

# HIREPRO INTERVIEW PLATFORM:

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Fraud-Proof, Automated 10K monthly interviews across geographies, creating a sublime user experience for an Indian MNC.



# About the client

A trusted Digital Engineering and Enterprise Modernisation partner working with industry-leading organisations across many countries - including 14 of the 30 most innovative US companies, 80% of the largest banks in the US and India, and numerous innovators across the healthcare ecosystem.



## Key requirements of the project



Being a global player, the client sought a comprehensive interview platform that could seamlessly conduct over 1,00,000 candidate interviews annually. They required a single platform that could facilitate video interviews, coding tests, and audit trails for impersonation while capturing the candidate's technical performance, devoid of fraud. In addition to fraud-proofing interviews, they wanted to ensure a seamless user experience for smoother change management and enhanced overall experience.

# Challenges

The existing processes were susceptible to fraud and involved tools that were not designed for conducting technical interviews.



Candidate registration and processing took place in an ATS while interviews were conducted on conferencing tools, leading to several cases of impersonation.

The classical conferencing tools they utilised lacked facilities such as live coding, the option for candidates to choose the preferred coding language, whiteboarding, screen sharing, and digitised feedback.



The interviewing platforms did not provide record-keeping mechanisms for subsequent audits.



## **Why did they** choose HirePro?

HirePro's vast expertise and deep domain knowledge derived from two decades of experience stood out for the client, reflecting our ability to provide interviews, assessments, and content. They also appreciated our platform that could deal with large interview volumes while maintaining the genuineness of candidates and providing them with a seamless experience. Our expert tech team's capability of integrating with their existing systems also made us an organic choice.

# HirePro approach

We worked closely with multiple stakeholders to come up with a seamless implementation and roll-out plan.



A robust plan was formulated by brainstorming and figuring out all the trigger points of the existing process. A thorough User Acceptance Testing (UAT) was conducted with the core group of users.

The scope of the project was then documented for integration, ensuring that it worked in tandem with the platform for handling a higher number of interviews.

Scheduling was done via the legacy ATS, post that, calendars were automatically blocked and interviews were conducted through HirePro video interview platform. The integration was done in a manner that from the end user perspective, there were minimal changes, leading to better adoption across multiple geographies and business verticals.

The candidate email invites were customised to reflect client branding.

A robust record-keeping mechanism for audits that involved appending video recordings with proctoring to candidates' profiles on the ATS platform was developed.

This AI-proctored system was made ready to perform across geographies and time zones within aggressive timelines.



HirePro Interview platform offered an agile mechanism to accommodate different uses cases and provided flexibility ensuring that quality candidates are not compromised.

# HirePro solution details

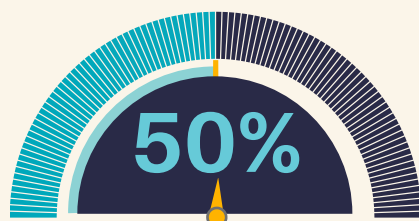


- The implementation of AI proctoring allowed for impersonation-related fraud-proofing.
- The audit trail and interview evidence allowed for efficient post-review of interviews, streamlining the evaluation process for increased volume.
- HirePro Interview platform customised interactive coding window for participants and auto evaluation of code test cases enabled the evaluation of specific tech competencies, ensuring that only the most qualified candidates were selected for jobs requiring specialised skills.
- The transition design accommodated the least switching between platforms for various candidate-related information, standardising the process across multiple time zones.

## The impact we delivered



**interviews with  
fraud proofing**



**extra interview  
load capacity**



**audit trails of all  
interviews with  
evidence**



**4 time  
zones  
incorporated**


Our efficient interview post-review process enabled the expansion of interview volume capabilities.

# The HirePro advantage

At HirePro, Fearless Hiring is at the heart of everything we do. We firmly believe that our bold pursuit of excellence, combined with cutting-edge technology and a committed team, is the key to helping our clients recruit top-tier talent and build exceptional teams. Our product, technology, and services teams are driven by a fearless dedication to automation and the elimination of challenges that might arise at any stage of the hiring journey. Established in 2004 and headquartered in Bengaluru, we offer pre-eminent technology platforms and allied services to companies that require expert support to navigate the talent landscape. Serving as a partner of choice for businesses worldwide, we help fearlessly navigate the intricate phases of the recruitment supply chain.



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