hirevue

Quarterly Product Release

June, 2025

June 2025 Product Release Notes

T2O Enhanced Integration Platform - Phase 2 - ATS API

Feature release type: Phase 2 Limited Release

Feature release date: July 22nd, 2025

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 2 - ATS API release
Perfect for customers with the following ATS's:
- UKG Pro (Post Apply Trigger)
- Lever
- Bamboo HR
- Workable
- Jobvite
- Cornerstone Ondemand & Talentlink
- eightfold
- JazzHR
- and more...

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.

- What is an ATS API?
  - 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. We will use traditional ATS APIs such as GET Jobs and GET Candidates to retrieve candidate details in a designated status to trigger the integration.
- Is the integration Real Time or batches?
  - Retrieving candidates to create the assessment orders are on a batch cycle. This cycle happens every 3 hours. Each time the batch processes we will retrieve candidates that have been moved into the assessment status since the last batch.
  - Results are sent in real time back to the ATS
- Are multi-stage Workflows supported?
  - 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 SSO Management Dashboard

Expand User Creation through SSO - Roles and Groups Mapping

Feature release type: Public

Feature release date: June 24, 2025

What are we improving: There is a new Manage SSO Dashboard that allows Customer Admins to set up mapping of SAML attributes to Hirevue User Roles and Groups (if applicable). When leveraging this feature alongside auto user creation with SSO, customer users will automatically be created in the role and with the assigned group as defined in the SAML attribute mapping.

Why is this feature/functionality valuable: The Manage SSO Dashboard delivers significant value to customers by enhancing security and compliance through centralized access control and automated provisioning/deprovisioning directly from their Identity Provider, thereby reducing human error and security vulnerabilities. The feature ensures scalability and agility, making it easier for organizations to manage large user bases and adapt to internal changes, as Hirevue access automatically aligns with their evolving organizational structure.

Feature Walkthrough:

The new Manage SSO Dashboard allows a Customer Admin role to set up mapping of SAML attributes to Hirevue User Roles and Groups (if applicable).

When leveraging this feature alongside auto user creation with SSO, customer users will automatically be created in the role and with the assigned group as defined in the SAML attribute mapping.
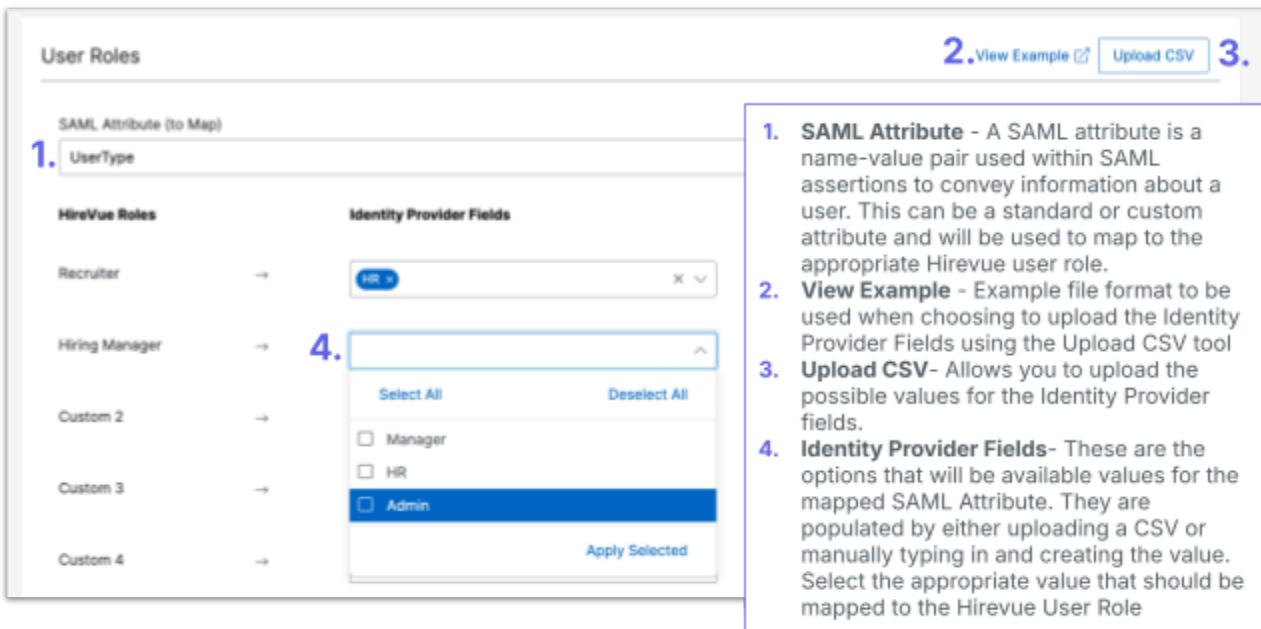
To Access: Navigate to the **Admin** tab, and select **SSO Management Dashboard**
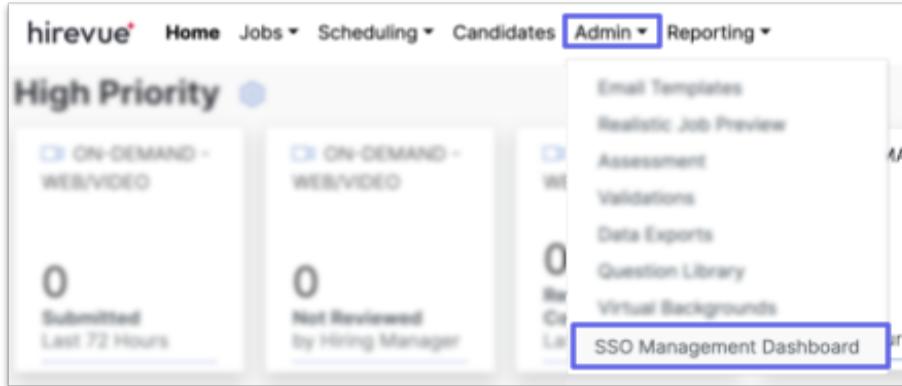
User Roles Mapping

Please Note: The Identity Provider field <u>can not</u> be mapped to more than one Hirevue Role

1. **SAML Attribute** - A SAML attribute is a name-value pair used within SAML assertions to convey information about a user. This can be a standard or custom attribute and will be used to map to the appropriate Hirevue user role.
2. **View Example** - Example file format to be used when choosing to upload the Identity Provider Fields using the Upload CSV tool
3. **Upload CSV**- Allows you to upload the possible values for the Identity Provider fields.
4. **Identity Provider Fields**- These are the options that will be available values for the mapped SAML Attribute. They are populated by either uploading a CSV or manually typing in and creating the value. Select the appropriate value that should be mapped to the Hirevue User Role

Groups Mapping

User Groups
2. View Example ☑ Upload CSV 3.

SAML Attribute (to Map)
1. Department

HireVue Groups		Identity Provider Fields
Corporate	→	Human resources ×
Hourly	→	Human resources × Retail ×
Campus	→	Human resources × Early Careers
Early Careers	→	
Technical	→	

4.

Select All   Deselect All

Create "Early Careers"

Apply Selected

< < 1 of 1 pages > >   1-5 of 5 Groups

1. **SAML Attribute** - A SAML attribute is a name-value pair used within SAML assertions to convey information about a user. This can be a standard or custom attribute and will be used to map to the appropriate Hirevue user group.
2. **View Example** - Example file format to be used when choosing to upload the Identity Provider Fields using the Upload CSV tool
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4. **Identity Provider Fields**- These are the options that will be available values for the mapped SAML Attribute. They are populated by either uploading a CSV or manually typing in and creating the value. Select the appropriate value that should be mapped to the Hirevue User Group.

How to access and configure: This feature will be on automatically post release for all Customer Admin user roles. Until mapping has been updated, no changes will be applied.

Feature FAQs:
- Q: What happens if a Identity Provider Field value is not mapped?
  - A: The user will be auto-created as the default role set on the account (Recruiter or Hiring Manager)
- Q: When are users auto-created through this SSO feature?
  - A: When clicking on a link to the platform for the first time. Either from with in an ATS (Evaluation Link), or from clicking the main URL for your application.
- Q: We have this mapping set up but users are not getting auto-created. What is wrong?
  - A: Reach out to Hirevue support. There is an additional licensing option that needs to be set on your application to allow for auto user creation.
- Q: If we have multiple Hirevue applications do we need to set up mapping in all?
  - A: Child applications will automatically inherit Parent application settings. These can be changed/edited at the child application level.

T2O Dynamic Norming

Feature release type: Public Release/General Availability

Feature release date: June 24, 2025

Feature description: Many HV4 customers currently use AI-scored assessments in their interviews. As those customers promote to the T2O platform in the coming quarters, they will expect an experience that is as similar as possible to the one that currently exists in HV4. For that reason, it is important for us to replicate HV4 assessment scoring in T2O by implementing an option to score candidates dynamically against the others in each sample.

Why is this feature/functionality valuable:

HireVue: This initiative will replicate HV4 assessment scoring, unlocking more ability for customers to migrate to T2O.

Customers: Customers who currently have one or more active positions in HV4 that include an assessment will be able to migrate to T2O; Net new customers who plan to implement an assessment for which no benchmarks are available will be able to launch their assessments and collect data faster.

Applicants/Candidates: The candidate experience will not be altered.

Feature Walkthrough:

Hirevue users may now set assessment scoring to dynamic, static, or a combination of the two.

There is a "dynamic minimum" value that, once set, dictates the number of candidates who must complete the assessment before being scored. If the dynamic minimum has not yet been reached, the candidate's card reads "Pending" until the threshold is reached and they can be scored. Once the dynamic minimum is reached, the system uses the current candidate pool to calculate assessment scores first for existing candidates, and then for each subsequent candidate.

How to access and configure:

- There is no configuration required on the part of the customer.
- This feature is free to implement with any customer for whom it's necessary or desired.

Impact on existing customers:

- Published assessments that may be in use with candidates will not be altered whatsoever; therefore, there is no need to make edits to published assessments.
- Dynamic norming applies at the assessment version level; this means that if two separate requisitions contain the same assessment, the completed candidate cases across both reqs need to equal the dynamic minimum for the assessment in order for everyone to be scored.

T2O: Scheduling Assistant Requests Grid

Feature release type: Public

Feature release date: June 26, 2025

What are we improving:

As our customers increasingly adopt and scale their use of our interviewing solutions, grids (tables) are managing larger datasets, which has led to performance concerns in some areas. To address this, we focused on improving the Scheduling Assistant Request grid, as our analysis indicated that customers with high-volume candidate self-scheduling workflows were experiencing the most significant performance challenge. The improvements to this grid offer the following benefits:

- Enhanced Accessibility
- Improved Performance and Speed
- Visually Enhanced User Interface

Why is this feature/functionality valuable:

Customers utilizing Scheduling Assistant to manage their Live interviews regularly use this page to manage and track their self-scheduling requests. Prior to this feature, the grid would regularly fail to filter or load outright for recruiters and hiring managers (especially for high volume customers). This led to a frustrating experience where their data could not be accessed in a timely fashion.

After this feature, the page/grid now loads and filters quickly and consistently. In addition, this feature expanded the grid's accessibility with better keyboard navigation and visually updated the UI for a better user experience.

Feature Walkthrough:

All requests are in a single location, easily sorted or filtered:

Scheduling Assistant Requests

New with this feature: The "Acknowledged" request status is now visible. These records have been requested but not yet run through the regular 20 minute interval to determine the next communication step.

Enhanced Filtering Options:

Note: Open-ended filters operate based on "Starts with". To search "John Doe", you must search "John". "Doe" alone will not return "John Doe".

How to access and configure: No configuration is required; this feature is enabled by default.

T2O: Hiring Team Triggered Candidate Self-Rescheduling (Events)

Feature release type: Public

Feature release date: June 26, 2025

What are we improving: Today, if the interviewer can't make the interview, they need to tell the Recruiter or Coordinator, so the Recruiter or Coordinator and contact the candidate and manually determine a new interview time or request the candidate to self-reschedule. With this feature, the interviewer can automate rescheduling when the interviewer can't make the interview.

**Why is this feature/functionality valuable:**

The possibility that an interviewer can't make an interview is always a reality. This feature eliminates manual work in that common scenario while offering a more streamlined candidate experience.

Candidates are informed and empowered to drive the hiring process forward with ease. Candidates are less likely to be ghosted by the interviewer.

Feature Walkthrough:

Interviewers will have up to two options to decline an interview. The user experience between Simple (Manual) and Advanced (Event) scheduling is the same.

Option #1: Click the link within an interview invite, if the time does not work for the interviewer
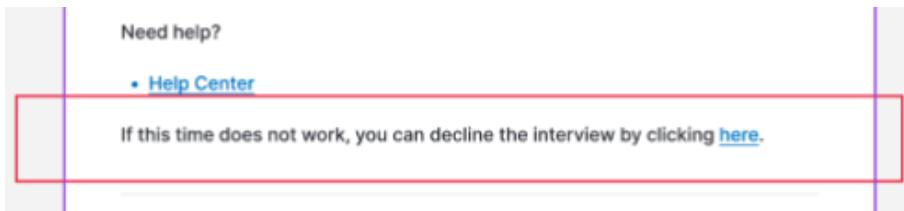
Option #2: Non-calendar synced interviewers only - click the X button on a specific interview from My Availability

Alternatively, users roles such as Recruiters and Administrators can initiate the candidate rescheduling workflow on behalf of the interviewer directly from the Candidate Details page by clicking *Send Reschedule Request*:

Non-calendar synced users availability will be adjusted to remove the declined interview slot when declined. However, calendar synced user's availability will not automatically adjust. They will need to adjust their availability by adding a block to the external calendar, if desired.

When an interviewer declines an invite or when "Send Reschedule Request" is clicked, the candidate will receive an invite cancellation email and associated SMS messages to reschedule. For example:

Note about Advanced (Events) Scheduling:
After an interviewer declines, if placeholders are not used and the event configuration indicates more than one possible interviewer (via Roles on Who tab in Events), the system will attempt to replace the interviewer at the currently scheduled time before inviting the candidate to reschedule.

How to access and configure: This is a no-cost, licensed feature. Please please reach out to your customer success team if you are interested in enabling.

T2O: Notify Hiring Team when Interviewer Declines

Feature release type: Public

Feature release date: June 26, 2025

What are we improving: When an interviewer declines an interview, the Recruiter associated with the job is automatically notified via email.

Why is this feature/functionality valuable: This level of communication proactively makes the Recruiter aware in case they need to intervene.

Feature Walkthrough:

Recruiters will begin to receive a decline notification email when interviewers decline. Depending on automation configured, the email will tell the Recruiter to reschedule the candidate manually or let them know that no action is needed.

With "*Allow reschedule automation when interviewer declines*" feature licensed:
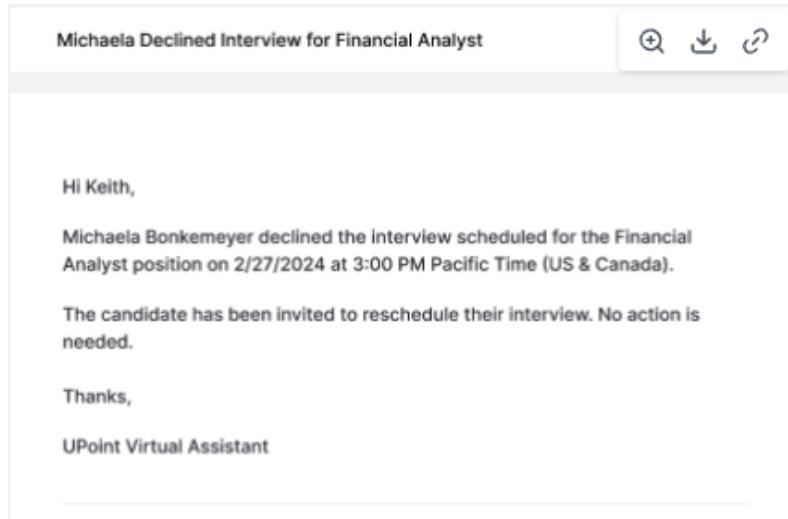
Michaela Declined Interview for Financial Analyst

Hi Keith,

Michaela Bonkemeyer declined the interview scheduled for the Financial Analyst position on 2/27/2024 at 3:00 PM Pacific Time (US & Canada).

The candidate has been invited to reschedule their interview. No action is needed.

Thanks,

UPoint Virtual Assistant

Product feature roadmap:

Coming later, with "Allow reschedule automation when interviewer declines" feature not licensed:
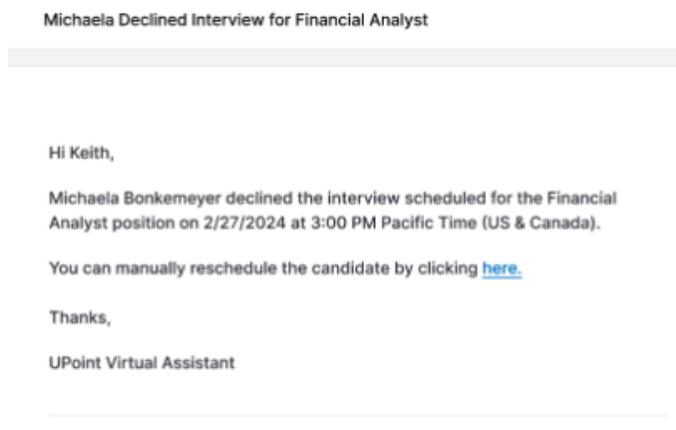
Michaela Declined Interview for Financial Analyst

Hi Keith,

Michaela Bonkemeyer declined the interview scheduled for the Financial Analyst position on 2/27/2024 at 3:00 PM Pacific Time (US & Canada).

You can manually reschedule the candidate by clicking here.

Thanks,

UPoint Virtual Assistant

How to access and configure: This is a no-cost, licensed feature that is dependent on the "*Allow reschedule automation when interviewer declines*" feature being licensed or not. Please reach out to your customer success team if you are interested in enabling.

T2O Cheating Mitigation and Candidate Monitoring

Feature release type: Public Release/General Availability

Feature release date: June 24, 2025

What are we improving: We have added tools for our customers to use to mitigate cheating concerns within candidate interviews. These are intended to be used together.

1. **Candidate Fairness Agreement:** Develop a clear policy to inform candidates before their interview begins about appropriate behavior during interviews and assessments.
2. **Candidate Monitoring & Verification:**
   - Implement regular candidate snapshots throughout the interview, with a live video feed of the candidate visible in the bottom right corner to confirm recording. These snapshots will be easily accessible for reviewers to:
     - Monitor candidate behavior for suspicious activity.
     - Verify candidate identity by comparing interview photos with the person who appears for the job.
     - Confirm the candidate's identity remains consistent throughout the interview.
     - *NOTE: Hirevue does not analyze candidate snapshots in any way.*
3. **Deterring External Resource Use:**
   - Disable copy/paste functionality within the candidate experience to make it harder to search for or share answers online.

Why is this feature/functionality valuable:

Customers: The emergence of ChatGPT has heightened customers' concerns about cheating and the focus on this issue has only increased since then. Specifically, they are concerned that candidates are having others take interviews on their behalf, are reading or referencing scripts while answering their questions, and are finding other ways of cheating in their interviews. Cheating behavior creates a tremendous amount of manual rework for our customers to validate interview answers and creates concern about the integrity of interviews completed on HireVue

Applicants/Candidates: Trying to keep the playing field even for all candidates by discouraging cheating and other attempts to take advantage of the process/interview.

Feature Walkthrough:

Each cheating mitigation tool is enabled independently; however, they are researched and designed to be used together for maximum effectiveness.

The cheating mitigation tools that are licensed will appear in the Job and Job Template settings, to be configured at the Job/Template level.
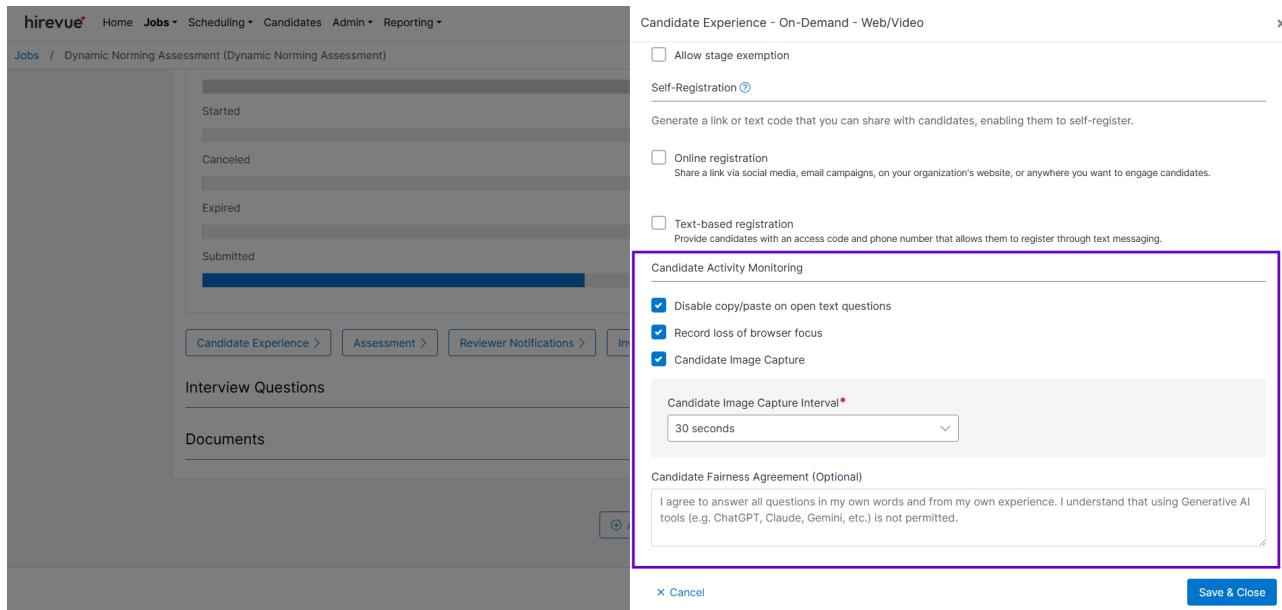
When cheating mitigation is enabled for a particular job, the candidate will see a screen that will allow them to acknowledge the use of these tools.
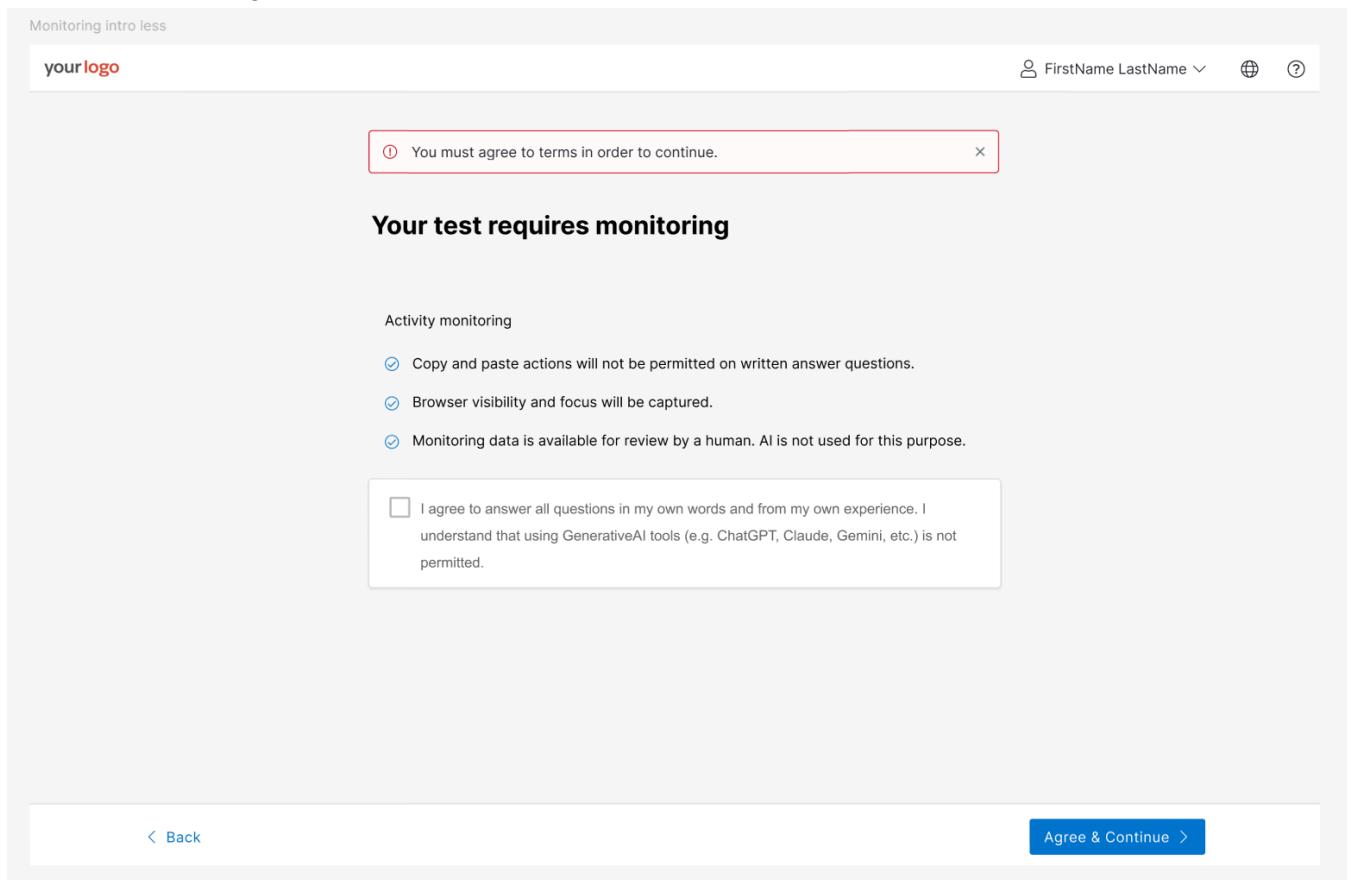
- This is a no-cost opt-in addition to our current Hirevue offering. Please reach out to your CSD for more information on enabling these features.

Product feature roadmap:

An additional tool to track the number of times and for how long the candidate leaves the Browser Focus of the interview (such as navigating to a third party website, or other tools to generate content/answers) will be released in an offcycle release In mid July.

Portrait Updates: Addition of Emotional Intelligence and Big Five Facets

Feature release type: Public Release/General Availability

Feature release date: June 24, 2025

What are we improving: We've expanded and enhanced the Portrait assessment to deliver deeper, more actionable insights into candidates' personality and interpersonal strengths:

- **New Emotional Intelligence (EI) Model:**
  Portrait now includes an Emotional Intelligence model, assessing overall EI and four core facets: Sociability, Self-Control, Well-Being, and Emotionality. These constructs are strong predictors of success in leadership, customer-facing, and team-oriented roles. EI scores can be added to the Candidate Profile Report, Candidate Feedback Report, and Developmental Feedback Report to provide richer insight into a candidate's interpersonal capabilities.

- **Refreshed Big Five Models:**
  Portrait's Big Five personality trait models have been retrained on a larger, more diverse dataset - enhancing model robustness while maintaining similar or improved convergent validity. These updates ensure more accurate, representative, and globally relevant results across roles and populations.

- **New Big Five Facet-Level Scores:**
  Each Big Five trait now includes two facet-level scales, offering more nuanced insights into candidate personality. These additional data points enable customers to better align assessments with role requirements and to provide more targeted reporting and feedback.

Why is this feature/functionality valuable:

Customers: This release addresses a measurement gap in the T2O portfolio, introducing Emotional Intelligence as a new construct within Portrait. The addition of EI and Big Five facets enables greater assessment flexibility and more granular reporting, especially for roles where emotional intelligence is a differentiator. These enhancements equip customers with deeper insights into candidate strengths and development areas.

Applicants/Candidates: Candidates now benefit from more comprehensive and personalized feedback. The expanded Portrait assessment provides a holistic view of both core personality traits and interpersonal/emotional capabilities - all within a streamlined assessment experience.

Feature Walkthrough:

Below is an example of the competencies that could appear on a candidate profile for Portrait. You'll see the original Big Five, plus the addition of Emotional Intelligence at the bottom. Facet-level information may also be included in reporting, depending on what makes the most sense for a given role or use case.

COMPETENCY	DESCRIPTION	SCORE
AGREEABLENESS	This trait refers to the tendency to be cooperative and considerate of others. Those ranking high in this trait work well in a group, are able to build positive relationships with co-workers and clients, and are perceived as kind and sympathetic.	
CONSCIENTIOUSNESS	This trait refers to the tendency to be persistent, reliable, and committed to achieving and maintaining high work standards. Those ranking high in this trait are disciplined and organized in their actions and follow through on what was promised.	
EMOTIONAL STABILITY	This trait refers to the tendency to be well-balanced and have emotional control. Those ranking high in this trait remain composed in the face of challenges or setbacks, and are generally calm and able to cope well with stress and criticism.	
EXTRAVERSION	This trait refers to the tendency to communicate, socialize, and network well with others. Those ranking high in this trait feel comfortable in social situations and are able to easily connect with strangers.	
OPENNESS	This trait refers to the tendency to seek new experiences, opportunities to learn, and alternative ways of thinking. Those ranking high in this trait pursue the mastery and application of new skills and knowledge.	
EMOTIONAL INTELLIGENCE	This trait refers to the extent to which one believes in their capability to identify, understand, and effectively process information about one's own and others' emotions in order to effectively achieve work outcomes. Those ranking high in this trait are very confident in their ability to interact effectively with others to achieve desired outcomes.	