Meet the world's first
Ai Smart Interviewer

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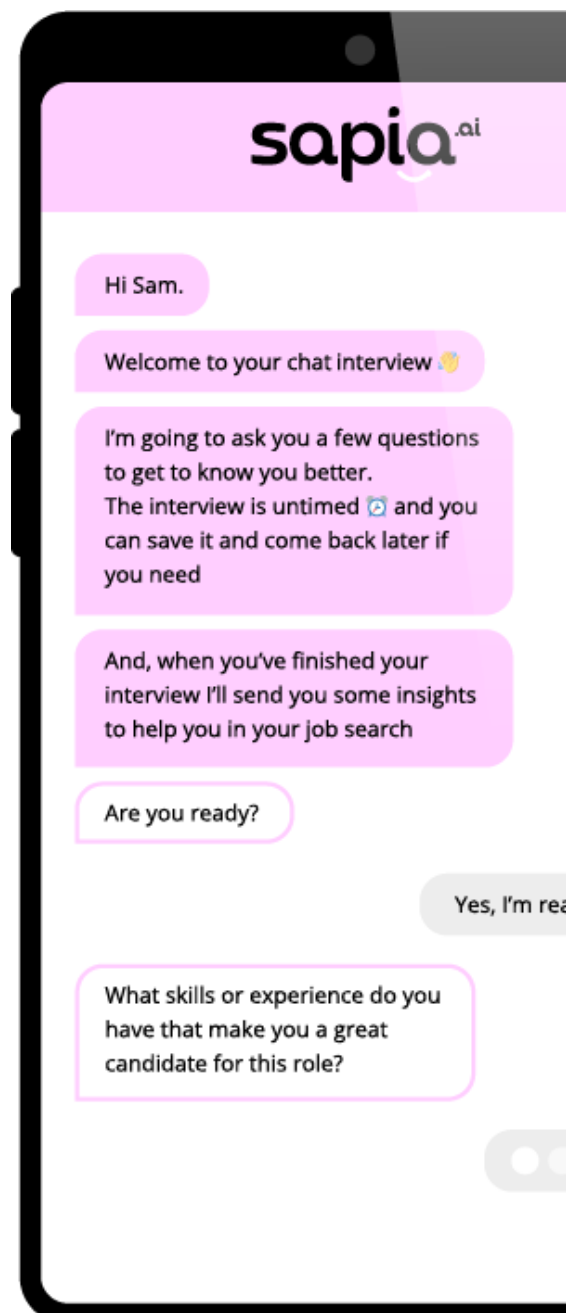## (and give everyone a fair go)

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.

sapia.ai

---

sapia.ai

Hi Sam.

Welcome to your chat interview 👋

I'm going to ask you a few questions to get to know you better.
The interview is untimed ⏰ and you can save it and come back later if you need

And, when you've finished your interview I'll send you some insights to help you in your job search

Are you ready?

Yes, I'm rea

What skills or experience do you have that make you a great candidate for this role?

Fast, efficient, *smart* hiring

Upon completing the Chat Interview, scores are available in SmartRecruiters, 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 SmartRecruiters, 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.
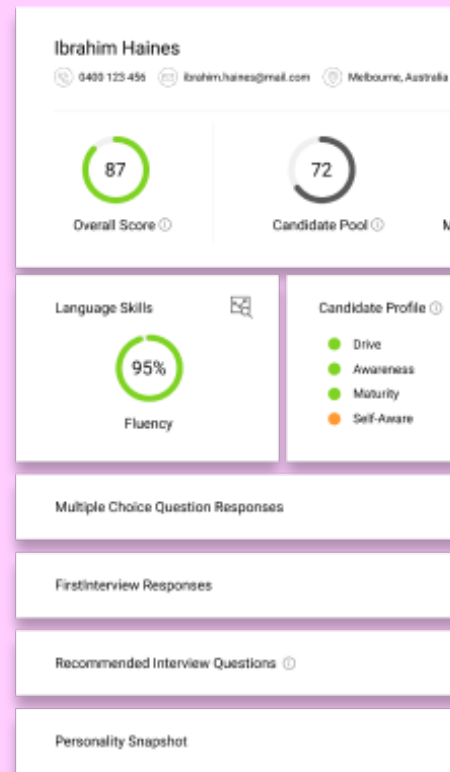
Find the potential in every candidate, while strengthening your employer brand.

Ibrahim Haines

📞 0400 123 456   ✉ Ibrahim.haines@mail.com   📍 Melbourne, Australia

87
Overall Score ⓘ

72
Candidate Pool ⓘ

Language Skills
95%
Fluency

Candidate Profile ⓘ
- Drive
- Awareness
- Maturity
- Self-Aware

Multiple Choice Question Responses

FirstInterview Responses

Recommended Interview Questions ⓘ

Personality Snapshot

Mi **My** Insig

Hi **Sam**,

Thanks for completing our online in
Your answers told us a great deal ab
but what's more important is how w
you with this information. Because
more about yourself can help you a
success in your career!

Don't worry, this personality profile is for your
you're keen to understand how we came up wit

Here are the key attributes we learnt about your p

Insight 1
You take a pragmatic approach to your work a
the 'road well-travelled' over new or different a
Living by a routine is your preferred approach
doing things.

Insight 2
You are reasonably careful, organised, and accu
and are likely detailed and planned in your app

Zero bias
100% blind Chat Interview interrupts bias in screening

9/10
Average Candidate Happiness Score

sapia.ai

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.ai