



SOLUTIONS OVERVIEW

Connect candidates with managers faster using Interview ManagerSM

HealthcareSource Interview ManagerSM powered by HireVue revolutionizes the job interview process in three ways; provides greater insight on candidates' interview responses, significantly reduces the time and expense around scheduling interviews, and opens up the interview process to passive candidates by enabling anywhere, anytime interviewing. Interview Manager does not replace live final round interviews, but it improves them by screening for higher quality candidates. The results are dramatic – higher quality candidates with much lower recruiting costs and faster time to hire. How? Interview Manager is a video interviewing platform and service offering that makes video interviewing not only easy for candidates and interviewers, but provides advanced tools to analyze the results. What do healthcare organizations use Interview Manager for?

- Candidate screening – After a resume or application review, the best three to seven candidates are asked to do a virtual, recorded interview. Because the results are recorded and the questions are consistent, HR and hiring managers can review the candidates' responses sequentially, or review the responses from all the candidates back to back on key questions. Just like a VCR or DVR, you can rewind and really analyze the responses. This helps you compare and contrast candidates and only bring in the best finalists.
- Remote interviews – How many times have you flown someone in for an interview, only to realize after the first 15 minutes that they were clearly not the one? Bringing in remote candidates can be expensive and time-consuming. Interview Manager allows for two-way live video interviews so that you can screen candidates early in the process before bringing them in for a final in-person interview.
- Hard to fill positions – You find that elusive PT or Pharmacist who might be interested in a job, but doesn't want to take the day off to interview. Do you let them go? No, you let them record their interview at their convenience using Interview Manager. This anytime, anywhere interviewing is a great way to differentiate and attract candidates for hard to fill positions.
- Campus recruiting – Campus recruiting can be time-consuming and expensive. Focus your in-person efforts on key institutions, but use Interview Manager to screen candidates from secondary institutions. New grad candidates are usually video savvy, so you will stand out as a progressive employer. This allows you access to campuses you would not otherwise be able to visit and at a much lower cost.

Interview Manager powered by HireVue makes it easy to hire better talent faster, gives you a competitive edge and at the same time builds up a talent pool of candidates.

Key Benefits

- Reduce the time to a successful hire by replacing manual tasks and logistical challenges
- See a candidate's character and communication skills as they answer unrehearsed interview questions, revealing important qualities a resume won't tell you
- Overcome scheduling conflicts, allowing multiple hiring managers to view interviews at their convenience regardless of time of day
- Save money by pre-screening candidates using video interviews before investing in a face-to-face interview, and avoid spending on a candidate who isn't a fit for your organization and team
- View interviews anytime, anywhere from an intuitive and secure internet dashboard, in addition to sharing your ratings and comments on each candidate
- Standardize the interview format, ensuring that all candidates applying for the same position answer the same questions





There's so much more to HealthcareSource Interview Manager online video interviews than you might expect. Of course we offer high quality video capture and recording and intelligent technology that make it possible to stream your video interviews over even the slowest connection; but it's what Interview Manager allows you to DO with your video interviews that makes Interview Manager truly compelling.

Interview Manager represents a shift from the old "track-and-pick" model of recruiting to a more proactive relationship based model. The "hiring" relationship is multi-dimensional and difficult to get right, especially when it means building relationships between candidates and an entire organization. Powered by Web 2.0 technologies, Interview Manager makes it easy to build relationships while at the same time involving your hiring team only when necessary, so you stay productive and make fast, intelligent hiring decisions.

Virtual Interviews

Interview Manager virtual interviews are video interviews that allow employers to see how a candidate responds to key questions without having to sit in on the interview. They can be used in place of or in addition to phone screens and other early assessment tools.

Here's how it works:

1. You create a set of questions or pick from any of our professionally developed questions for a given job.
2. Invite candidates to respond to the questions via Interview Manager.
3. The candidate has 48 hours to complete the interview.
4. You'll be notified by email once the interview is complete so you and your team can login to evaluate the recorded responses.

Interview Manager supports several types of questions for greater flexibility when evaluating candidates. Supported question types include video questions, as expected, as well as essay questions, short answer, multiple choice and true/false questions. Candidates can also upload work samples in document, video or other file formats. Because, each Interview Manager video interview is job specific, each candidate for any single position will receive the same question set.

Virtual interviews will change the way you screen candidates. They enable more candidates to be screened in less time, facilitate consistent evaluation criteria, make interviewing more convenient for candidates

and reviewers and get hiring managers involved earlier.

Live Interviews

Interview Manager live interviews are video interviews that allow employers to meet face-to-face with candidates via online video conference. Interviewers can meet one-on-one or conduct panel interviews with up to three interviewers and the candidate. Like the virtual interview, you can create questions or pick from our professionally developed questions to have as a guideline for the interview panel. Schedule your live interviews within Interview Manager and track them using the built-in calendar and notification system.

Here's how it works:

1. You schedule the live interview and a notification is sent to the candidate and all of the interview participants via email.
2. At the scheduled time, the candidate and participants login to the interview room.
3. The interview can go for as long as needed. Once complete, the entire interview is recorded and stored in Interview Manager for easy review.





Live interviews typically occur near the end of the hiring process and usually do not take the place of a final in-person interview, but they can be extremely helpful in narrowing your finalists down to one or two; helping you save time and money while keeping your team focused on what matters most.

Live interviews let you schedule interviews with less hassle, get a more detailed view into the candidate, enables strong relationship building early on, and helps create greater internal collaboration

Will candidates do a web interview?

Yes, because we make it so easy. We ship out the web cam, include your employment branding content, and easy to read instructions. We're happy to reach out to candidates as needed on your behalf to make sure they don't miss the 48-hour deadline to complete the

interview. We provide 24/7 candidate support, let them do a practice question and even let them keep the web cam as your gift.

Video interviewing is easy and candidates love it – it saves them time and effort and really differentiates you as a progressive employer.

Key Features

- Start a virtual or live video interview in less than a minute
- Schedule and track video interviews with ease
- Easy for the candidates with provided web cam, simple instructions and 24/7 candidate support
- Compare and contrast candidates' responses side-by-side
- Create interview questions from scratch or pick from pre-defined questions
- Group interviews together for a specific position or review team
- Manage team feedback with comments and ratings
- Run reports that collect the interview team's feedback for faster, smarter hiring
- Automatically send and receive email notifications and invitations
- Perform virtual, live and panel interviews
- Store interviews in a secure and proprietary environment

With more than 1,000 hospital customers, HealthcareSource is the leader in talent management for the healthcare industry. Through its software-as-a-service solutions, HealthcareSource helps hospitals acquire, develop, and retain the best workforce possible in order to maximize the quality and efficiency of patient care. The company's talent management solutions include performance management, onboarding, applicant tracking, video interviewing and a leading healthcare job board. A private corporation, HealthcareSource focuses exclusively on the healthcare industry and consistently earns high marks for client satisfaction and retention.

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