

CIPHR video screening

The flexible, cost-effective way to get to know your candidates

CIPHR video screening is the flexible, efficient way for busy HR professionals to identify top applicants



CIPHR video screening takes the convenience of remote interviewing to the next level. Simply invite candidates to participate, and through the intuitive self-service portal they'll be able to record short answers to questions you've specified. Review and compare candidates' responses whenever and wherever suits you to determine who progresses to the next stage of your hiring process.

Key features:

- Cost-effective way to identify the best candidates
- Flexibility for you and for applicants: videos can be recorded and watched anytime, anywhere, on any internet-connected device
- Quickly compare, score and rate candidates' responses
- Create your own library of questions, ensuring consistency of interview for multiple applicants and roles
- Integrated with CIPHR iRecruit
- Option to use in-built artificial intelligence (AI), and facial feature analytics to assess candidates' emotional intelligence (EQ)

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Benefits for HR teams

- Cost-effective hiring: reduces your spending on meeting rooms, travel costs, and staff time
- Can be used at any stage in the hiring process to screen candidates
- Learn more about candidates than during a traditional telephone interview
- No need to worry about poor internet connection: pre-recorded questions means candidates will always be able to understand what's required
- Record interview questions in advance when you have time; no need to fit multiple interview rounds in your diary
- Review candidates' responses any time, anywhere, on any device that suits you
- Ensures consistency of interview and reduces bias; you can search and filter anonymised transcripts to identify skilled candidates
- Integrates seamlessly with CIPHR iRecruit, and is branded with your organisation's logo and colours
- Option to use built in AI that assesses candidates' non-verbal communication skills

Benefits for employees

- Complete interviews at a time and place that suits you – no need to juggle your schedule to fit the recruiter's availability
- Opportunity to try a test question before recording answers to the real interview questions
- Mirrors the rhythm of face-to-face and telephone interviews: you're asked a question on screen, then you have a few seconds to think about your answer, and a minute to record your response
- Record your responses on any device – mobile, tablet or laptop
- All candidates for the same role are asked the same questions, ensuring your experience is as fair as possible
- Questions are recorded by the hiring HR team; they are always relevant to the role you are applying for