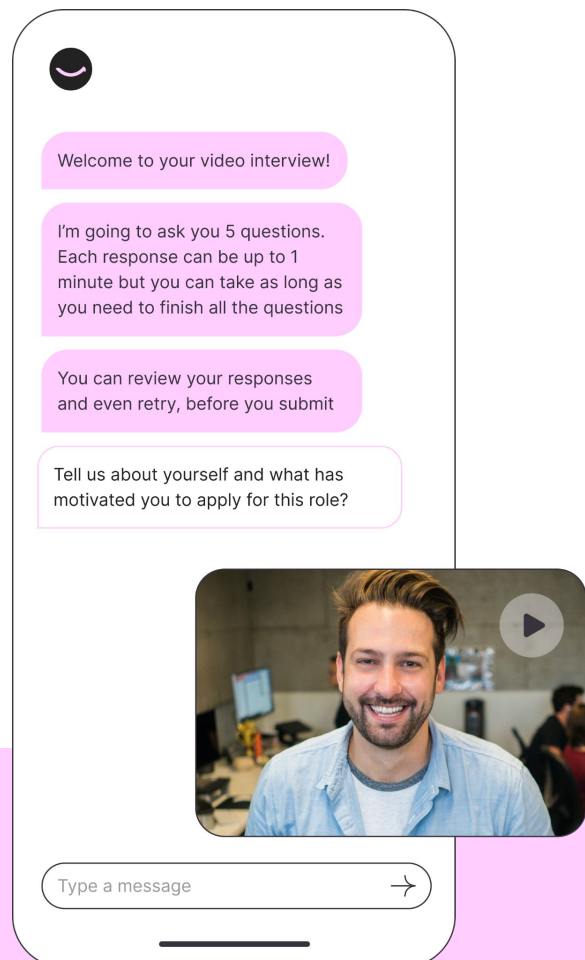




Video Interviews, the Sapia.ai way

Asynchronous, conversational,
responsible video interviews.



sapia.ai



It's time to use video responsibly

Incumbent Video Interview solutions have a bad rap, and for good reason. High dropout rates, potential for automated bias - most solutions have simply automated already cumbersome processes, creating more problems than they solve.

Until now.

With Sapia's **smart hiring automation**, video interviews form part of an end to end hiring solution that's engaging for candidates, liberating for hiring managers, and reduces bias.

Where you place video in your process is critical

Video Interviews should **never** be the first interaction a candidate has with your brand.

Video as a first step is unappealing for candidates, especially for volume roles where the chances of progressing are lower. The first interaction needs to be low-pressure, easy to complete anywhere, anytime.

With Sapia.ai, the first interaction with your brand is a blind interview over chat. It's much less intimidating way for candidates to express themselves. Everyone is assessed fairly, and candidates engage naturally with chat, so dropout is lower.

Our proprietary AI scores the chat, and candidates who fit the ideal role profile are automatically shortlisted and auto-progressed to a non-AI video interview for hiring teams to review and rate.

Video as a second step means candidates are already engaged with your hiring process, so are more likely to complete than if presented with video up front.

Congratulations!
You're through to the next stage - a video interview



A totally unique solution for volume hiring

Sapia.ai's smart hiring automation takes care of screening, assessing and interviewing candidates.

It's a completely unique solution. No other provider offers this type of automation that leverages AI through chat, uses video responsibly and engagingly, and retains the human element of decision making.

Using a combined solution of chat and video interview, hiring teams are liberated from repetitive tasks, and armed with intelligence from our AI, still own the hiring decision.

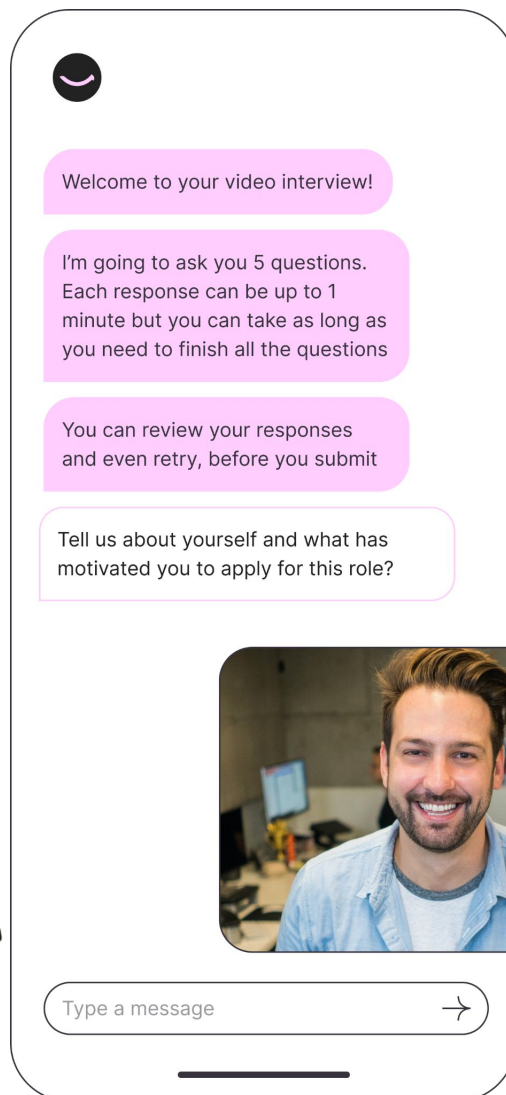


A video interview candidates actually like

We were worried about video being exclusionary. So we made some critical decisions when designing the interview experience, which have led to industry-leading satisfaction and completion rates.


Chat based - familiar, engaging and mobile friendly

Untimed interview - candidates can rehearse and have multiple retries for each question



Totally brandable, including colours, wording, and option to use videos of your team asking the questions.

Question flow puts candidates at ease - start with 'get to know you' question

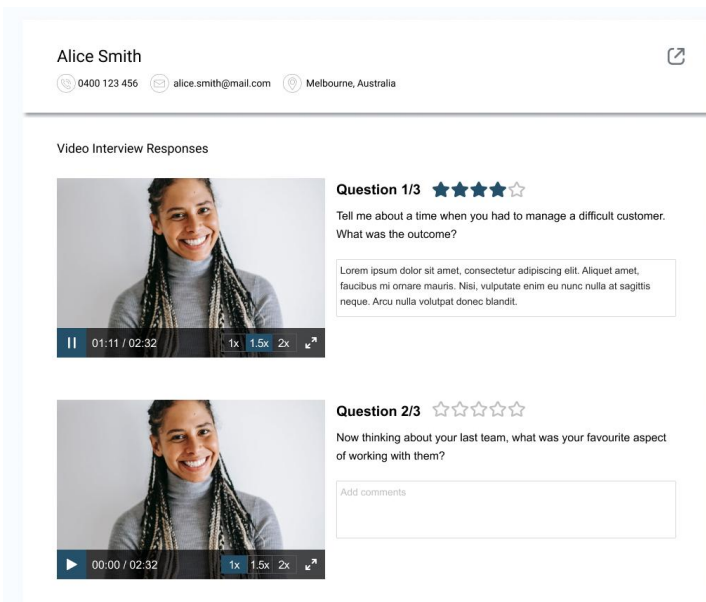


"I love the video experience, it takes away a lot of the anxiety talking to an actual person and being put on the spot. I could be myself"

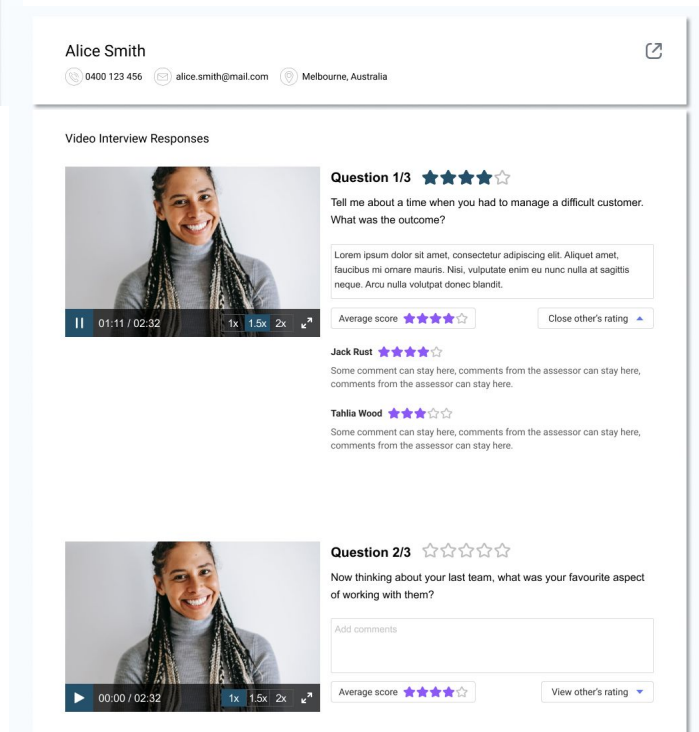
Candidate Feedback

Blind scoring to enable fairer hiring decisions

Multi-assessor capability enables a panel review style process for organizations, with hiring managers restricted to see only their ratings when reviewing a candidate's interview.



Hiring managers only see their own ratings when reviewing a candidate



Recruiters have access to all ratings



2 day time to offer using chat & video interviews

Woolworths Group, Australia's largest private employer, implemented Sapia's smart hiring automation for completely recruiter-less hiring across their retail network.

They wanted a three-fold solution:

- Enable the business to move quickly;
- Offer candidates an engaging brand experience;
- Reduce the load on busy hiring managers.

By implementing Sapia's Video Interviews alongside our AI Chat Interview, they shaved their time to offer down to 2 days from 12; while maintaining world-class candidate satisfaction and completion rates.

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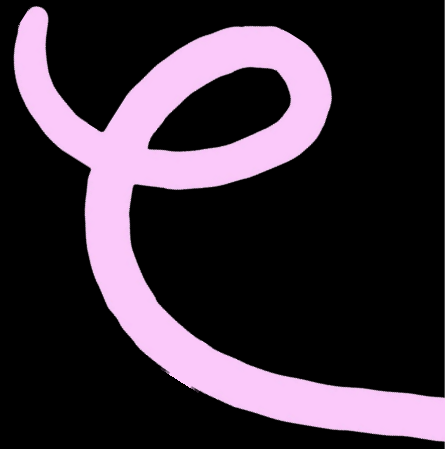
Video Interviews
Completed

9/10

Candidate
Satisfaction

78.2%

Completion
Rate



Try our Video Interview here

sapia.ai



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