

RecruitAssist



An Internet-based communication solution facilitating the time consuming "face-to-face" interviews and the exchange of real-time information and documents

Recruitment is a time consuming and demanding process, especially in today's market place with a large number of people applying for available jobs. Not only does it take a lot of time to go through all the steps of the process, but it is also important to make sure that prospective employees get fair and just treatment.

Employers want access to a quality field of candidates. Due to time restraints and the level of competition in the market, recruiters need to make a swift and competent choice, based on the information they have at hand. This means that recruiters often miss the opportunity to find the ideal candidate from outside the square, someone who may offer more to the employer than a simple resume shows.

The RecruitAssist solution enables the recruiter to assess a wider range of candidates and reduce the time spent in face-to-face interviews, while maintaining an efficient recruitment process.

What is RecruitAssist?

RecruitAssist is a browser based multi media interactive system, which executes over the Internet or Intranet. It integrates *audio, video* and *web based applications*, so that everyone involved in a session can *hear* and *see* each other and, more importantly, *interactively get access to information and documents in shared applications*.

When changes are made in the shared application everyone in the same session will immediately see the change appear on their own screen. For instance, as each keystroke is entered it appears on all other screens involved in the session.

How can RecruitAssist help you?

There is a wide range of situations where RecruitAssist can help in the recruitment process.

The most time consuming tasks in the process are interviewing, and negotiating with candidates. Our experience shows that time savings of 66% on the first round of interviews is realistic, resulting in a time saving of 21% on the overall recruitment of one candidate. If RecruitAssist is also used for all following interviews and the client introduction, further time savings are obtained.

Some examples where RecruitAssist can be applied and/or replace the current process:

- The candidate can introduce himself/herself "live" while at the same time showing examples of work, projects, creative design, etc.
- The recruiter may present organisation charts, present and comment on job descriptions, present company policies, show pictures, etc.
- The recruiter can instruct candidates on how to fill out tests and at the same time let the candidate ask questions in order to avoid misunderstandings.
- The recruiter can give feed back to candidates on tests, etc.



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RecruitAssist



Benefits of using RecruitAssist

Employers, recruiters and prospective candidates will gain multiple benefits by using the RecruitAssist solution:

- The employer/recruiter saves time – 66% on the first interviews and at least 21% on the overall recruitment process.
- The candidate saves time - time off from current job to attend interviews, travel time, etc.
- More short face-to-face interviews can be included if necessary, still saving time.
- More candidates can be included in the first round of interviews, still at a low cost, opening up the opportunity to assess the “question marks” on the shortlist.
- Recruitment of remote staff in branch offices can be undertaken centrally.

Technical Information

How does RecruitAssist work?

When a collaboration session is started:

- Audio and video links are initiated between all involved in the session
- The shared application and documents are dynamically changed so that all keystrokes/actions can be reflected in all browsers

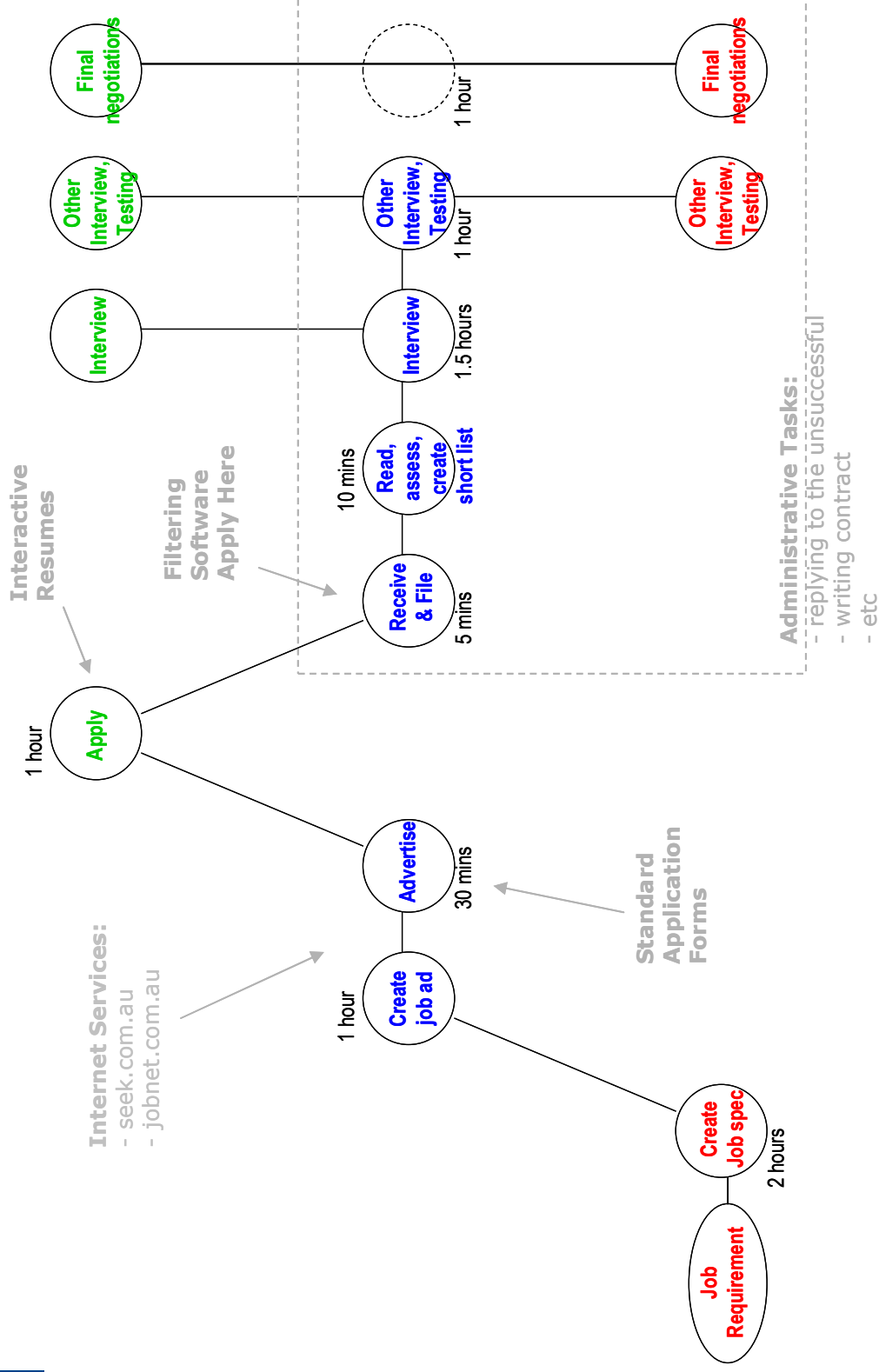
What do you need to use RecruitAssist?

All participants in a collaboration session need access to the RecruitAssist server via a computer that has:

- Access to the Internet (via modem or LAN)
- A camera attached*
- A microphone and speakers attached*

*Alternatively video can be one way and telephone lines used.

The Recruitment Workflow



Assumptions

50	applications
5	candidates on short list
5	1st interviews
2	2nd interviews
1	final negotiation

Substantial Time Savings

	Employer	Recruiter	Prospective Employee
Create Jobspec	2	0	
Create Job ad		1	
Advertise		0,30	
Apply			1
Receive & File		4,10	
Read, assess & create short list		8,20	
Interview		7,30	1,30
Other Interview/ Testing	2	2	1
Final negotiations	1		1
	5	23,30	4,30

Save 66%
◆ 5 hours

Save 21%
Overall

All figures in hours, minutes