COVID-19: Seeking test partners for inclusive and objective digital interview platform that mitigates COVID-19 challenges in candidate selection

- SCHEDA
- APPROFONDIMENTI

Identificativo proposta:TOUK20200514001   **RICHIEDI MAGGIORI INFORMAZIONI**

A small specialist spin out company from a UK university based in the South East has developed a cloud-based candidate interview system which prioritises the reduction of bias and resource costs in candidate selection. The SME is looking for test partners from both public and private sectors to offer commercial agreement with technical assistance. In the current environment the system has the additional advantage of supporting processes while normal interview attendance is not possible.

Hiring the right employees from overwhelming pools of applicants is costly and current processes risk entrenching bias for which no robust solution is currently available in the automated interview space. For instance, a single multinational company can spend over £12M annually simply hiring new employees. Additional sunk costs are associated with unsuitable hires. Unintended selection bias is endemic with up to one third of FTSE 100/Dow Jones companies faliling to meet targets for ethnic minority and gender representation at Board Level. The company's platform is applicable to all types of organizations with large applicant pools. It is a scalable software system emulating the face-to-face interview method, multiple mini interviews(MMIs) in the hiring industry. It automates MMIs and results in significant cost savings as well as further reducing unintended bias. It is a combination of "off-the-shelf" and bespoke technologies in a real-time solution capable of dynamically probing candidates and evaluating answers to derive interview scores. Use-cases include pre-screening, comparison against CVs and enhanced candidate selection. This UK company is already cooperating with large organisations from both the commercial and public sectors and is looking for more partners to test the platform. Since the COVID-19 outbreak, the company has focused its efforts on hiring processes in essential public sectors. COVID-19 restrictions are affecting the continuity and quality of healthcare staff recruitment. The new version of the platform will include plug-ins to video conference systems for running multiple mini interviews(MMIs) online for healthcare professions selection processes. Uptake and usage would offer the closest digital equivalent to face to face(F2F) MMIs to be run for over 100,000 interviews in health professional training programmes in the UK annually, in addition to maintaining recruitment to the UK's NHS workforce of 1.2 million employees. The UK company is looking for partners from both public and private sectors to offer commercial agreement with technical assistance. From the public sector, health professions education and training institutions are highly desired as partners along with teachers, police/security/defence services. From the private sector, recruitment agencies, human resources enterprise solution companies or large corporates with 500+ employees (any sector) are ideal partners to test the platform.

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