

ZS Associates Reduces Time to Hire by 70% using Talview's Campus Recruitment Solutions

Organization Profile

ZS Associates(ZS) is a management consulting firm that provides services for clients primarily in the pharmaceutical, biotechnology, healthcare, and agribusiness industries. It is one of the world's largest firms focused exclusively on helping companies improve overall performance and grow revenue and market share through end-to-end sales and marketing solutions - from customer insights and strategy to analytics, operations, and technology.

Use Case

For years, ZS conducted campus recruitment drives by visiting 400+ campuses and processing over 100k+ graduates every year. The entire process was unwieldy and required the recruiting team to spend most of their time coordinating with panels and candidates and scheduling interviews. Additionally, maintaining consistency in evaluation became a challenge, especially at the large scale at which ZS was operating. Hence, there was an increasing need to standardize and streamline the recruiting process.

ZS was scouting the market for a friendly solution that would enable them to ensure a high-touch, personalized hiring experience for the candidate while minimizing the recruiters' involvement in routine recruiting tasks. They found a natural fit in Talview's campus recruitment solution.

Challenges

- Inconsistent predictability in the process due to varied evaluation metrics across panels
- Increased time to hire due to the large candidate pool and the lengthy recruitment process
- High operational costs owing to multiple campus
- A mediocre candidate experience

Why Talview?

- Highly scalable AI-led automated remote proctored assessments ensuring 100% test integrity
- Comprehensive behavioral analytics for video interviews that helps gauge soft skills, body language, and culture fit early in the process
- Easy implementation of the solution with the plug-and-play feature and a robust support team
- Low bandwidth requirement - 256 kbps - Anywhere anytime testing
- Flexible multi-section workflow for a seamless
- Interactive branding across the platform
- Impeccable and intuitive candidate experience

Business Benefits Achieved

- ✓ Effective Match of 80% Between Panel Recommendation and Machine Insights
- ✓ Less than 5% Drop Off Due to Engaging Candidate Experience
- ✓ Significantly high reduction in operational costs - \$840K saved
- ✓ 70% Reduction in Time to Hire
- ✓ Saved 8500+ hours of Billable Panel Time

Talview's End-to-End Campus Recruitment Platform

ZS now has a wholly automated campus recruitment process in place. The Talview platform has helped ZS to:

- Leverage AI-enabled remotely proctored assessments to test candidates from across the country
- Record and store candidate response that could be revisited anytime
- Provide the team flexibility to evaluate the candidates anytime, anywhere on any device with quick feedback and rating system
- Showcase their branding throughout the recruitment process with the custom-branded platform
- Conduct remote assessments of any scale seamlessly
- Provide top-notch candidate experience that is engaging and intuitive
- Automate all the mundane tasks in the recruitment process seamlessly



About Us

Launched in 2017, Talview's AI-powered candidate experience platform is the fastest way to remotely screen, interview, and test top talent and students. Our chatbot, live and asynchronous video interviewing, assessment, and remote proctoring solutions use advanced NLP and AI technology to empower our clients to select high-quality applicants anytime, anywhere, and administer tests and exams securely. With our 100% mobile experience, you can easily automate routine tasks, build talent pools, and integrate data seamlessly into your ATS or LMS.

For more information - www.talview.com