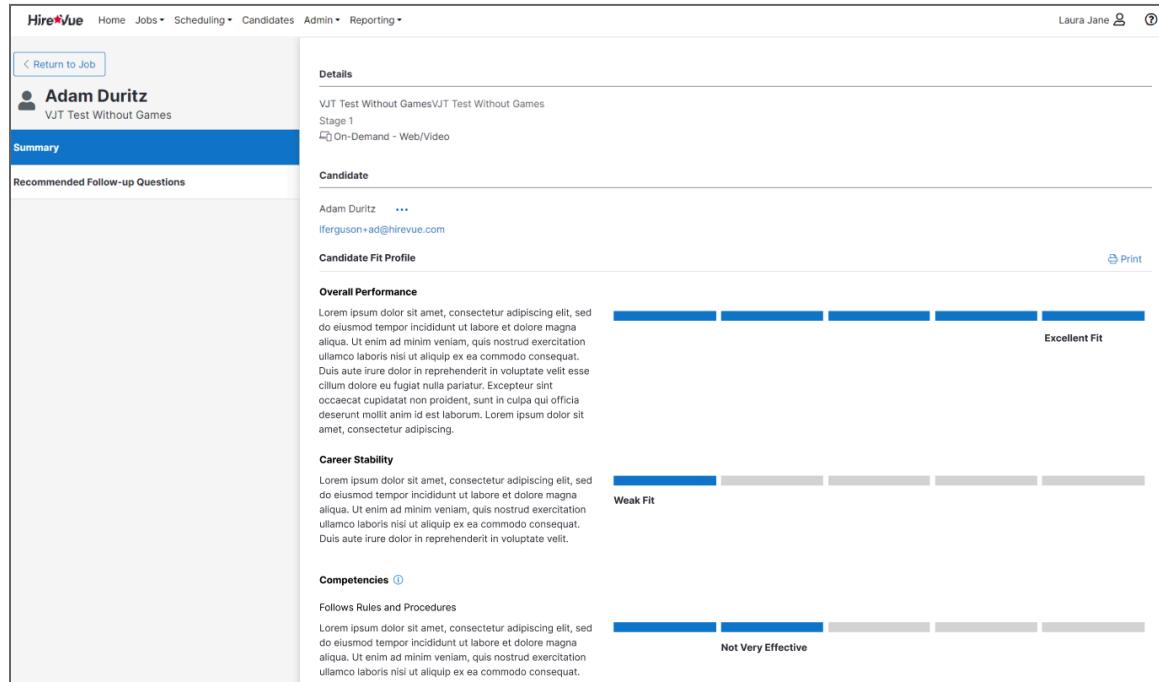
What are we improving:

This feature adds the ability to customize the number of bands used for competencies in a T2O Assessment. This configuration is done by an IO consultant when setting up an assessment. Additionally, there are some updates to the candidate fit profile improving legibility and clarity of a candidate's assessment score.

Why is this feature/functionality valuable:

Currently most assessments are configured with overall scores being set to 5 bands. At the same time competency-level scores are locked in at 3 bands. A mismatch between competency scores and overall scores makes it difficult for reviewers to evaluate and fully understand a candidate's proficiency level at the competency level. Presenting them in a different scale than overall scales makes them hard to digest and use when considering which candidates to select.

Feature Walkthrough: Competency bands configurations can be seen on the candidate fit profile and the associated printout:



Feature FAQs:

- Do my customers need to update their existing assessment?
 - This is not necessary. However, if the 3-band competency display is an ongoing pain point, then please reach out to science services to begin a conversation.
- Will my candidates see or experience anything differently?
 - No, this just does not change the candidate experience.

