

# Meet the world's first **Ai Smart Interviewer**

Find the right candidates, *fast*  
(and give everyone a fair go)

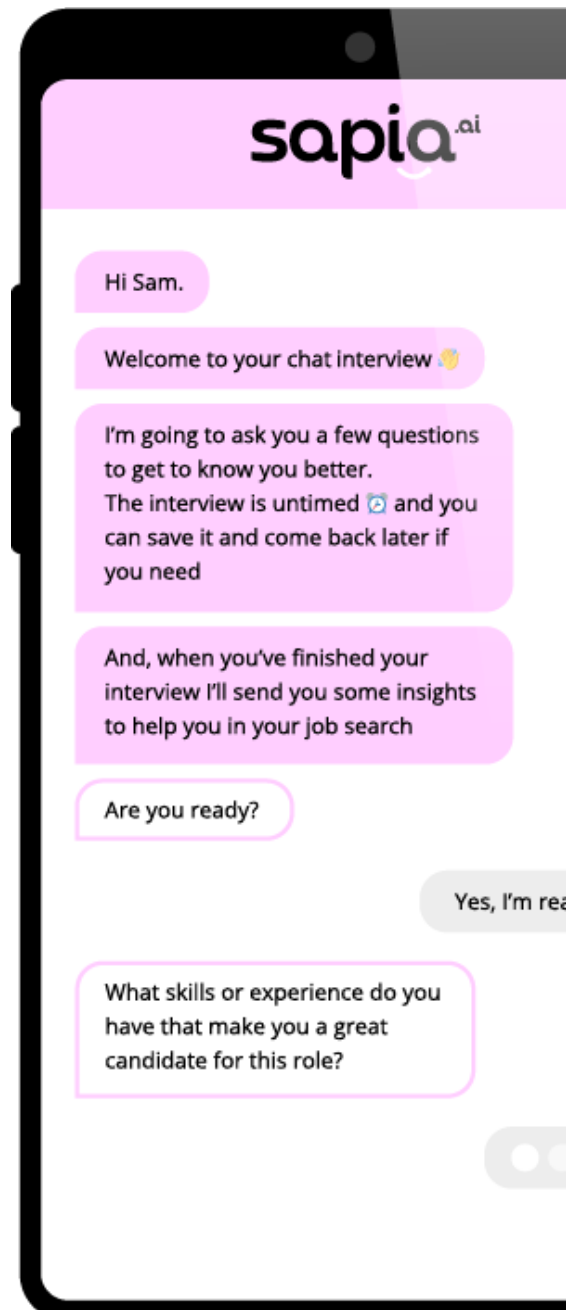


**A structured interview for every candidate - automated.**

“Describe an experience that has shaped you and your values,” our Ai Smart Interviewer asks over chat. It’s the type of validated question used in the structured interviews it conducts with every candidate.

Every candidate gets this interview opportunity, the instant they apply - improving the candidate’s experience with the brands using it and giving them an incredible edge in the race for talent, where first to move frequently wins.

In just 5 questions, Smart Interviewer uncovers soft skills and communication skills from the written language, ranks the right people for you, and gives you full insight into the person, so you never need to look at another resume again.



# Fast, efficient, *smart* hiring

Upon completing the Chat Interview, scores are available in PageUp, creating a ranked shortlist of the best applicants to consider in real time.

A score and recommendation make it easy for recruiters to shortlist, and an in-depth Talent Insights profile, linked from PageUp, gives them more profound insight into the candidates' traits and personalities than a CV ever could.

Candidates can auto-progress to a non-AI Video Interview for hiring teams to rate & review - automating the end-to-end screening & interview process while enabling hiring teams to retain ownership of the hiring decision.

**Save hours of screening time & widen your talent pool by interviewing everyone.**

## A world-class experience

Texting is second nature to us. As the first step in your screening process, the chat format invites candidates to relax and be themselves, so they can shine.

Every candidate that applies and interviews receives a personalized insights profile to help them in their job search - ending ghosting once and for all.

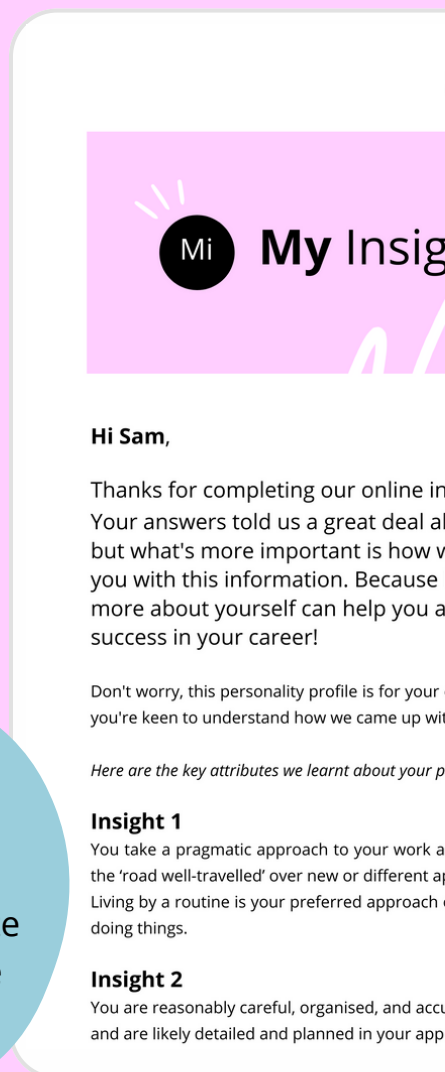
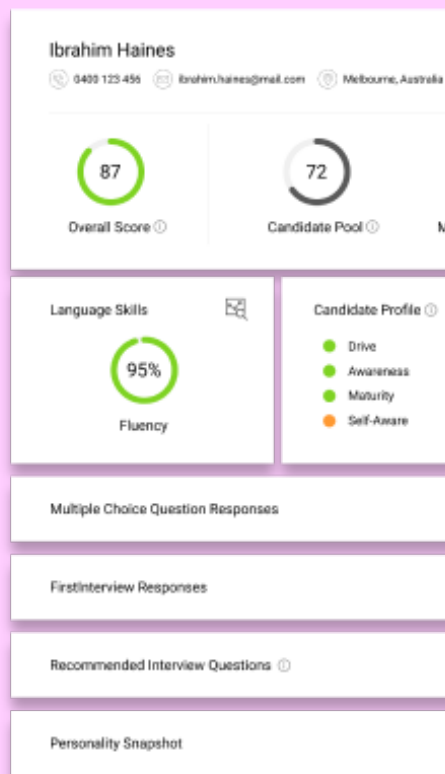
**Find the potential in every candidate, while strengthening your employer brand.**

Zero bias

100% blind Chat Interview interrupts bias in screening

9/10

Average Candidate Happiness Score



## Use Cases

### High volume

5x payback in 4 months giving back 8,000 hours to the business. Less than 1p per applicant to deliver 99% positive sentiment ... a game-changer for Iceland!

Head of Talent and L&D  
Iceland Foods

### Hiring with speed

In one week, we had 10,000 candidates apply, and hired 2,000. Sapia enabled us to make offers in under 24 hours in some cases, knowing that those offers were going to the best candidates.

Keri Foti  
Head of Advisory & Talent Acquisition  
Services,  
Woolworths Australia

### Candidate Experience

Ghosting candidates is a harsh reality of recruiting at high volume, and we are so happy to have changed the tide on this to deliver something back that is of real value.

Michael Eizenberg  
Head of Qantas Group Talent,  
Digital & Analytics.

### Diversity Hiring

We've hired three times more ethnic minorities and 1.5 times more women in the past 3 months than we had using our traditional approach! In a matter of weeks, we have jumped years ahead of achieving our diversity ambitions.

David Nally  
HR Manager, Woodies Ireland

### Value Screening

We've been able to hire a diverse team that reflects the values of our organisation, whilst giving our candidates a world class experience, saving thousands of hours for our recruitment team.

Anna Livingston  
Chief Diversity & People Officer  
Tennis Australia

### Internal Mobility

Sapia revealed talent we just did not see ourselves... It enhanced trust in our promotion decisions because the team knew we were using objective data to make those important decisions, and importantly, it embedded learning into a core HR process.

GM Table Games, Crown Casino

# smart interviewer



SCAN ME TO MEET  
OUR AI SMART  
INTERVIEWER

sapia<sup>.ai</sup>

