



Commercial Solution Description
Video application functionality

General description and added value

The video application add-on functionality allows clients to offer candidates a tool to stand out among other candidates to increase their chances of getting noticed by employers. The combination of the video and sound offers the client the possibility to assess their applicants in a much easier and faster way because they can hear the candidate's voice, intonation, grammatical usage, and see their background visuals. As well as observing certain qualities that come out on video that simply cannot be qualified.

Key features

- Record videos directly from any browser or device
- Upload pre-recorded videos
- Videos submitted directly within the application process
- Flexible configuration of your own video questions in the application form

Benefits

- A picture paints a thousand words. How does the candidate sound and appear? Does the candidate sound angry? Or excited? Or nervous? Their voice intonation will clue you in. Does the candidate use proper grammar? You'll discover more about their educational level by listening to them.
- **Background Visuals:** these can tell you a lot about your candidate
- **Unquantifiables:** Certain qualities come out on video that simply can't be quantified. A particular spark, energy, excitement for the particular position
- **Time saver:** You'll know in just a few seconds if that candidate is the right fit. But careful here: be open to folks who may not be like you. You'll find a diverse and inclusive workforce could be exactly what your company needs.
- **Look beyond mere credentials:** Be open to judging people based on their passion, how they articulate what the job means to them, and their story. You may be surprised to learn the best candidates often don't have the credentials you've set up for the job.
- **The technology does not discriminate:** All videos will speak equally to a candidates' personality and abilities.
- **Easy comparison:** All applicants will answer the same questions, so you can easily compare the applications.
- The use of video applications can make the application process easier and helps you to circumvent costly errors.

How does it work?

The Video application functionality is a paid add-on functionality which is activated upon request. Request and activation are done through Visma.

After activation, you can configure your own video questions as part of the 'additional questions' functionality, which allows easy configuration and activation in the application process.

We also offer an instructional video giving the candidates tips on how to record their video (e.g. how to sit, what not to wear, where to record, what background etc.). This can be of great help to clients to help applicants overcome their possible fear to record a video.

