



Structured interviews and texting automation allow for consistent, faster hiring

Structured Interviewing is entirely driven by text and lets organizations lean into award-winning technology, coupled with competency-based interview questions, to power an interview experience backed by science.

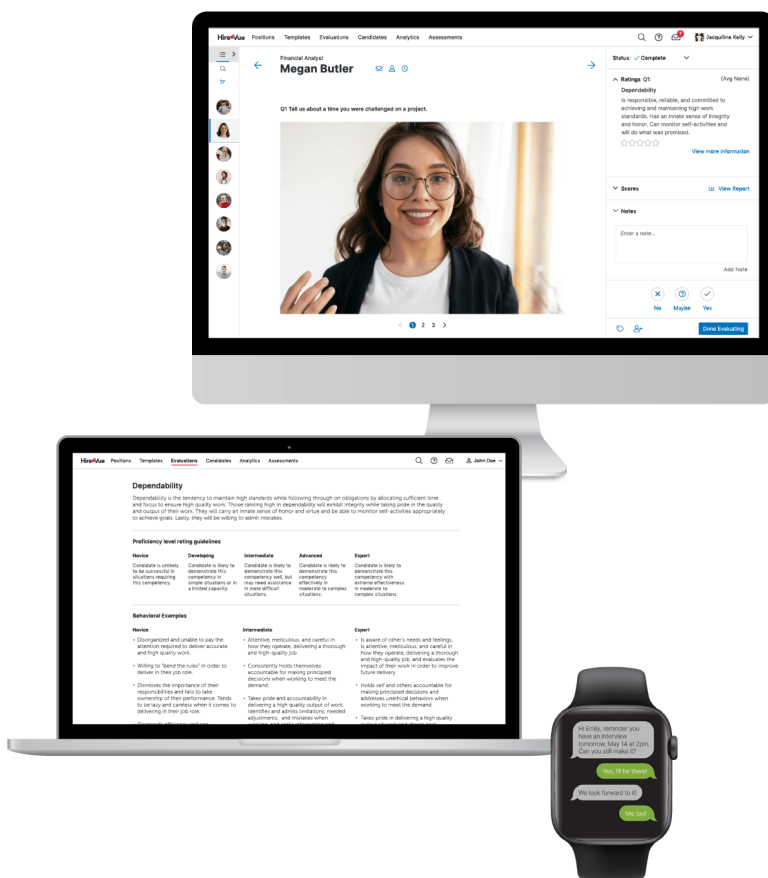
HireVue Structured Interviews enable businesses to:

- Improve hiring decisions
- Increase fairness in the hiring process
- Make better hires faster
- Enhance the candidate experience

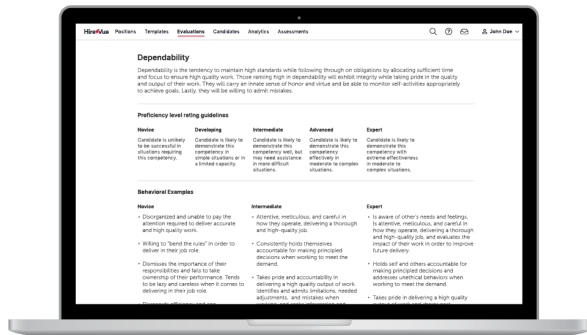
- **Create a more consistent and fairer hiring process** when everyone receives the same questions related to the specific competencies needed for that role and the responses are evaluated consistently.
- **Consistently evaluate all candidates** based on established, job-related attributes for each job requisition.

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- **Improve diversity** with questions designed to provide an equitable interview experience.
- **Reduce legal risk** with a common repository to capture candidate feedback all in one place.
- **Enhance the candidate experience** by making the process easy, flexible, and fair with text invites and reminders.



Scale your hiring, increase fairness, and make smarter decisions faster



A structured interview process is no longer nice to have—it's a must.

"We had to ensure we had a digital process, but one that that felt very human, not robotic, and it had to be better and more efficient at selecting candidates than an in-person interview."

Melissa Gee Kee - Strategy Director to the CHRO & Global HR4HR Director

Structured interviews include:

Interview creation tool offers job-related competencies mapped to O*NET job roles, high-quality structured interview questions, templates, and evaluation guides for any job role at any level to allow hiring teams to build great interviews, fast.

Live and OnDemand video interviewing software speeds and scales hiring, integrating seamlessly into your ATS and giving you an edge over the competition. And virtual interviewing offers flexibility outside normal business hours.

Automated text invites and reminders meet candidates on their phones, enhancing the candidate experience, and free up hiring teams' time.

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